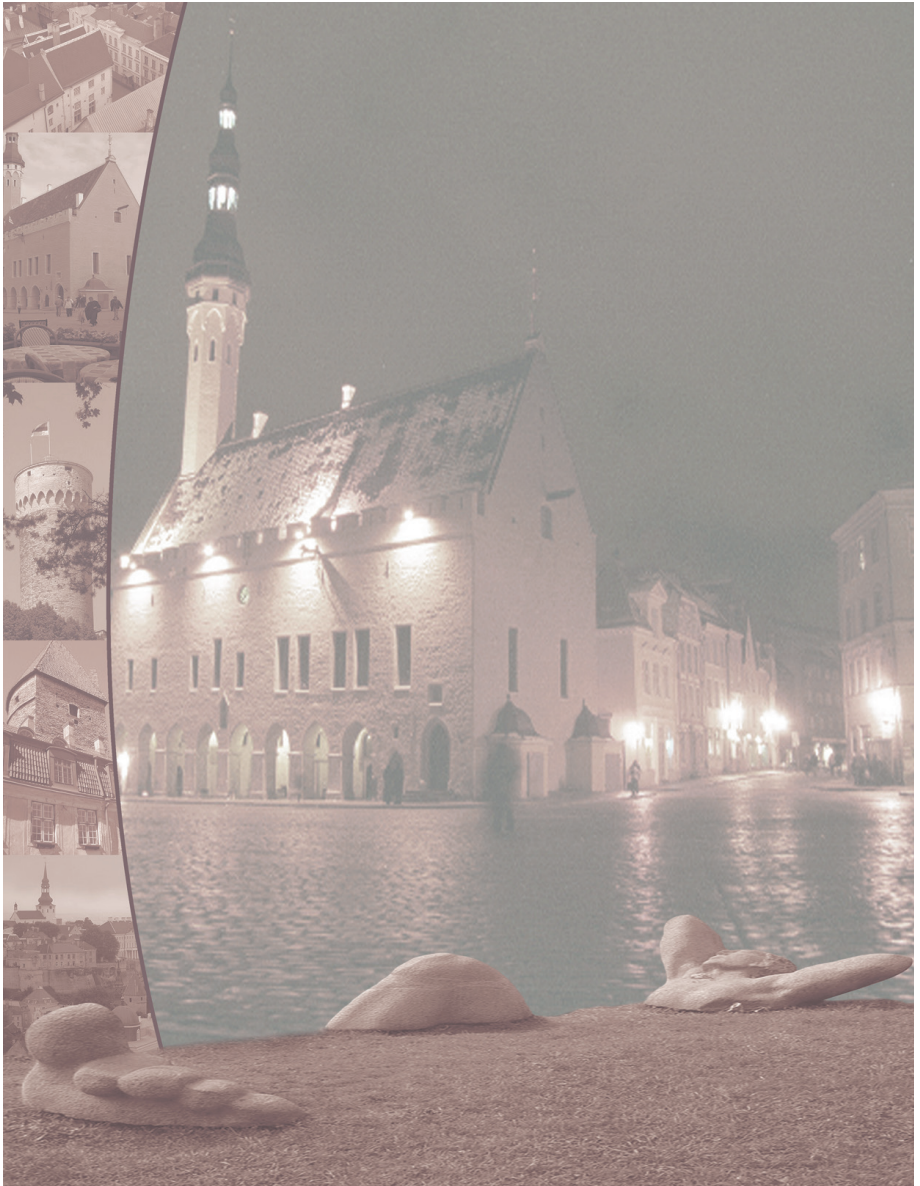




NAFO

Annual Report 2005



**Northwest Atlantic
Fisheries Organization
(NAFO)**



**NAFO Annual Report
2005**

Printed and Distributed by:
Northwest Atlantic Fisheries Organization
P. O. Box 638, Dartmouth, Nova Scotia
Canada B2Y 3Y9

January 2006

Contents

| | |
|---------------------------------------------------------------------|----|
| Note by the Executive Secretary | 4 |
| General Council | |
| 27 th Annual Meeting | 6 |
| NAFO Reform | 6 |
| Finance and Administration | 7 |
| Blacklist for IUU Vessels | 8 |
| Future Meetings | 8 |
| Election of Officers | 9 |
| Fisheries Commission | |
| First Steps Towards an Ecosystem Approach | 10 |
| NAFO Reform | 10 |
| Fisheries Regulations (Conservation and Enforcement Measures) | 10 |
| NAFO Compliance Review | 12 |
| Inspectors Workshop | 12 |
| Election of Officers | 12 |
| Scientific Council | |
| Assessment Results | 13 |
| Ocean Climate | 14 |
| The Ecosystem Approach | 16 |
| Research Coordination | 16 |
| International Cooperation | 17 |
| Publications | 17 |
| Future Symposia | 17 |
| Election of Officers | 18 |
| Secretariat Activities | |
| Publications and Other Services | 19 |
| NAFO Website | 19 |
| External Relations | 20 |
| Staff Matters | 22 |
| STACFEM | 24 |
| Unfortunate Events | 24 |
| Festive Celebrations | 25 |
| Chairs of NAFO Bodies and Committees – 2006 | 26 |
| NAFO Secretariat – 2006 | 26 |

