



**NORTHWEST ATLANTIC
FISHERIES ORGANIZATION**

Annual Report 2003

This Annual Report summarizes and highlights discussions, decisions and events of NAFO during 2010. It does not replace the detailed NAFO meeting reports (*Scientific Council Reports and Meeting Proceedings of the General Council and Fisheries Commission*) that are accessible on the NAFO Website.

www.nafo.int



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The year 2003 was an eventful one for NAFO:

- Scientists worked hard on progress regarding the Precautionary Approach which provides scientific guidelines for managers with the goal to improving sustainability of fisheries. NAFO scientists also learned a modern GIS-based approach that can be used in fish stock assessment.
- The NAFO CEM received a full make-over and a pilot project to implement real-time reporting of vessel masters and observers was decided. Fisheries Commission agreed on a unique management plan for Greenland halibut that should ensure long term protection for the NAFO stocks.
- NAFO received new web pages including a new "int" address
- NAFO elected a new President (David Bevan, Canada) and Vice-President (Terje Lobach, Norway).
- Also, in 2003 the new Executive Secretary (Johanne Fischer) took up her duties in Dartmouth.

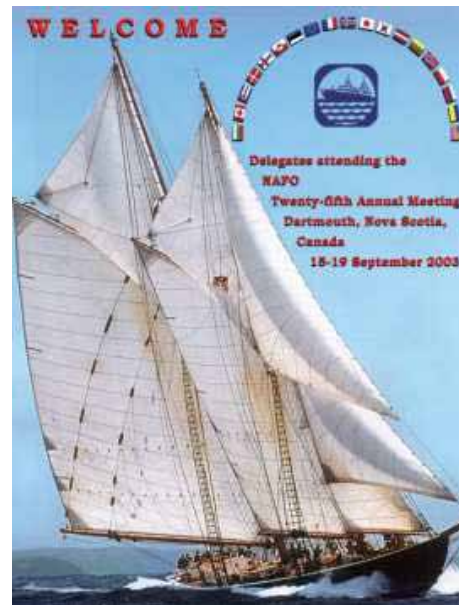
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General Council

Fisheries Commission

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(by Bev Cruikshank and Stan Gooddick)

25th Annual Meeting

The 25th Annual Meeting took place in Dartmouth, Nova Scotia. 183 delegates from 16 Contracting Parties participated. [FAO](#), [IBSFC](#), [NAMMCO](#), and [NEAFC](#), sent observers. A fabulous reception was organized by Canada after the second meeting day treating everybody to delicious drinks and food including fresh seafood. Thanks, Canada!

As always, almost all Secretariat staff was present to assist participants in whatever way they could. We also received



good feedback for offering computers with internet access on the premises.

New NAFO President



Enrique Oltuski



David Bevan

Enrique Oltuski's (Cuba) term as NAFO President / Chair of General Council and that of Pat Chamut (Canada) as Vice Chair of General Council expired in September 2003. NAFO thanks them both wholeheartedly for their valuable work during their terms of office.

General Council elected David Bevan (Canada) as the new NAFO President / Chair of General Council and Terje Lobach (Norway) as new Vice Chair of General Council. We warmly welcome them in their new capacity.



Pat Chamut



Terje Lobach

Standing Committee on Finance and Administration (STACFAD)

Lengthy discussions on budgetary and administrative related matters took place.

Among the highlights were:

- new auditors to be appointed
- additional funds to update Vessel Monitoring System (VMS)
- hiring of new employee for the support of Fisheries Commission
- establishment of a Staff Committee
- budget for 2004 adopted.

Concerns were raised regarding outstanding membership contributions and NAFO's ability to fulfill its financial obligations in early 2004.

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(by Bev Cruikshank and Stan Gooddick)

Standing Committee on Fishing Activities of Non-Contracting Parties in the Regulatory Area (STACFAC)

STACFAC discussed various topics during the week including Non-Contracting Party (NCP) vessels sighted in the NAFO Area, modification of the NAFO Scheme to Promote Compliance by NCP Vessels, implementation of the FAO IPOA on IUU. STACFAC will be meeting intersessionally to continue deliberations.

STACFAC had previously recommended that the NCP Scheme be incorporated in the NAFO Conservation and Enforcement Measures (CEM). With the completion and adoption of the new overhauled CEM in 2003, this was achieved. The NCP Scheme can now be found in Chapter VI of the new CEM.

