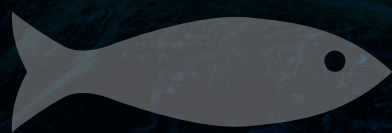




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We are the recognised voice of the Scottish seafood processing sector driving industry standards forward in a global market.



We are the Scottish Seafood Association

Formed in 2011, the Scottish Seafood Association (SSA) was a response to a growing need for representation of the Scottish seafood, processing, and trading sectors.

The SSA represents its growing membership as a united voice for the wider seafood processing sector. We use our voice actively in matters of policy and legislation through dialogue, consultation, and co-operation with law and policymakers.

Our association is here to provide support to its members, assist with training, and increase the opportunities for young people looking to become part of the seafood sector and supply chain.

The seafood industry is a major contributor to the Scottish economy. Together we can ensure sustainable and long-lasting growth in the seafood and processing sectors.



“ We are a membership association run for industry by industry.



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What We Provide

What We Do

The Scottish Seafood Association is here to ensure the best possible conditions for our members in the seafood processing sector through a variety of services.

Our Association Provides:

Service and support to our members with advice and consultation. We can advise our members on many areas including SALSA plus Seafood, MSC Certification, HSE Compliance, Documentation of Food Safety Systems, Auditing, Bespoke Quality Management Systems (QMS) and industry specific training.

Knowledge sharing through the SSA's unity. We work towards creating and maintaining stronger links to the wider seafood industry both in Scotland and abroad. This provides us with information and knowledge that we share with our members to help and improve their collaboration with the rest of the supply chain.

A lobby group that represents our members' interests. The SSA has a voice during the policy – and decision-making processes at all levels of government. We are also collaborating with the various stakeholders that represent the Scottish seafood industry.

Approved REHIS/Seafish training Centre. REHIS is the acronym for The Royal Environmental Health Institute of Scotland, an institute that holds a high standard for training and qualifications.

Association Partner Service Providers

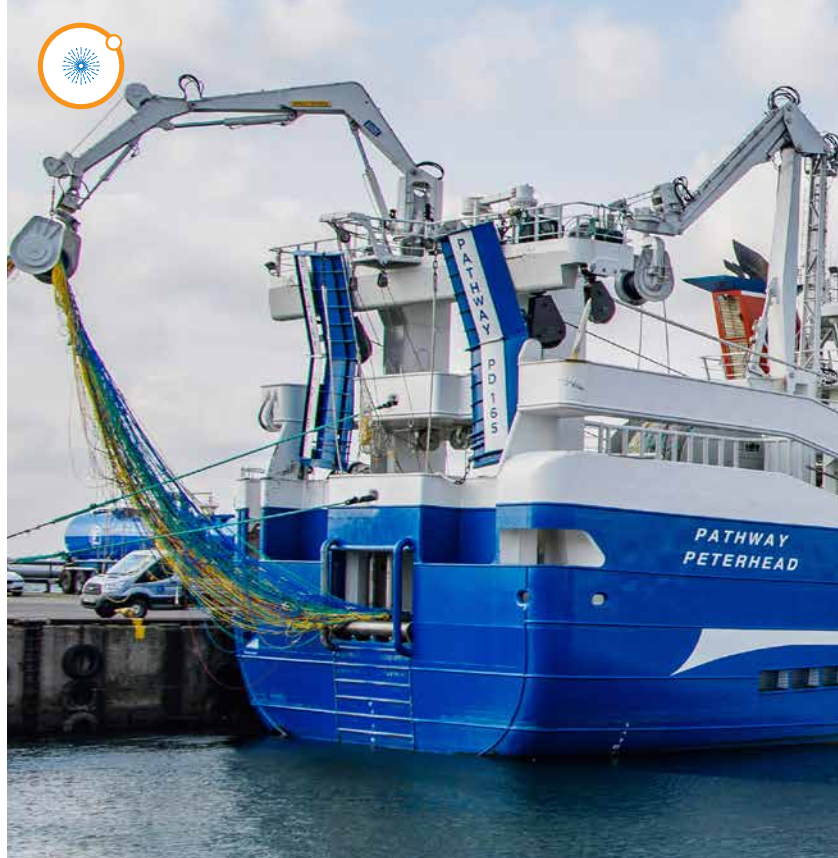
HOLCHEM - providing comprehensive hygiene management system, comprising of fully index cleaning manual, MSDS-sheets, CIC-system to include training records and sign off sheets. Discounted chemical rates for Association members.