Northwest Atlantic Fisheries Organization Annual Report 2005

This Annual Report summarizes and highlights discussions, decisions and events of NAFO during 2005. It does not replace the detailed NAFO meeting reports (*Scientific Council Report* and *Meeting Proceedings of the General Council and Fisheries Commission*) that are accessible on the NAFO Website (www.nafo.int).

Note by the Executive Secretary

Over the past decade NAFO has made significant efforts to improve the protection of fish stocks in the Northwest Atlantic. Among the measures taken, to mention only a few, are the Observer Programme, the Vessel Monitoring System (VMS), fishing moratoria on a large number of stocks, by-catch reducing measures, Precautionary Approach, multi-year protection plans, and an increase in the number of managed species.

In 2005, NAFO took these efforts to a new level and decided to initiate a reform process to modernize the organization and its procedures. This process will include a review of NAFO's oceans management approaches, decision-making processes, and the current structure of NAFO. Even the NAFO Convention is open for discussion and could be revised if necessary.

2005 will also be remembered within NAFO for a number of other forward-looking decisions. NAFO took the first steps towards an ecosystem approach to fisheries management and tasked its scientists to look into areas of marine biological and ecological significance. In addition, NAFO has banned shark finning to improve the protection of sharks in the NAFO area. Finally, NAFO has created a procedure to blacklist non-NAFO member vessels involved in Illegal, Unreported and Unregulated (IUU) fishing in the Northwest Atlantic, an important step for global cooperation in the fight against IUU fishing.

Not surprisingly, in 2005 NAFO scientists again recommended moratoria for 9 of the 19 stocks regulated by NAFO. Fish populations showing signs of stability or recovery were yellowtail flounder in Divisions 3LNO and northern shrimp on the Flemish Cap and Grand Banks. The poor situation for so many fish stocks that has prevailed for so long now, clearly shows how important additional measures are for a comeback of fishery resources in the Northwest Atlantic.



Yours sincerely,

Johanne Fischer
NAFO Executive Secretary

General Council

27th Annual Meeting

The 27th Annual Meeting (see report) took place in Tallinn, Estonia. Two hundred delegates from eleven Contracting Parties participated. In his opening speech at General Council NAFO's President and Chair of General Council, Mr. David Bevan from Canada, noted that NAFO faces significant challenges and that the Organization had never before been submitted to so much scrutiny. During this meeting NAFO had to consider an ecosystem-based approach to fisheries management. In addition, the call for evaluation of fisheries bodies would require that NAFO take a look into its own operations.

The Heads of Delegation from Canada, European Union, Republic of Korea, United States of America, Denmark (in respect of the Faroe Islands and Greenland-DFG), Russia, Ukraine, Japan, Iceland, and France (in respect of St. Pierre et Miquelon) addressed their opening statements to the assembly. FAO, NAMMCO, and ICCAT observers followed with statements on behalf of their organizations.

Estonia offered two delightful receptions: The Minister of Environment invited Delegates to a buffet in the impressive old "*Peppersack*" in the historic town centre of Tallinn, and the Estonian High Sea Fishing Industry organized a delicious sit-down dinner at the "*Lillepaviljon*" in Pirita. Although the meeting was, as always, very intense, many Delegates took some time to explore the beautiful old city of Tallinn.

NAFO Reform

The background for this discussion had been set at the St. John's Conference on "*The Governance of High Seas Fisheries and the UN Fish Agreement – Moving from Words to Action*" (1–5 May 2005; http://www.dfo-mpo.gc.ca/fgc-cgp/conf_report_e.htm). The Conference produced a Ministerial Declaration signed by 19 Ministers urging all States to mod-

ernize the regional organizations used to manage high seas fisheries. It also urged these organizations to provide a mechanism to address disputes, improve decision-making, use the precautionary and ecosystem approaches, and strengthen the monitoring and control mechanisms. NAFO Contracting Parties agreed to initiate a reform process within NAFO. General Council was tasked to discuss the following items (see GC Doc 05/2):

- i) Evaluate and recommend changes to the NAFO Convention to reform the decision-making process as outlined in paragraphs 4A and B of the St. John's Declaration;
- ii) Examine the current structure of NAFO (constituent bodies and their subsidiary bodies) and recommend changes to streamline the structure and operation of the NAFO in order to make it a more effective RFO;
- iii) Deliberate on any other matter relating to the provisions of the Convention, as NAFO Members deem appropriate.

Other matters were referred to Fisheries Commission.