Goals, Strategies, and Requirements of the NAFO Secretariat

The Executive Secretary identified **3 goals for the future development of the NAFO Secretariat**:

- (1) Modernization (specifically electronic communication),
- (2) Improvement of cost efficiency, and
- (3) Expansion of services (specifically to the Fisheries Commission). Her strategy included:
 - (a) continuous IT training,
 - (b) enhancing electronic publications,
 - (c) acquisition of a Meeting Server,
 - (d) additional resources for compilation and preliminary assessment of information for the Joint Compliance Review by STACTIC,
 - (e) review of Secretariat's human resources requirements, and (f) Staff Committee. When implementing all suggested measures, costs of running the Secretariat should decrease within 3 years.



Memorandum of Understanding between NAFO and ICES

An **MoU** was agreed upon between NAFO and ICES allowing for:

- reciprocal consultations and regular contact between the Organization and the Council on matters of common interest in the field of marine scientific research and related aspects, particularly those involving studies in the North Atlantic Ocean and its adjacent seas, and which fall within their respective competence;
- regular exchanges between the Organization and the Council of information, documents, and publications relating to programme and project plans and to the results of activities of mutual interest, joint or otherwise;
- joint activities, including the establishment of joint subsidiary bodies or other suitable arrangements as required, the study and reporting on matters of common interest, and the support of those programmes which are of joint concern and benefit.

Future Meetings

Future annual meeting dates have been set as follows:

13-17 September 2004

19-23 September 2005

18-22 September 2006

The meetings will take place in the Halifax-Dartmouth area unless an invitation to host is extended by a Contracting Party



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(by Bev Cruikshank and Gordon Moulton)

Fisheries Commission Working Group on the Allocation of Fishing Rights to the Contracting Parties

The Fisheries Commission Working Group on the Allocation of Fishing Rights to the Contracting Parties of NAFO met in Miami, Florida, USA in March. This group was convened to work towards equitable ways to divide future quota allocations for stocks that are not presently managed by NAFO. Parties to the

"Block Quota" arrangements were requested to finalize discussions before the Annual Meeting.

The meeting was chaired by Harry Koster (EU) and a report was presented to the Annual Meeting.



Overhaul of the CEM (STACTIC)

In June the Fisheries Commission's "Standing Committee on International Control" (STACTIC) met in Copenhagen, Denmark, to discuss a major revision of the NAFO [Conservation and Enforcement Measures \(CEM\)](#) and other issues (see [Summary Report](#)). Gene Martin (USA) served as interim Chair.

Revision of the CEM included re-structuring of the content and, in some cases, re-formulation of a paragraph. Also, responding to some new information requirements as well as to the continuous progress in electronic communication, a number of reporting and communication formats have been altered. In addition, there are two sets of regulations not previously found in the NAFO CEM. One is the "Scheme to Promote Compliance by

Non-Contracting Party Vessels" (Chapter VI) which used to be document of its own. The other is the "Pilot Project on Observers, Satellite Tracking and Electronic Reporting" (Chapter VII) which was first discussed by STACTIC in June and later adopted by the Fisheries Commission in September. It is noteworthy in this context, that in addition to the re-structuring of the contents, the Secretariat gave the new CEM a completely new look: pages in a much smaller format are compiled in a binder with a water-proof polyvinyl cover.



Annual Meeting: Fisheries Commission



The Fisheries Commission, under the chairmanship of Dean Swanson (USA), considered the advice of the Scientific Council in relation to the conservation of fish

stocks in the Regulatory Area and agreed to conservation and enforcement measures (see [Summary Report](#)).

Among the highlights of this Annual Meeting (see [Press Release](#)) was the innovative **15-year rebuilding program for Greenland halibut stocks** adopted by Fisheries Commission. This is the first such rebuilding program to be set up in the history of the Organization. It was very

well received by the Canadian Press as an example of forward-looking, precautionary fisheries management.



The Fisheries Commission agreed to **continuing conservation measures** for

- shrimp fisheries on the Flemish Cap and Division 3L,
- yellowtail flounder in Divisions 3LNO,
- short-finned squid in Subareas 3 and 4,
- redfish in Division 3M, and
- redfish in Subarea 2 + Divisions 1F and 3K.

