

# PIRFO DEBRIEFER POLICY

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PIRFO DEBRIEFER WORKSHOP 18-22 NOVEMBER 2019

**SPC NOUMEA**



FAME

Fisheries,  
Aquaculture  
and Marine  
Ecosystems  
Division



# BACKGROUND

- **A regional debriefing policy was first developed at the 6th Pacific Island Regional Fisheries Observer Coordinators' Workshop (ROCW6) held in Honiara in January 2006.**
- The revised PIRFO Debriefing Policy was endorsed by the first Debriefing Workshop in Cairns, July 2010
- A PIRFO Debriefing Strategy Workshop was held at SPC headquarters in Noumea, New Caledonia from 28<sup>th</sup> February -18<sup>th</sup> March 2011:
  - to review the regional observer programmes with focus on the debriefing component;
  - to develop a debriefing training and assessment strategy, and certify RCC at least one experienced Debriefers from eight of the countries attending;
  - to develop regionally coordinated national debriefing implementation strategies to continue to certify Debriefers.
- FFC77 (2011) endorsed development of accreditation standards for debriefers and trainers
- FFC81 (2012) endorsed continued development of competencies for debriefers, trainers and the initiation of competencies for assessors

# WHY DEBRIEF?

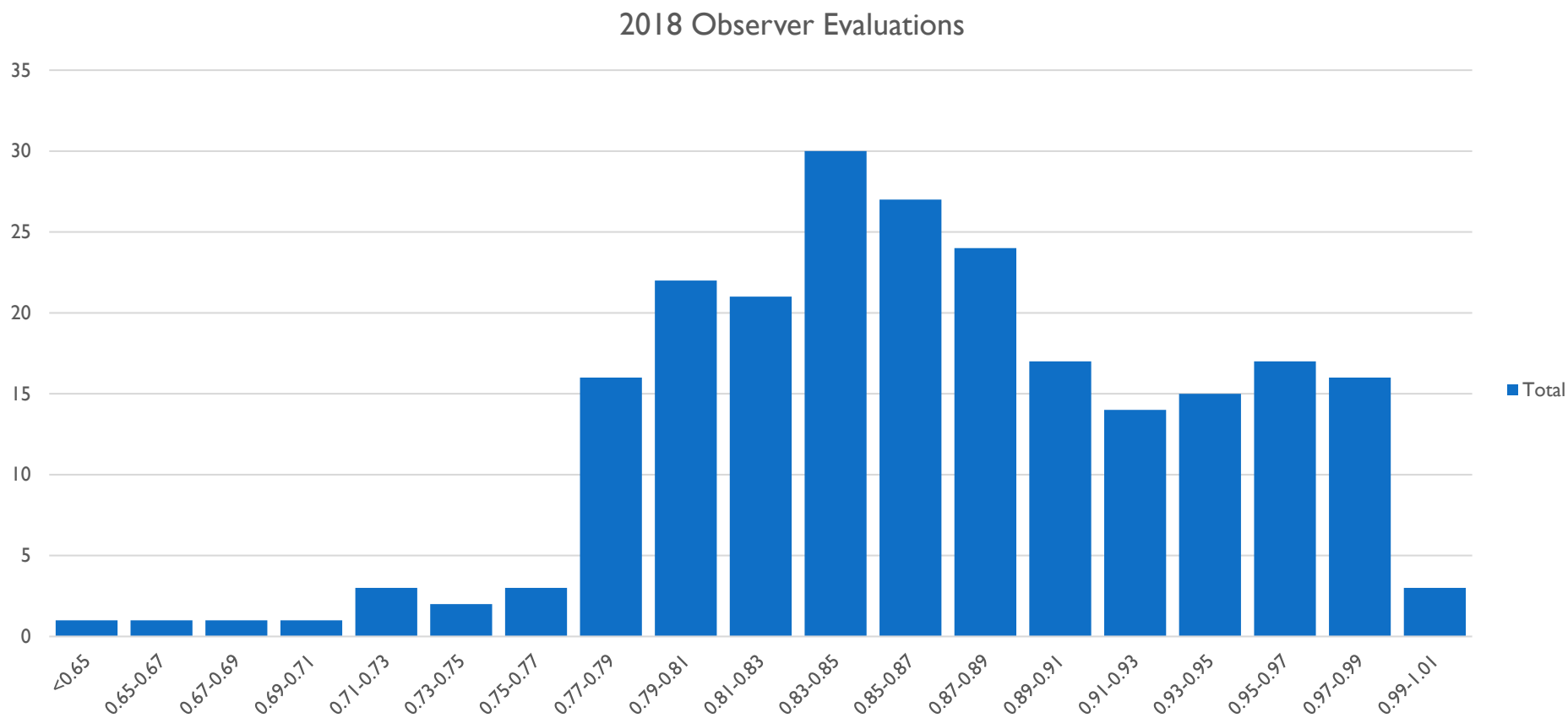
to:

- quickly report, and action if necessary, critical incidents that took place on the trip;
- Data quality assurance
- flag data that does not meet the specific quality requirements of data users;
- give Observer Coordinators feedback on their observers' performance;
- give observers timely direct feedback on how they can improve their data;
- explore, through questioning, if additional information can be gathered about the trip;
- judge if the quality of the data has suffered through harassment of the observer;
- assess the skills and experience for pay and promotion purposes;
- verify data before distributing them to other agencies ( FFA PNA, SPC, SPREP AND WCPFC.);
- find out if special consideration is necessary for future placements on that or like vessels

# PURPOSE OF DEBRIEFING POLICY

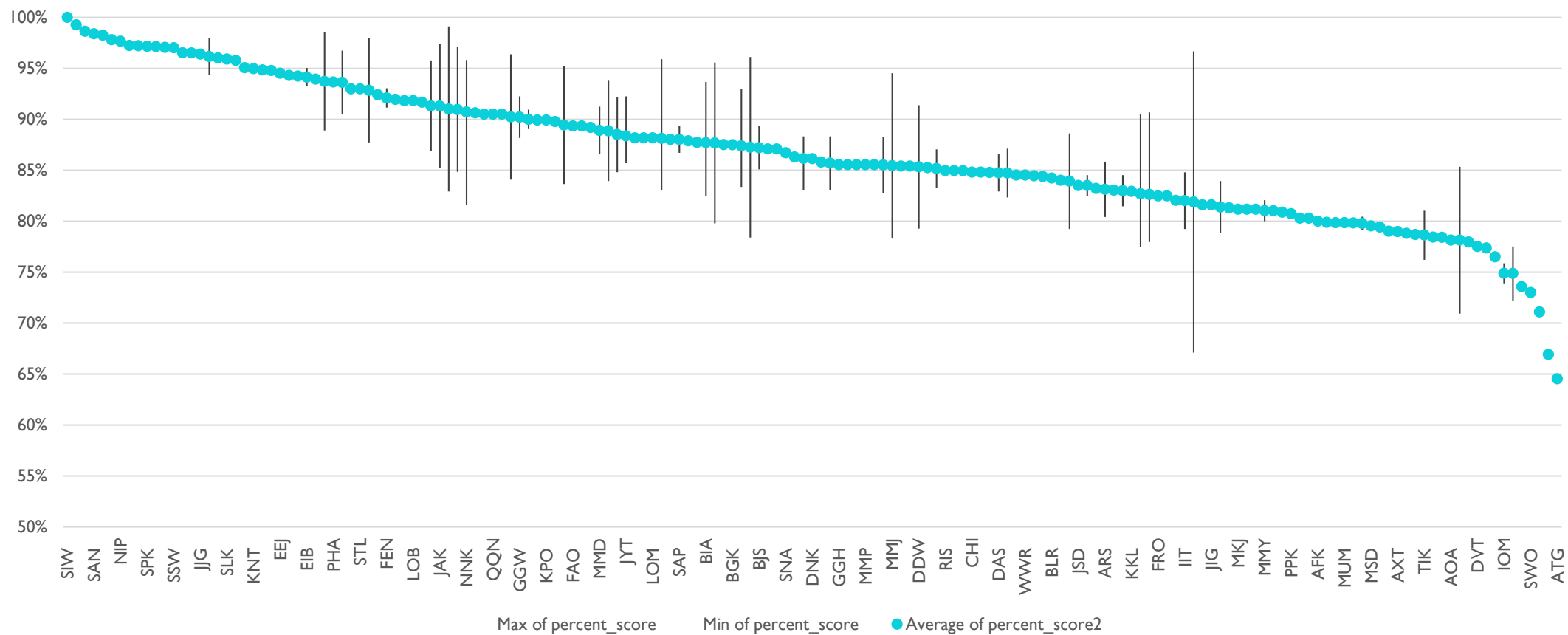
- Provide principles of debriefing
- A guide to the processes and rules for debriefing
- Identify training standards
- Set protocols for transparency, fairness, consistency, timeliness.
- Provide an INDEPENDENT mechanism of oversight and audit of debriefing to guarantee the data to third parties (CMC).
- NOT Standard Operating Procedures – that’s in the guide