Finance and Administration

In 2006, the Secretariat's efforts for cost efficiency are starting to take effect and yet NAFO faces financial troubles. Three years ago, the Secretariat began a reform process to reduce costs and enhance services. Savings resulting from this reform allowed that the budget allocated for 2006 was Cdn \$5,000 less than that for 2005 (in spite of higher living costs), i.e. a budget of Cdn \$1,519,000 was adopted for 2006.

Nevertheless, as in previous years, NAFO failed to receive all contributions from Contracting Parties. In 2005, NAFO was over Cdn \$150,000 short and Contracting Parties were again urged to take immediate action to meet any outstanding financial obligations. Under the circumstances, the Secretariat will not be able to realize all adopted programmes and requirements in 2006.

This year the *Standing Committee on Finance and Administration* (STACFAD) had to decide on new salary categories for NAFO positions as well as revise the NAFO Staff Rules that had been in place for

over ten years. In addition, STACFAD approved of a budget for continuous and retrospective digitization of fishery information held by the Secretariat in paper format. The new "*Professional Development Internship Programme*" also was approved. It will allow NAFO Staff to visit other Regional Fishery Organizations for a period of time to experience relevant operations elsewhere.

The report of STACFAD at the Annual Meeting 2005, including its recommendations, was adopted by General Council.

Blacklist for IUU Vessels

The *Standing Committee on Fishing Activities of Non-Contracting Parties in the Regulatory Area* (STACFAC) was informed that seven non-Contracting Party (NCP) vessels which were all flagged to Dominica had been sighted by aerial surveillance. NAFO adopted a procedure to blacklist NCP vessels involved in Illegal, Unreported and Unregulated (IUU) fishing in the Northwest Atlantic. NAFO also agreed to establish a practice whereby it would automatically and formally share NCP sighting information with other Regional Fishery Management Organizations (RFMOs) and the Food and Agriculture Organization (FAO). The modified NCP Scheme is incorporated in the 2006 *NAFO Conservation and Enforcement Measures*, Chapter VI.

The report of STACFAC at the Annual Meeting 2005 was adopted by General Council.

Future Meetings

Future Annual Meeting dates have been set as follows:

- 13–22 September 2006
- 24 September–03 October 2007
- 22–26 September 2008

The next Annual Meeting will take place in Dartmouth, Nova Scotia, Canada. The other meetings will take place in the Halifax-Dartmouth

area unless an invitation to host is extended by a Contracting Party and accepted by the Organization.

Election of Officers

- For the General Council, present Chair, David Bevan (Canada) and present Vice-Chair, Terje Lobach (Norway), were re-elected for a further term of two years.
- For the Standing Committee on Finance and Administration (STACFAD), present Chair, Fred Kingston (EU), was re-elected for a further term of two years and Frederik Schmidt (Denmark in respect of Faroe Islands and Greenland) was elected Vice-Chair replacing Deirdre Kramer-Warner (USA).
- Due to other commitments Chair of STACFAC, Nadia Bouffard (Canada), resigned in December 2005.

Fisheries Commission

First Steps Towards an Ecosystem Approach

At the September Annual Meeting, a joint session with the General Council and the Scientific Council was held to deliberate on the Ecosystem Approach to Fisheries (EAF) Management. Dr. Gabriella Bianchi of the Food and Agriculture Organization of the UN (FAO) was invited to make a presentation on the Principles and Concepts of the EAF. NAFO recognized the Ecosystem Approach to Fisheries Management as a guiding principle in the management and conservation of fish stocks in the NAFO Area. The Commission requested the Scientific Council for advice on the development of criteria for determining areas of marine biological and ecological significance and the identification of such areas in the NAFO Regulatory Area. In this context NAFO also decided to amend Article 21 of the *NAFO Conservation and Enforcement Measures* (CEM) to provide for the collection of biological data of seamounts in the NAFO Regulatory Area.

NAFO Reform

The Fisheries Commission directed STACTIC to review the effectiveness of the existing NAFO monitoring, control and surveillance (MCS) regime to determine the changes needed to be introduced to strengthen such instruments and make them more effective and efficient, in terms of operation, results and costs. Most notably, but not limited to, STACTIC will review and provide recommendations on establishment of guidelines for sanctions, role of observers and follow-up on infringements.

Fisheries Regulations (Conservation and Enforcement Measures)

Conservation of Sharks and Ban on Shark Finning. In keeping with its efforts to enhance marine protection, NAFO adopted measures banning shark finning, and the transshipment and landing of shark fins. The measures, as defined in the new Article 13 of the *NAFO Conservation and Enforcement Measures*, are consistent with those adopted by regional tuna

commissions, such as the International Commission for the Conservation of Atlantic Tunas (ICCAT) and the Inter-American Tropical Tuna Commission (IATTC).