3C Training Solutions - providing certified training courses, including Forklift, 1st Aid, Fire risk assessments and Driver CPC training all at discounted rates for SSA members.

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The Scottish Seafood Associations' Organisation

The SSA is led by the Members for the Members

The association has a CEO who is led by the Executive Committee – all of whom are members of the association.

The committee meets regularly every quarter or more often when required and gives directions to our CEO and Office Manager. Directions are based on issues affecting association members.

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In-house Technical Standard – SALSA plus Seafood

At the SSA, we have developed our own technical standard that is bespoke for the seafood processing sector.

Since other standards are generic for the food processing industry, we recognised a specific need for standardisation within seafood processing. With the SALSA plus Seafood standard, we can deliver a minimum standard for the seafood processing sector, and we aim for all SSA members to be accredited with this technical standard.

We have created a bespoke Quality & HACCP manual to meet the SALSA plus Seafood Standard which be independently audited by SALSA.

SSA will provide – Advice, Support and Mentoring to ensure compliance with the standard.

Members that comply with these standards can also use our recognised logo, which offers additional marketing value.



“ To promote the adoption of the SALSA plus Seafood standard, we provide our members with services and guidance.



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A Professional Approach to Processing

How Can the SSA Help?

We offer training courses at special rates to our members in all areas relevant to seafood processing.

Members of the SSA identify with the importance of maintaining the professionalism in our sector to remain an industry leader worldwide. Our members make good use of our many services within training and accreditation.

Services are offered in association with the Scottish Seafood Training Network and can be held at one of our training centres or onsite at our member's location.

Training is provided by our in-house REHIS- Seafish approved trainer and can include:

- Food Hygiene
- HACCP
- Seafood Quality Assessment
- Basic filleting skills – including knife skills
- Fish smoking programme
- Fish cooking techniques

The SSA also provides support in compliance, HSE, audits, and documentation.

In addition, we work with industry partners to provide guidance on funding, business development, product development, and efficiency programmes.

As a member, you become a part of an association that actively works towards supporting and improving every single company to the extent that they wish and require.



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through fish
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Developing the Young Workforce

As part of the larger government initiative Developing the Young Workforce (DYW), the Scottish Seafood Association is running projects that prepare young people at entry-level for a life in the seafood processing industry.

For the industry to grow, we invest in its future by investing in the young people that will not only be able to fill knowledge and skill gaps at companies but, in time, spearhead our industry in the future.

Through the regional DYW groups, we can support our local members in connecting them with young people curious about the seafood supply chain and the processing sector.





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**Jimmy Buchan CEO SSA, with Lizz Truss MP and
Chief Secretary to the treasurer.**

REHIS Training Centre

The Royal Environmental Health Institute of Scotland, known as REHIS, is an independent, self-financing registered Scottish charity whose main objectives are for the benefit of the community to promote the advancement of Environmental Health.

The Scottish Seafood Association are delivering a range of specialised courses jointly certified by REHIS and Seafish including:

- REHIS/Seafish Food Hygiene (Level 1, 2 & 3)
- REHIS/Seafish HACCP (Level 1, 2 & 3)
- REHIS/Seafish Health & Safety (Level 1 & 2)
- REHIS Allergen Awareness (Level 2)

The purpose of the training is to upskill the existing workforce, while new entrants to the industry will be provided with a structured induction programme covering health and safety, basic knife skills and food hygiene.