# TRANSPARENCY IN PROCESS

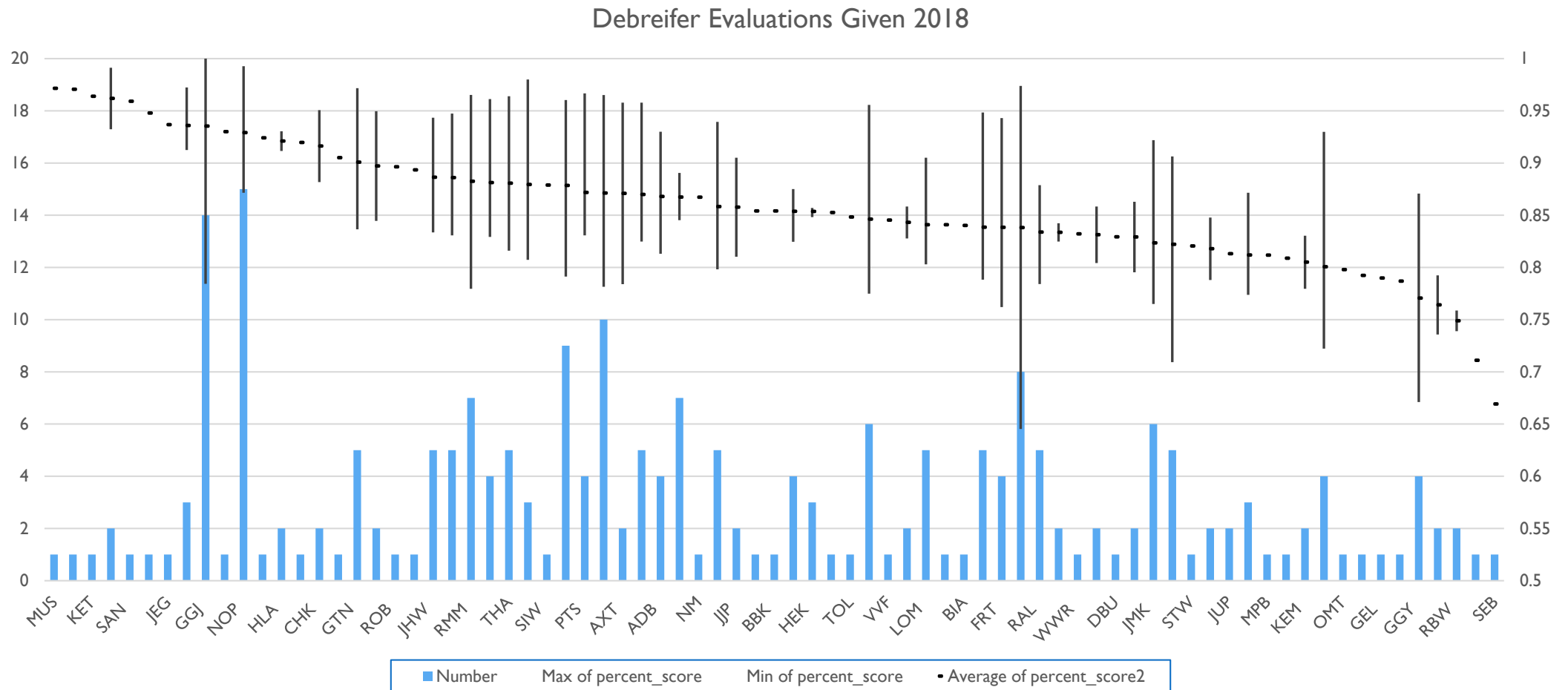


# FAIRNESS IN EVALUATIONS

Observer Evaluation Scores 2018

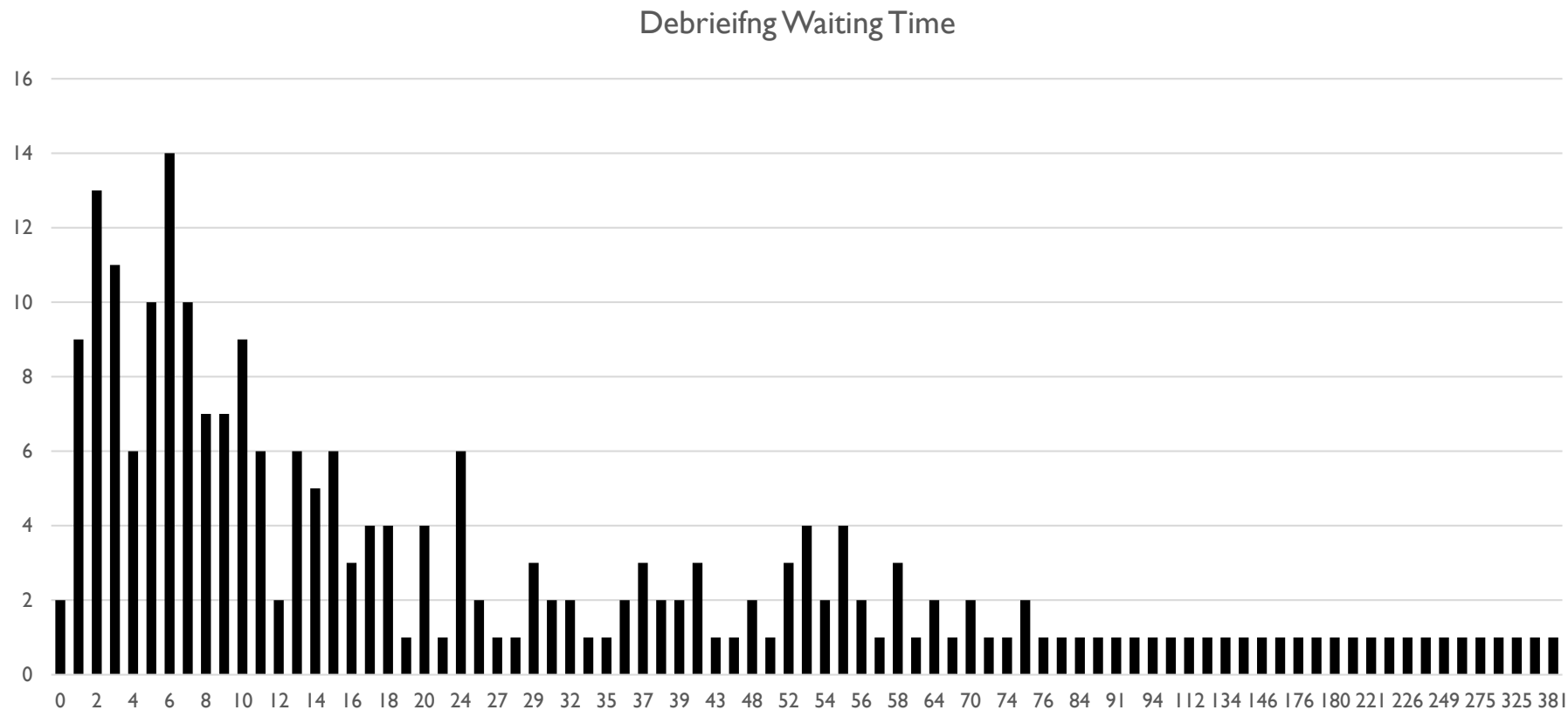


# CONSISTENCY IN PROCESS



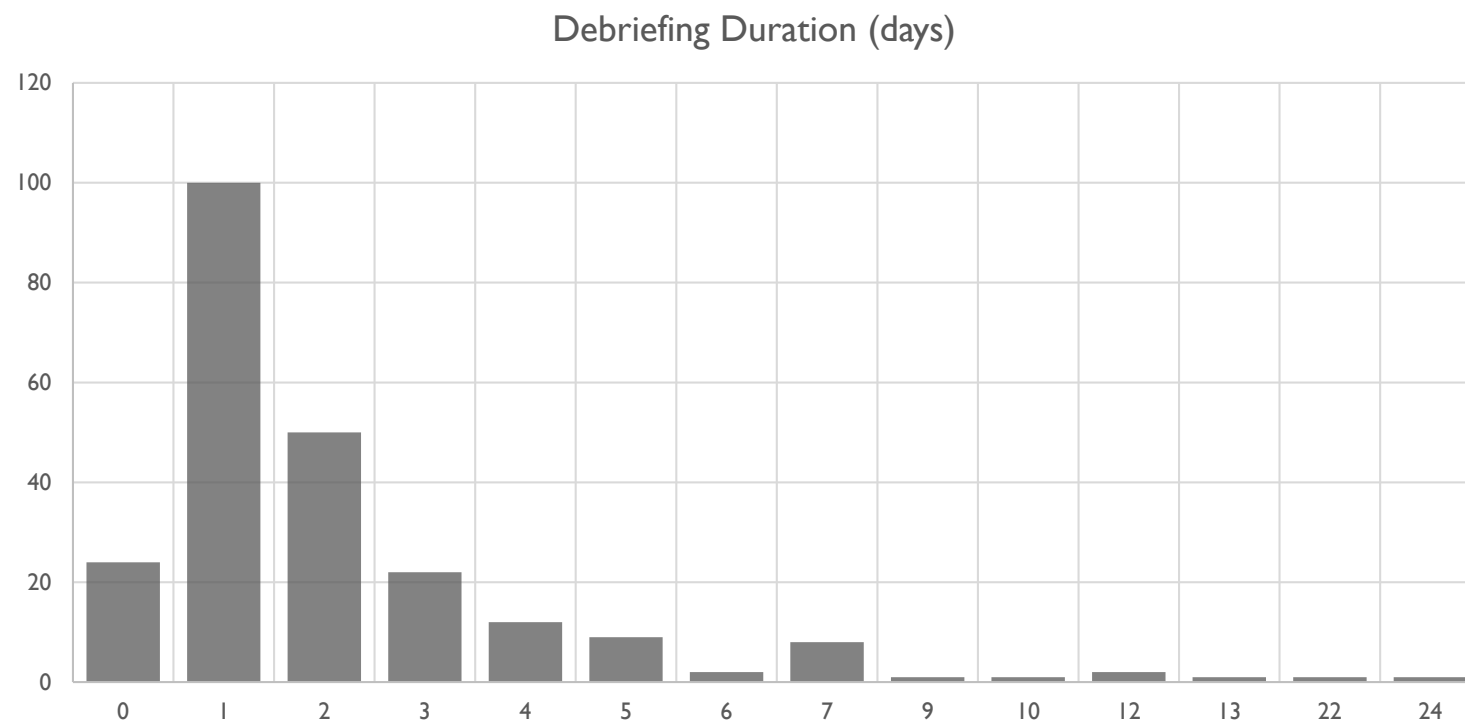
# TIMELINESS - ACTUAL DEBRIEFING WAITING TIME

TDW (2014) programme agreement for 14 (PS) -21 (LL) days time limit to initiate debriefing





# HOW LONG TO DEBRIEF?



# DEVELOPMENTS

- Now have +150 debriefers, including +60 Debriefers Mentors and Assessors, (800+ Obs.)
- New PIRFO Framework – revised for Observers Debriefers – needs upgrade
- Development of PIRFO Debriefers Mentor and Assessor standards and delivery
- EQAP recognition of PIRFO Observer , Debriefers, Debriefers Mentor and Assessor
- EM Verification (Debriefing), how to do it, who can do it????

# DEBRIEFER MENTOR AND ASSESSOR

The development of the micro-qualification PIRFO Debriefing Mentor and Assessor was finalised at a workshop held in Brisbane 24th & 25th June 2019

Prerequisites?

- Currently accredited as a PIRFO Debriefing
- Demonstrated transparency, consistency, fairness and efficiency in Debriefing evaluations of observers