Reporting of Transshipment Transactions. Improved reporting requirement measures were adopted concerning vessels involved in the transshipment of fish caught in the NAFO Regulatory Area (NAFO CEM, Article 23).

Quotas and Total Allowable Catches. Following the scientific advice provided by the Scientific Council, the following measures were adopted for fish stocks under NAFO regulation:

Continuation of fishing ban

- Cod in Div. 3L, Div. 3NO (the portion within the Regulatory Area), and Div. 3M
- Redfish in Div. 3LN
- American plaice in Div. 3LNO and Div. 3M
- Witch flounder in Div. 3L and Div. 3NO
- Capelin in Div. 3NO

**TAC and quotas in place (PA= Precautionary Approach;
LPP = Long-term Protection Plan)**

- Northern Shrimp in Div. 3L
- Redfish in Div. 3M
- Redfish in Div. 3O (LPP)
- Redfish in Subarea 2 + Div. 1F + 3K
- Short-finned squid in Subareas 3 and 4
- Greenland halibut in Div. 3LMNO (LPP)
- Yellowtail flounder in Div. 3LNO (PA)
- White hake in Div. 3NO (LPP)
- Skates in Div. 3LNO (LPP)

Effort Allocation Scheme

- Northern shrimp in Div. 3M (PA)

Allocation and Total Allowable Catch of regulated species for the Contracting Parties are presented in the 2006 Quota Table (Annex 1 of the Conservation and Enforcement Measures).

NAFO Compliance Review

The second NAFO Compliance Review (for 2004) was discussed by STACTIC and adopted by the Fisheries Commission. The most prevalent forms of non-compliance observed in 2004 were misreporting of catches and violation of gear requirements. STACTIC is committed to continue improving NAFO Compliance Reviews and has set up a discussion group for this purpose.

Inspectors Workshop

The EU hosted a workshop for inspectors to examine procedures and methods for inspections at sea and in port. The purpose of the workshop was also to harmonize the approaches taken by various inspection authorities of NAFO Contracting Parties. STACTIC was informed about the results of this workshop (STACTIC report April 2005).

Election of Officers

- For the Fisheries Commission, Vladimir Shibanov (Russia) was elected Chair replacing Dean Swanson (USA). Kolbeinn Arnason (Iceland) was elected Vice-Chair replacing Boris Prischepa (Russia).
- For the Standing Committee on International Control (STACTIC), Hoskuldur Steinarsson (Iceland) was elected Chair during the April 2005 intersessional meeting, replacing Martin Newman (EU). Mads Trolle Nedergaard (DFG) remains Vice-Chair. In November 2005, Mr. Steinarsson stepped down as STACTIC Chair and therefore Mr. Nedergaard serves as the interim Chair until the next STACTIC Meeting in spring 2006.

Scientific Council

Assessment Results

The NAFO Scientific Council met during 2005 to respond to requests for management advice from the NAFO Fisheries Commission and from Coastal States (Canada and Denmark-Greenland) for 2006 and 2007. Three meetings were held including 2–16 June, 19–23 September and 26 October–3 November.

The state of 25 stocks was evaluated and it was concluded that there was little change in most of these. No directed fishing has continued to be the advice of Scientific Council on 9 of the 19 fish stocks regulated by NAFO. The Scientific Council also addressed the Precautionary Approach and future requirements for its implementation.

One of the major stocks assessed was *Greenland halibut in Subarea 2 and Div. 3KLMNO*. 2004 was the first year of a rebuilding plan brought in by the Fisheries Commission of NAFO. During this first year of the rebuilding plan the TAC was over run by 27%. The stock declined further and is estimated to be at its lowest level and fishing mortality at its highest level ever. Prospects for rebuilding are poor and if the TACs for the remainder of the rebuilding plan are over run rebuilding prospects will be further diminished.

The stocks of *Greenland halibut in SA 0 and Div. 1A (offshore) and Div. 1B–1F* remain relatively high compared to the mid-1990s. The biomass of redfish in Div. 3O has been relatively stable. The decline in Div. 3M redfish appears to have halted and stock and spawning stock have been gradually increasing since the late 1990s.

White hake in Div. 3NO received its first full assessment by Scientific Council. The assessment indicated that the biomass of this stock increased in 2000 with the strong 1999 year-class and, subsequently, the biomass index has been reduced substantially with 2 years of increased catches in

2002 and 2003. Scientific Council advised that catches of white hake in Div. 3NO at the current TAC of 8 500 tons are not sustainable. All other finfish stocks also remain at relatively low levels.

Yellowtail flounder in Div. 3LNO remains one of the bright spots. The population is healthy and Council continued its recommendation that the TAC in 2006 should not exceed 15 000 tons.

During the September 2005 Meeting Scientific Council advised that there was no reason to change advice given for ***shrimp in Div. 3M and Div. 3LNO***. During the October–November meeting full assessments of these stocks were completed and the advice remains the same.