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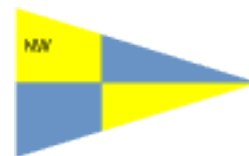
The Fisheries Commission also agreed to **continue moratoria** ("no directed fishery") in 2004 on the following stocks:

- cod in Division 3M and Division 3L (that portion within the Regulatory Area) and Divisions 3NO,
- redfish in Division 3LN, American plaice in Divisions 3M and 3LNO,
- witch flounder in Divisions 3NO and 3L (that portion within the Regulatory Area); and
- capelin in Divisions 3NO.

The [Quota Table](#) for 2004 was adopted. The request for future advice was formulated.

STACTIC met in conjunction with the Annual Meeting with David Bevan (Canada) as chair. Discussions took place on various topics including:

- Port Inspection Protocol
- Observer Scheme
- Chartering
- Inspection Presence
- Rule of Procedure adopted to allow for a STACTIC Vice-Chair.



Elections took place with the following results:

- Chair of Fisheries Commission - Dean Swanson (USA) (re-elected)
- Vice-Chair - Boris Prischepa (Russian Federation) (re-elected)
- Chair of STACTIC - Martin Newman (EU)
- Vice-Chair - Mads Nedergaard (Denmark in respect of Faroe Islands and Greenland)

Annex I.A Annual Quota Table

(Revised)

QUOTA TABLE. Total allowable catches (TACs) and quotas (metric tons) for 2004 of particular stocks in Subareas 1-4 of the NAFO Convention Area. The values listed include quantities to be taken both inside and outside the 200-mile fishing zone, where applicable.

Species	Cod			Redfish			American plaice		Yellow-tail	Witch		Capelin	Green-land halibut	Squid (Illex) ¹	Shrimp	
Division/ Contracting Party	3L	3M	3NO	3LN	3M	Sub- area 2 and Div. 1F + 3K	3LNO	3M	3LNO	3L	3NO	3NO	3LMNO	Sub- areas 3+4	3L	3NO
Canada		0	0	0	500	7500 ^{2,4}	0	0	14137 ⁵		0	0	2223	N.S. ⁶	10833	
Cuba		0	-	0	1750	7500 ^{2,4}	-	-	-		-	0	-	510	144	
Denmark (Faroe Islands and Greenland)		0	-	-	69	25000 ^{2,3}	-	-	-		-	-	-	-	144	
European Union	0	0	0	0	3100	25000 ^{2,3}	0	0	290 ⁵		-	0	8203	N.S. ⁶	144	
France (St Pierre et Miquelon)	-	-	-	-	69	7500 ^{2,4}	-	-	-		-	-	-	453	144	
Iceland	-	-	-	-	-	25000 ^{2,3}	-	-	-		-	-	-	-	144	
Japan	-	-	-	-	400	7500 ^{2,4}	-	-	-		-	0	1519	510	144	
Korea	-	-	-	-	69	7500 ^{2,4}	-	-	-		-	-	-	453	144	
Norway	0	-	-	-	-	25000 ^{2,3}	-	-	-		-	0	-	-	144	
Poland	0	-	-	-	-	25000 ^{2,3}	-	-	-		-	0	-	227	144	
Estonia	0	0	0	0	1571	7500 ^{2,4}	-	0	-		-	0	-	128	144	
Latvia	0	0	0	0	1571	7500 ^{2,4}	-	0	-		-	0	-	128	144	
Lithuania	0	0	0	0	1571	7500 ^{2,4}	-	0	-		-	0	-	128	144	
Russia	0	0	0	0	9137	25000 ^{2,3}	-	0	-		-	0	1890	749	144	
Ukraine						7500 ^{2,4}									144	
United States of America	-	-	-	-	69	7500 ^{2,4}	-	-	-		-	-	-	453	144	
Others	0	0	0	0	124	-	0	0	73 ⁵		0	-	985 ⁷	794	0	
TOTAL ALLOWABLE CATCH	*	*	*8	*8	5000^{9,8}	32500¹¹	*8	*	14500¹⁰	*	*	*8	14820	34000	13000	*

[See 2004 complete quota table](#)

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(by Tissa Amaratunga and Barb Marshall)

Scientific Council Workshop on the Precautionary Approach to Fisheries Management

In March the Scientific Council met for the [Workshop on the Precautionary Approach to Fisheries Management](#). The meeting was hosted by Canada and was held at the Delta Hotel in St. John's, NL. Representatives attending from Canada, Denmark (Greenland), EU, Russia and USA contributed to a detailed review of the Precautionary Approach. The meeting was attended by Johanne and Tissa and meeting support was provided by Barb Marshall, with a state of the art Local Area Network supplied by DFO, Canada and run by their IT experts.