The SSA will interact closely with its members and the wider seafood industry to identify knowledge and skill gaps and will be designing training provision to address those needs.

A key component of the new initiative will be getting out into the wider community and into schools, colleges and the hospitality sector to promote seafood industry-related careers.

Approved Training Centre



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A Network to Strengthen the Industry

The Seafish Industry Authority, known as Seafish, is a non-departmental public body that supports and strengthens the sea fishing industries across the UK and employs over 100 people. A large part of the Scottish Seafood Association's training programmes come through collaborations with Seafish.

Lee Cooper, National Learning and Standards Manager at Seafish, tells us more about how and why Seafish established localised networks for training and development in the sea fishing industry: "Seafish recognised the need for establishing regional networks – and did so via its initiative the Seafood Training Academy – to encourage various organisations to work together with a shared purpose of strengthening local industry. We have largely succeeded in doing so across the UK, including the local network in Scotland, which was established by Seafish, Seafood Scotland, and the Scottish Seafood Association."

Food processing is a growing industry in Scotland, as Lee highlights when he expands upon the SSA's role: "The SSA represents the Scottish seafood processing sector, which is a major part of the seafood industry in the country, and we recognise the importance at Seafish of making good use of these regionally important organisations.

The SSA work closely together with Seafood Scotland to promote and market Scottish seafood in a national and global market. Seafood Scotland is working in conjunction with SSA to work through its industry action plan. This demonstrates an industry collaborating with its stakeholders for the benefit of the industry.



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Training Courses

The Scottish Seafood Association offers a wide variety of training programmes as part of the Seafood Industry Workplace Ready Programme.

The programme is in collaboration with the Scotland Fisheries Local Action Group (LAG), The Scottish Government, Aberdeenshire Council, and the Scottish Seafood Training Network.

A Programme for both Employee and Employer

People who wish to find employment in the seafood processing industry will, with this programme, find opportunities to upskill themselves and through courses become attractive employee prospects for employers in the sector.

As an employer, you may leverage the upskilling of your local community to meet the demands of an evolving industry in growth in both local and global markets.

Part of the Supply Chain

In the seafood processing sector, we transform the fresh fish and shellfish caught by fishermen or produced in farms to products ready for use in catering or for retail.

This process and its requirements offer a wide range of careers including technical managers, supervisory roles, food technologists, operatives, team leaders, filleters, quality assurance roles, and engineers.

Examples of courses in the Seafood Industry Workplace Ready Programme:

- REHIS / Seafish Food Hygiene
- REHIS / Seafish Health and Safety
- Knife Skills: Sharpening, Handling, and Storing
- Basic Filleting Skills
- Basic Cooking
- Seafish Basic Storage and Handling
- Seafish Basic Quality Assessments