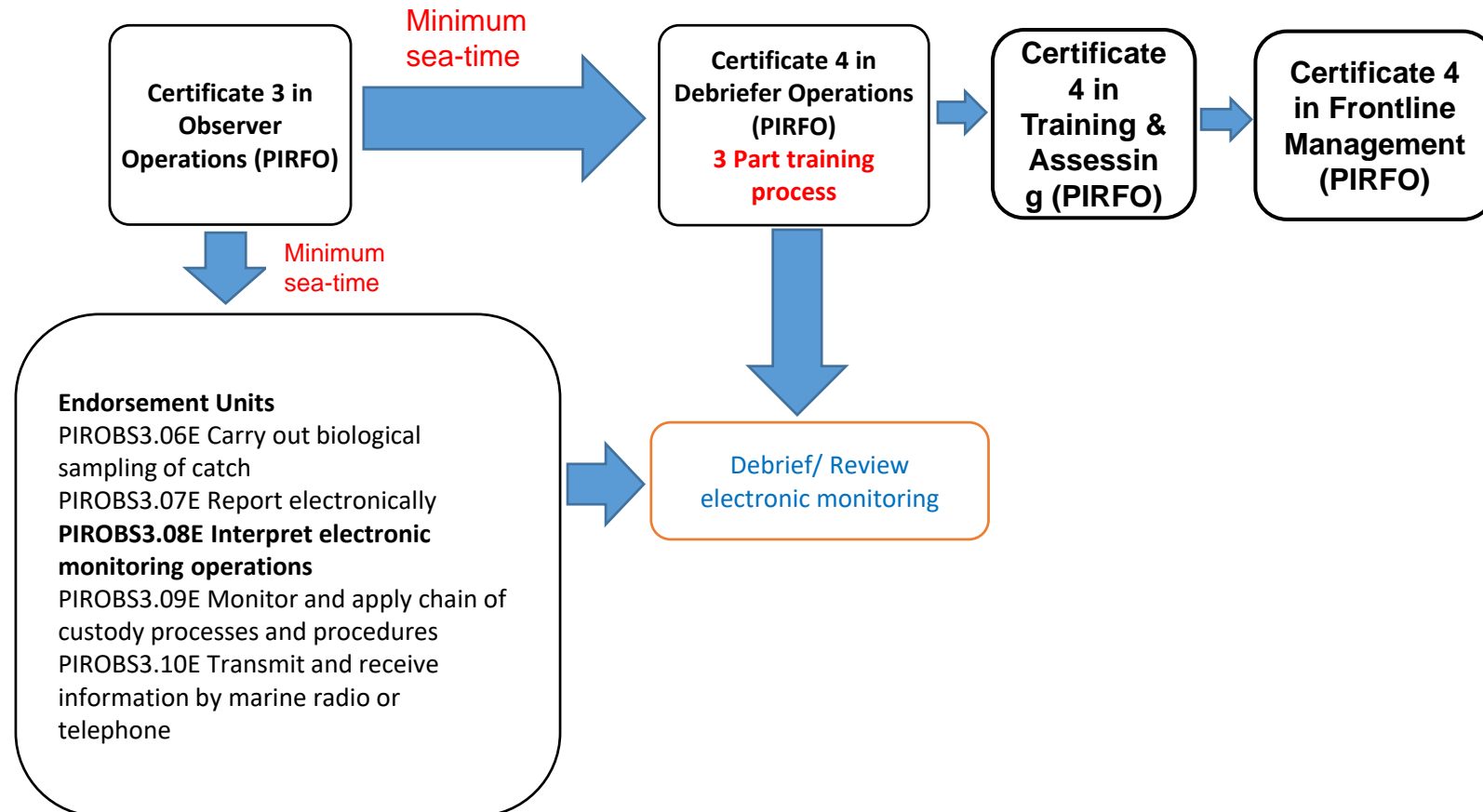
Delivery?

- Delivery conducted by at least one suitably qualified PIRFO Trainer and Assessor for every 8 learners. The practical component, delivered in the workplace or a simulated environment, should be a one to one ratio.

# EM REVIEWERS (VERIFICATION)

- Essentially this quality assurance assessment can be separated into two processes:  
**Verification and Validation**
- **EM Verification:** A process of evaluating the completeness and compliance of a collected data set against the required data fields, format, protocols and normal range of expected results.
  - Completeness of data fields and formats
  - Critical Incident assessment
  - Truth of unusual events
  - Technique of established protocols followed
  - Logic pathways, and
  - A second expert reader
- **PIROBS3.08E Interpret electronic monitoring operations**

# TRAINING OF EM REVIEWERS



# DEBRIEFER POLICY

- Outdated – new standards and framework have developed since 2010.
- Need to improve guidelines to
- Needs standards development for Debriefers Assessors
- EM – Assessors and review (debriefing) need to ensure PIRFO consistency
- Main Session on Wednesday – will provide a draft this afternoon
- Come with ideas on Wednesday