The meeting reviewed progress to date, methods for determining PA reference points and their applications to

NAFO stocks. The meeting undertook a detailed study of the PA for case studies of Greenland halibut, American plaice, Cod, yellowtail flounder, redfish and shrimp.

This report was submitted to the Scientific Council in June 2003.



Scientific Council Workshop on the Precautionary Approach to Fisheries Management

The June Scientific Council meeting was held 5-19 June at the Alderney Landing in Dartmouth, NS.

Scientists attended from Canada, Denmark (in respect of Faroe Islands and Greenland), European Union (France, Germany, Portugal, Spain and United Kingdom), Japan, Russian Federation and United States of America. Johanne and Tissa attended and meeting support was given by Dorothy Auby, Barb Marshall and other members of the NAFO

Secretariat. The Scientific Council once again used the LAN System and IT experts from DFO, Canada.



The annual "June Meeting" (as it is often referred to) of the Scientific Council is a long and tedious one in which most of the [stock assessments are carried out](#), in addition to the work of the Standing Committees on Fisheries, Research Coordination, Environment and Publications.



The NAFO Scientific Council met in June 2003 (see [report](#)) to respond to requests for management advice from the NAFO Fisheries Commission and from Coastal States for 2004 and 2005. For the 5 stocks for which advice was provided for 2003 and

2004 at the June 2002 meeting (Div. 3M cod, Div. 3M American plaice, Div. 3LNO yellowtail flounder, Div. 3NO cod and SA 3 and 4 northern shortfin squid), the Scientific Council found no basis to alter the advice for 2004. Advice for 2004 for all but one of the stocks that were assessed in 2003 remained the same as for 2003. The Scientific Council concluded that Div. 1B should be included within the northern management area of 0A + 1A (offshore) for Greenland halibut in SA 0 and Div. 1A (offshore) and Div.

Meeting Highlights

1B-1F, although the advice for the two management areas remained the same.

The major change in advice was for Greenland halibut in SA 2 and Div. 3KLMNO. The state of this stock has been deteriorating in recent years, and Scientific Council advised a substantial reduction in the catch for 2004 to prevent a further decline in exploitable biomass. The basis for the 2004 advice represents a substantial departure from recent years. As additional information on the strength of the dominant 1993-1995 year classes was added to the assessment, it became apparent that these year classes did not

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contribute to the catch to the extent that had been previously expected. Compared to the assessments conducted in 2001 and 2002, fishing mortality is now estimated to be higher and biomass lower. Although substantially revised, the latest model estimated trends are more consistent with the perception of the stock dynamics derived from the survey and commercial catch rates.

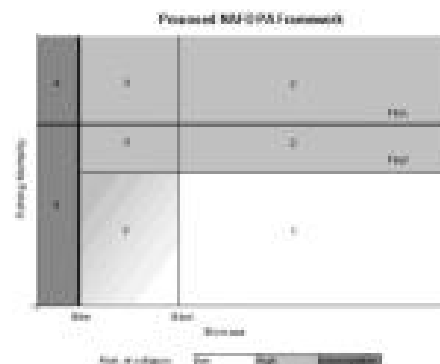
Scientific Council also reviewed a considerable amount of biological and fishery-related information on thorny skates in Div. 3LNO in response to a series of questions from the Fisheries Commission, and provided several suggestions

for future research to facilitate monitoring of the status of thorny skate and providing management advice.

The previously proposed Precautionary Approach framework was re-evaluated based on results from the Scientific Council Workshop on the Precautionary Approach to Fisheries Management held earlier in 2003. Scientific Council is now proposing a revised framework that is more flexible to management needs, while still retaining the essential features of the original framework.