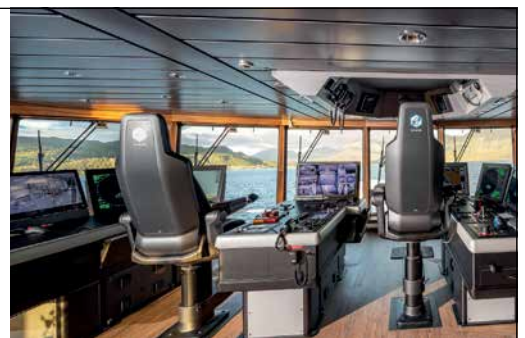
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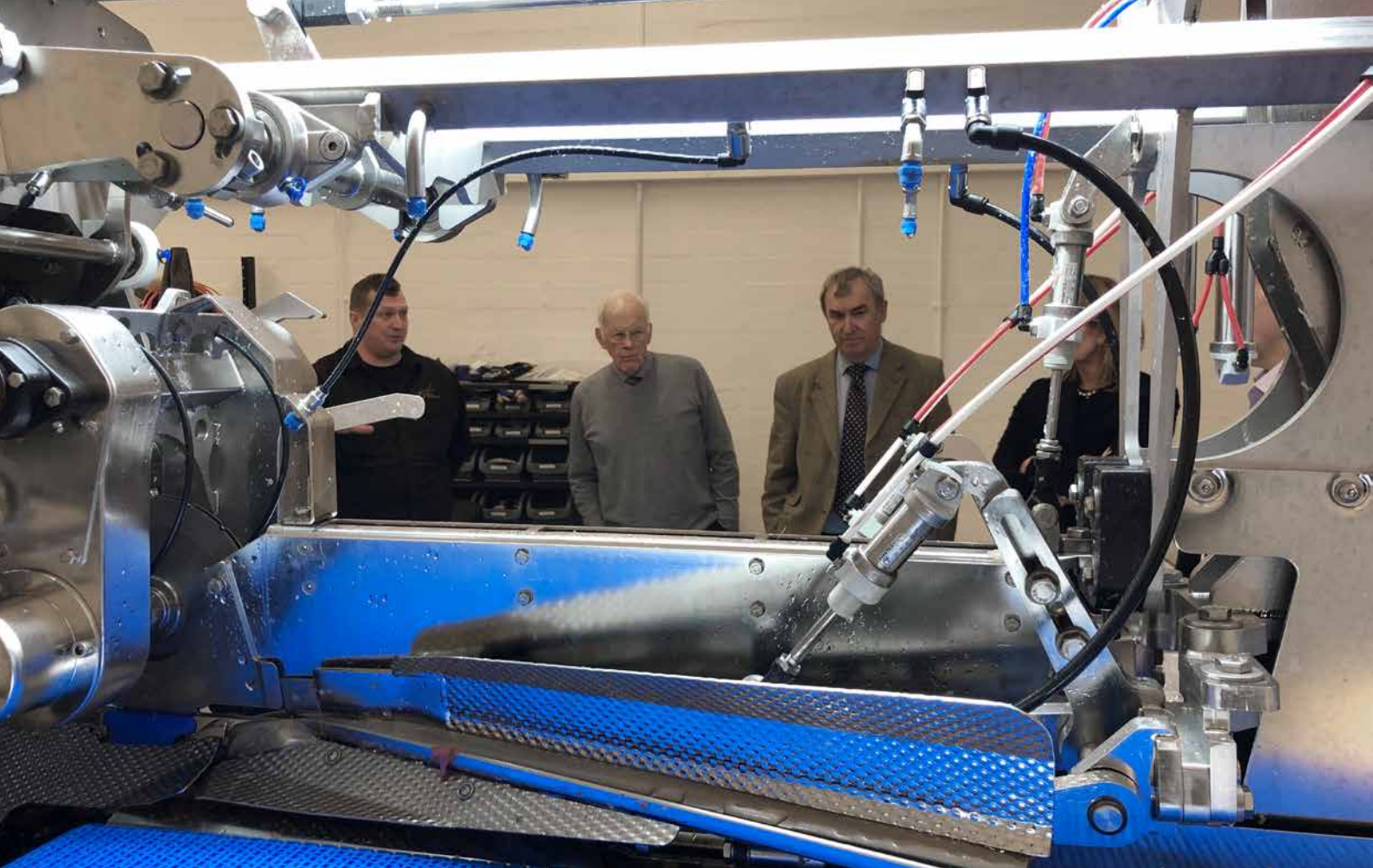
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Processing and Innovation in the Future

At the SSA, we are not only looking at the present need for skills and workforce but also at what we will need in the future, as the industry develops and changes.

An Era of Automation

Processing high volumes of fish is becoming an increasing necessity in the processing sector, which is why we see an increase in automation. These modern innovations are driving the industry forward to meet demand.

To continue to compete in the global market, we must process seafood in alignment with the current technologies.