Ocean Climate

The annual review of the environment within the NAFO Convention Area indicated the following conditions during 2004:

- The *North Atlantic Oscillation* (NAO) index was below normal during 2004 for the fourth consecutive year, indicating a weakening of the Icelandic Low and Azores High resulting in reduced Arctic air outflow during the winter months.
- Annual mean air temperatures over much of the NAFO Convention Area were above normal north of the Scotian Shelf, while values to the south were below normal.
- Sea-ice coverage during 2004 remained below normal for the 10th consecutive year on the Newfoundland and Labrador Shelf decreasing to the lowest since the late 1960s. In West Greenland Waters sea-ice was also lighter than normal, while on the Scotian Shelf sea-ice was near normal.
- Shelf water salinities remained above normal in many areas during 2004, reducing the overall stratification of the water column throughout the waters of eastern Canada.
- The waters over much of the Labrador Sea have become steadily warmer and more saline over the past four years and in 2004 the upper water column was the warmest and saltiest in the past 15 years, while sea surface temperatures were the warmest in the past 45 years.

- In the waters off West Greenland, warm-saline conditions dominated from summer to autumn. Polar inflows were weak and warm salty Irminger Current waters reached as far north as Fylla Bank.
- Ocean temperatures on the Newfoundland and Labrador Shelf remained above normal, setting record highs in some areas thus continuing the warming trend experienced since the latter half of the 1990s.
- In areas of Newfoundland Shelf nutrient inventories increased in the upper layer, phytoplankton biomass remained relatively stable and the abundance of many dominant zooplankton species reached their lowest levels since routine collections began in the late 1990s.
- Further south, on the Scotian Shelf, ocean temperatures were below normal (except for the deep basins) and in some areas they decreased to the lowest values since the cold period of the early 1990s.
- In the region from the Gulf of Maine to the Mid-Atlantic Bight, water temperatures were generally colder and fresher than normal as Scotian Shelf waters from the north were advected into the Gulf of Maine.

A web presentation, *the Ocean Climate Summary*, was prepared. The Council continues to study how to best incorporate environmental information into the assessment process. Significant research effort is required including identifying functional (causal) relationships underlying environment-stock associations, incorporating more information on primary and secondary production into stock assessments, and to evaluate the importance of environmental effects relative to fishing and natural mortality. Models under development in support of *Ecosystem Approach to Fisheries Management* (EAF) may offer new opportunities to make further advances in this area.

The Ecosystem Approach

The *Ecosystem Approach to Fisheries Management* (EAF) was discussed throughout the year. In June, Dr. Mariano Koen-Alonso from the Northwest Atlantic Fisheries Centre in St. John's, Canada presented a talk entitled "*Multispecies Bioenergetic-allometric Models and Ecosystem-based Management: A Synoptic (Personal and Probably Biased) View of the Lessons Learned and the Road Ahead*". Dr. Koen-Alonso elaborated on plans to implement multi-species models for the Newfoundland and Labrador Shelf ecosystem using the experience gained from similar work on the Patagonian Shelf off Argentina.

Another presentation on the EAF entitled "*Ecosystem-based Management: What Does It Mean?*" was given by Dr. Mike Sinclair from the Bedford Institute of Oceanography. The presentation included information regarding the legal foundations of the EAF and a description of how the scientific community has interpreted the objectives of the EAF.

During the Annual Meeting a joint session on the EAF was arranged for all Constituent Bodies and chaired by the Fisheries Commission Chair. Dr. Gabriella Bianchi of FAO talked about concepts and principles of the ecosystem approach to fisheries management.

Research Coordination

During the course of the scientific meetings various types of information including catch statistics, other sources of catch information and commercial sampling and surveys were reviewed (see *STACREC Report* 2005). Research documents on a variety of studies conducted in the NAFO area were also reviewed. These studies covered a broad range of topics including calibration of survey series, age validation methods and other biological research.

The NAFO Working Group on *Reproductive Potential* met in Mont Joli, QC, Canada, in October.

NAFO Observer Program data will be digitized and made available to the Scientific Council for possible use in stock assessment.

Scientific Council is also investigating ways and means to use other fishery related information in scientific assessments.

International Cooperation

Currently NAFO cooperates with FAO in CWP and FIRMS. Scientific Council has shown an active interest in the work of these groups and as every year therefore reviewed their recent achievements.

The collaboration with ICES most importantly consists of a joint shrimp assessment performed by NAFO's STACFIS and ICES' WGPAND. In 2005 these groups met in Dartmouth in late-October and early-November.

Other Working Groups included the Joint ICES/NAFO WG on Harp and Hooded Seals which met in August in St. John's NL, Canada.

Scientists from Scientific Council also participate in ICES Northwestern Working Group (ICES-NWWG).