Opportunities in Automation

We see the automation of processing as an opportunity for employers and employees alike. Where automated processing may be able to produce higher volumes, they are also in need of operators and servicing.

It is vital that we match our training and education with the modern world of processing. And so, we help our members upskill employees, for instance to automation operators, as our members begin to utilise these modern innovations.





Hospitality Sector

An important part of driving the seafood industry forward in Scotland lies in promoting the consumption of seafood across the nation. The SSA works to encourage more chefs to use seafood as a staple part of their menus. Chefs are excellent ambassadors for seafood – inspiring people with their dishes on a daily basis. By working with chefs, we can expand people's understanding of what seafood tastes like and the many different ways they can cook seafood.

We continuously engage with the food and drinks sector to raise awareness of the high-quality seafood that our country produces.

Collaborating with the hospitality sector creates opportunities for both their sector and our own processing sector to drive sales and inform the public of the many benefits that are related to buying and consuming seafood weekly.





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Lobby Work

The work we do to lobby the seafood industry remains a high-priority task.

Our Work with the Government

We quickly established a good dialogue with the Scottish government, which we continue to nurture. We put this relationship to good use by challenging the government in matters related to the seafood industry and highlighting the benefits of supporting our sector through legislation.

We are working with the Scottish government on the Scotland Food & Drink Partnership's 2030 ambition; to double the industry's value to £30 billion.

Ambition 2030 is important not just for our own industry but for the general growth of Scotland. Through our good relationship with the government,

as a recognised voice of the seafood processing sector, we help them in the pursuit of this goal.

The ministry shows support of our association, and the more members we have, the stronger a voice the SSA has in negotiations and consultation.

Working with the Stakeholders

We recognise the importance of working locally as well as on a national scale. The SSA promotes local initiatives that promote the wealth of the seafood processing sector and thereby our members.

We have a voice on the Seafood Scotland Board and also sit on the Scottish Seafish Advisory Committee. We also work and engage with local Scottish authorities.



Kate Forbes, MSP Scottish minister for public finance, with Michael Clark, Chairman Nolan Seafoods in Aberdeen.



“ We have a voice on the Seafood Scotland Board and also sit on the Scottish Seafish Advisory Committee, as well as working and engaging with local Scottish authorities.

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MSC Accreditation

An exclusive benefit of being a member of the Scottish Seafood Association is the opportunity to achieve Marine Stewardship Council (MSC) certification at a lower cost.

Why Become Certified?

The MSC certification signifies sustainable fishing and production to safeguard our future seafood supplies. As the demand for sustainability in consumer habits rise, the accreditation's importance has also increased – something that has become particularly important in terms of Scottish haddock for instance.

Throughout the supply chain, MSC-certified fish and seafood is separated from the non-certified fish with clear labelling. Supplying fish with the MSC label after processing is, in other words, a strong selling point in today's market.

Your Way to Certification

The strict standards of the Marine Stewardship Council come with a high pricetag, often excluding small and medium-sized businesses.

However, the Scottish Seafood Association achieved a world first in 2016, attaining a group certification. This group certification considerably reduces the cost for our members – and quite a few have already made good use of this group scheme.

Information on how to apply for accreditation can be found in the Members Area on our website.

About the Marine Stewardship Council

The MSC is a non-profit organisation that was established in order to address unsustainable fishing of Scottish waters. In doing so, they safeguard the future of our industry.

The blue MSC label is now a recognised marking that both consumers and the hospitality industry look for during purchase.



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Processing Efficiency for the Future

The SSA collaborates with Zero Waste Scotland to find new and innovative ways to increase processing efficiency and reduce waste.

In our efforts to always work towards a better future and stronger Scottish processing industry, we have found that emphasising on processing efficiency is a great way for members to stay competitive in the global market and achieve a greener marketing profile.

Aid from Analysts

Contact us to hear more about the opportunities involved in having an analyst visit your company.

They will look at procedures and processing, offer advice on optimisation, and assist in finding ways to modernise your business.



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