Publications

The new site of the *Journal of Northwest Atlantic Fishery Science* attracted up to ten times more viewers than before. The format of the Journal is under review and will continue to be discussed in the future. During 2005, the Editorial Board of the NAFO Journal underwent some changes: NAFO thanks outgoing editors Peter Shelton, Fred Serchuk and James Weinberg for their valuable services to the Journal and welcomes Bo Bergstrom to the Editorial Board of the NAFO Journal.

Future Symposia

In 2006 the Scientific Council will host the Symposium entitled "*Environmental and Ecosystem Histories in the Northwest Atlantic – What Influences Living Marine Resources?*"

Election of Officers

For the Scientific Council, Antonio Vazquez (EU-Spain) was elected Chair replacing Joanne Morgan (Canada) and Konstantin Gorchinsky (Russia) was elected Vice-Chair. The SC Vice-Chair also serves as Chair of the Standing Committee on Research Coordination (STACREC).

For the Standing Committee on Fisheries Science (STACFIS), Don Power (Canada) was elected Chair replacing Hilario Murua (EU-Spain).

For the Standing Committee on Fisheries Environment (STACFEN), Eugene Colbourne (Canada) was re-elected Chair for a further two years.

For the Standing Committee on Publications (STACPUB), Manfred Stein (EU-Germany) was re-elected Chair for a further two years.

Secretariat Activities

Publications and Other Services

NAFO Journal: In 2005, NAFO published Volume 35 of the *Journal of Northwest Atlantic Fishery Science* in both electronic and hard-copy formats and a CD Rom. This volume included the proceedings of the 2002 Symposium on "*Elasmobranch Fisheries: Managing for Sustainable Use and Biodiversity Conservation*".

NAFO Conservation and Enforcement Measures 2005 (CEM): The NAFO CEM was updated as every year. The revised pages were printed and circulated to Contracting Parties to be exchanged with outdated pages in the CEM ring binder.

NAFO Meeting Reports: As every year, two compilations of NAFO reports were published: *Scientific Council Reports 2004* ("Redbook") and the *Meeting Proceedings of General Council and Fisheries Commission* Sep 2004–Aug 2005, again both as hard copies and as electronic (html) versions (web and CD).

NAFO Annual Report: In addition to publishing this electronic Annual Report, in 2005 the Secretariat introduced a printed brochure of the Annual Report to hand out to NAFO members and the interested public.

NAFO website

In 2005, the Secretariat has concentrated on reviewing the public NAFO web pages with the goal to make them more user-friendly and informative for the media and the interested public in general. The new web pages were designed with the following principles in mind:

1. Re-organization of the main and sub-level category entries to more closely reflect the organizational responsibilities within the organization and to allow for easier browsing and faster access to information. These main entries are now: (a) About NAFO; (b) Fisheries; (c) Science; (d) Contact; and (e) Site.
2. Production of overview pages summarizing NAFO strategies and objectives, regulations, science, documents, etc to enable a better

understanding of important aspects of the NAFO fisheries management and scientific assessment.

3. Development of a Media Room to provide access tools to journalists and to give a forum for official declarations and statements by Contracting Parties and NAFO officials.
4. Inclusion of a site map and a search function for documents as well as comprehensive links to other relevant sites.
5. Modernization of the overall design while maintaining the general feel of the existing NAFO site with its distinctive porthole buttons created by Ron Myers. Pictures were included where appropriate to enhance the appearance. Colour scheme, fonts, etc. were chosen for an appealing look and easy reading.

External Relations

The Executive Secretary represented NAFO at a number of international meetings. The full meeting reports are accessible through the NAFO Web Pages.

FIRMS (Fishery Resources Monitoring System) Steering Committee Meeting. To date, FIRMS still only exists in a draft version that is being finalized with input from all partners by FAO. Technical details of the version presented to the meeting as well as a draft FIRMS website were discussed.

Coordinating Working Party on Fishery Statistics (*for full report see http://www.fao.org/documents/show_cdr.asp?url_file=/docrep/008/a0036e/a0036e00.htm*). CWP reviewed the recommendations from the FAO Expert Consultation on Data Formats and Procedures for Monitoring, Control and Surveillance including their suggestion to adopt the North Atlantic Format (NAF) for developing international standards for VMS position and catch reporting. In response, CWP established a working group coordinated by NAFO to propose possible amendments to the present NAF that would ensure its usefulness for assessment and scientific purposes. Hans Lassen was elected as chairperson and Johanne Fischer as vice-chairperson for the next session.

Immediately prior to the CWP Meeting a 2-day **Workshop on The Role of Regional Fishery Bodies in the Implementation of the FAO Strategy for Improving Information on Status and Trends of Capture Fisheries (RFB-STF Workshop)** took place resulting in a number of recommendations to promote the STF-Strategy including transparent and complete national data collection of fisheries. The report of this workshop is included in the CWP report (see link page 20).

Committee on Fisheries (COFI) (for full report see http://www.fao.org/documents/show_cdr.asp?url_file=/docrep/008/a0008e/a0008e00.htm). The Committee reviewed issues of an international character and the programme of work of the FAO Fisheries Department in fisheries and aquaculture. Topics of interest to NAFO included the ecosystem approach to fisheries, the International MCS Network, deepwater demersal fisheries (with recognition of the need to improve data collection on deep sea fish), and a review of the performance of RFMOs in meeting their objectives and the obligations and principles set forth in relevant international instruments.

Regional Fishery Bodies Meeting (for full report see <ftp://ftp.fao.org/docrep/fao/008/a0078e/a0078e00.pdf>). The meeting agreed to change its name to "*RFB Secretariats Network*" to better reflect its informal scope and nature. Subject matters discussed included the role of regional fishery bodies, external factors affecting fisheries management, harmonization of catch documentation, relations between RFBs and the United Nations Environment Programme (UNEP), the status of FIRMS, the MCS Network, a Vessel Detection System (VDS), and the ecosystem approach to fisheries management (EAF). The meeting also discussed the importance that RFBs raise their profiles in terms of education or information dissemination. Regarding IUU Fishing, the Meeting agreed that the Rome Ministerial Declaration on IUU Fishing should be brought to the attention of all RFBs' members (<http://www.fao.org/docrep/meeting/009/j5030e.htm>).

Secretariats of the North Atlantic Regional Fisheries Management Organizations (NARFMOs). The group met for about 2 hours and briefly exchanged views on a number of issues including practical cooperation on IUU fishing, usefulness of VMS, status of EAF in NARFMOs, cooperation with ICES, the recently adopted dispute settlement procedures by NEAFC, and the new NAFO media policy.

In November 2005, the NAFO Information Manager, Barb Marshall, gave a presentation on NAFO and the NAFO Secretariat to students of **Dalhousie University in Halifax (Marine Affairs Program)** who are interested in pursuing an internship at the NAFO Secretariat.

After working by correspondence throughout the year the **FIRMS Technical Working Group** met in Rome, Italy in December. Barb Marshall participated in the review of the FIRMS website and was introduced to the FIRMS tools that will enable members to upload their information to the web.

Staff Matters

Retirements: This year the Secretariat had to say good bye to four staff members, many of whom had been employed in the 1970s during ICNAF times:



In May 2005, **Gordon Moulton**, the Secretariat's Conservation and Enforcement (CEM) Officer, retired after 35 years of service. What Gordie did not know about NAFO regulations was probably not worth knowing and one could safely rely on Gordie to give the full background of how and why each measure was adopted and how it should be implemented. Gordie had also become proficient with managing the Secretariat's VMS communication platform and he intensively trained his successor, Cindy Kerr, who is now the Secretariat's Fisheries Information Manager. NAFO's new FC Coordinator, Dr. Ricardo Federizon, also profited from Gordie's expertise enabling him a smooth start with his complex and often challenging tasks. Gordie now dedicates his time to his cottage, to golf and hunting, and as a housekeeper much to the delight of his wife.



In Summer 2005, **Tissa Amaratunga**, NAFO's Deputy Executive Secretary, left NAFO after 17 years of service with the Organization. Tissa had been the technical editor of the *Journal of Northwest Atlantic Fishery Science* and was responsible for overseeing the meeting support for the Scientific Council and served as its rapporteur. For many years Tissa represented NAFO in our cooperation with FAO and ICES. He was well

liked and respected among the scientific community and his contribution will be missed by many.

In November 2005, **Ron Myers**, one of the Secretariat's Graphic Arts and Printing Technician, retired after 33 years of working for NAFO. We relied on Ron for designing posters, covers (Convention, Rules of Procedures), webpage elements, etc. Together with his colleague, Barry Crawford, Ron ensured that figures and graphs in scientific publications always looked their best and he was known for his attention to detail. Ron is planning to pursue a second career as an artist and we can hardly wait for his first exhibition. However his talent will be missed in the Secretariat.



Finally, in December 2005 **Forbes Keating**, the NAFO Administration Officer and Meetings Coordinator, said good bye after 31 years of service to the organization. Nobody can really envisage a NAFO meeting without Forbes pulling all the strings in the background. His sense of decor and his ability to create a warm and welcoming environment has given a special flair to a great number of receptions. In the Secretariat, Forbes was the first contact for contractors and business people, he looked after staff matters and lent a sympathetic ear to many a complaint. We truly hope that we can count on Forbes to cater to future NAFO events and receptions!

New NAFO Staff Rules: This year, the NAFO Staff Rules were revised to include the new Staff Association, Staff Representative, and Staff Committee and to allow for general updating.

Internship: This year, the Secretariat had the pleasure of welcoming Leonie Renwrantz from Germany for an internship of three months at the NAFO Secretariat. Leonie has a background in international law and was able to do quite a bit of research regarding the legal status of the Secretariat and its staff, international fisheries agreements, and other related matters. She has been a good colleague for these months. Good luck, Leonie!



Staff Committee: The NAFO Staff Committee 2006 is composed of Fred Kingston (EU), Joanne Morgan (Canada) and Judy Dwyer (Canada) who were nominated by NAFO staff and appointed by General Council.

Pension Matters: The meeting of the International Fisheries Commissions Pension Society (for international fisheries commissions based in North America) was held in Victoria, British Columbia, Canada 13–15 April 2005. It is noteworthy that the tri-annual Actuarial Valuation Report indicated that the NAFO Pension Plan has an actuarial surplus of \$111,000. Also noted in the report is that normal cost for the employer's contribution will be increased from 9.3% in 2005 to 9.8% starting January 2006. Time and place of the next annual meeting is La Jolla, California, USA, 5–7 April 2006.

STACFEM

STACFEM Expanding: Some years ago women in Scientific Council and the Secretariat had initiated small social gatherings called "STACFEM" Meetings in line with traditional NAFO language. Under the enticing influence of cheesecake and coffee the women shared anecdotes and jokes and generally had a good time. The dialogue continued at the Annual Meeting with the women from Fisheries Commission, General Council, Scientific Council and the Secretariat joining together in Tallinn.

Unfortunate Events

Apart from the usual snow days causing hazardous conditions in the Halifax area, in 2005 the Secretariat had also been hit by some truly unexpected events:

- In January 2005, the communication line (X25) between the Secretariat and national Fisheries Monitoring Centres was discontinued without prior warning. This meant that VMS messages did not reach the Secretariat as usual. NAFO was able to switch to an alternate secure communication gateway, the so-called HTTPS line. This, however, required quite a few funds and many months.
- In early spring work at the Secretariat was disrupted for a few hours due to a fire in the main electrical room. Fortunately, nobody was hurt and power could be restored within one day.

- In November 2005, staff were dismayed to discover that during a stormy night thieves had broken into the building by smashing a window. Even though the alarm was activated and police were at the premises within minutes, the thieves still managed to escape with two laptops and one overhead projector. The silver-lining in this instance was that the laptops did not contain any sensitive information.

Festive Celebrations

- **Summer picnic at Gordie's cottage:** As is tradition in the Secretariat, many staff members and their families gathered at Gordie's beautiful summer cottage at Blystone Lake to enjoy the outdoors and each others company.
- **Japanese Christmas Dinner:** As every year, the Japanese Fishery Representative in Halifax invited their main Secretariat contact people to a truly delicious Christmas dinner. This gesture is very much appreciated.
- **Christmas Party:** Staff celebrated the upcoming holidays and said good bye to their departing colleagues during a festive party at Johanne's home. There was no lack of food and drinks and the room was dramatically illuminated by real candles on a Christmas tree, a European tradition. Fortunately, the fire extinguisher was not needed.

Chairs of NAFO Bodies and Committees – 2006

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|-------------------------------------------------------------------------------------------------------------------------|---|--------------------------------|
| President of the Organization and Chair of the General Council | – | David Bevan (Canada) |
| Chair of the Fisheries Commission | – | Vladimir Shibanov (Russia) |
| Chair of the Standing Committee on International Control (STACTIC) | – | Vacant |
| Chair of the Standing Committee on Finance and Administration (STACFAD) | – | Fred Kingston (EU) |
| Chair of the Standing Committee on Fishing Activities of Non-Contracting Parties in the Regulatory Area (STACFAC) | – | Vacant |
| Chair of the Scientific Council | – | Antonio Vazquez (EU-Spain) |
| Chair of the Standing Committee on Publications (STACPUB) | – | Manfred Stein (EU-Germany) |
| Chair of the Standing Committee on Fisheries Science (STACFIS) | – | Don Power (Canada) |
| Chair of the Standing Committee on Research Coordination (STACREC) | – | Konstantin Gorchinsky (Russia) |
| Chair of the Standing Committee on Fisheries Environment (STACFEN) | – | Eugene Colbourne (Canada) |

NAFO Secretariat – 2006

Dorothy Auby, Office Manager
 Barry Crawford, Senior Publication Manager
 Ricardo Federizon, Fisheries Commission Coordinator
 Johanne Fischer, Executive Secretary
 Stan Goodick, Senior Finance and Staff Administrator
 Cindy Kerr, Fisheries Information Manager
 Bev McLoon, Personal Assistant to Executive Secretary
 Barbara Marshall, Information Manager
 Ferne Perry, Senior Publication Manager
 Anthony Thompson, Scientific Council Co-ordinator

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Northwest Atlantic Fisheries Organization
 2 Morris Drive, P. O. Box 638
 Dartmouth, Nova Scotia, Canada B2Y 3Y9
 Tel.: (902) 468-5590 • Fax: (902) 468-5538
 E-mail: info@nafo.int • Website: www.nafo.int