Scientific Council agreed that the theme for the Special Session in

(by Tissa Amaratunga and Barb Marshall)



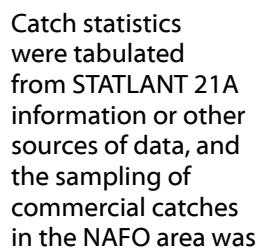
September 2004 will focus on “**The Ecosystem of Flemish Cap**”. The Special Session will be co-chaired by Joanne Morgan (Canada) and

Standing Committee on Fisheries Science (STACFIS):

STACFIS evaluated the state of almost 20 stocks and concluded that there was little change in most of these including the 10 that are under a moratorium on directed fishing. The stocks of Greenland halibut in SA 0 and Div. 1A (offshore) and Div. 1B-1F and yellowtail flounder in Div. 3LNO remain relatively high compared to the mid-1990s. The biomass of redfish in Div. 3O has been relatively stable and the decline in Div. 3M redfish appears to have halted.

The assessment of Greenland halibut in Subarea 2 + Div. 3KLMNO is considerably more pessimistic than in recent years. The exploitable biomass has been declining since 2000 and is presently estimated to be at its lowest observed level. Recent recruitment has been poor and if catches continue at recent levels then the stock will decline further. All other finfish stocks also remain at relatively low levels.

Standing Committee on Research Coordination (STACREC):



discussed. Research documents on a variety of studies conducted in the NAFO area were reviewed. These studies covered a broad range of topics including research on gear performance, otolith studies and other biological research. STACREC was pleased to have a presentation by Marc Taconet of FAO on the [Fisheries Resource Monitoring System \(FIRMS\)](#) initiative of FAO.

Standing Committee on Fisheries Environment (STACFEN):

STACFEN was pleased to have Dr. Trevor Platt from Bedford Institute of Oceanography as this year's invited lecturer. Dr. Platt presented a talk entitled "Climate, Weather and the Pelagic Ecosystem". Information was also presented detailing the impacts of two recent short-term events: one on Atlantic cod in St. John's and the other on the spawning

The annual [Overview of Environmental Conditions in 2002](#) within the NAFO Convention Area indicated the following:

The North Atlantic Oscillation (NAO) index was below



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normal during 2002 for the second consecutive year, indicating a weakening of the Icelandic Low and Azores High during the winter. Annual mean air temperatures over much of the NAFO Convention Area were above normal during the year, although from Greenland to the Scotian Shelf they decreased on the order of 1°C compared to 2001. Sea-ice on the Labrador and Newfoundland Shelf and indeed throughout much of NAFO area was lighter-than-normal during 2002, continuing the trend established during the late 1990s.

In the waters off West Greenland conditions were near normal early in the year, but became colder and less saline towards autumn. On the Newfoundland and Labrador Shelf water temperatures have been decreasing from recent near-record highs, but remained above normal over most areas in 2002, particularly in the cold-intermediate-layer (CIL) and near-bottom waters. Salinities in many areas were the highest observed in about a decade.

Conditions on the Scotian Shelf also varied throughout the year, with warm and salty conditions dominating, except for colder-than-normal conditions during mid-summer. In the region from the Gulf of Maine to the Mid-Atlantic Bight, water temperatures in 2002 were above the long-term baseline mean (1978-1987) and salinity generally exhibited an increase through the year relative to the reference period values continuing a trend that began in late 2001.

Standing Committee on Publications (STACPUB)

STACPUB was pleased to receive a presentation by the Executive Secretary on the redesign of the NAFO website. Over the past year the design was improved and new features added. STACPUB was pleased to view a presentation of the key features and pages of the website. This redesign project will continue in the future with possible new additions to include a section on press clippings and a searchable database of documents.

STACPUB noted that all Journal issues are now on CD. The Secretariat is close to completing the process of scanning back issues of Scientific Council Studies and the entire series will be available on CD.

Scientific Council September Annual Meeting

The 25th Annual Meeting of NAFO (see [Press release](#)) was held 15-19 September 2003.

As has been the tradition in recent years, the SC held a Special Session [Mapping and Geostatistical Methods for Fisheries Stock Assessments](#) during 10-12 September, in the week prior to the Annual Meeting. This was a specially

designed SC Workshop to give scientists hands-on experience of using up-to-date computer mapping and geostatistical methods for fisheries stock assessment. The scientists considered the meeting a success and extended appreciation to the conveners Dave Kulka (Canada) and Lisa Hendrickson (USA).

The SC met during this Annual Meeting with representatives attending from Canada, Denmark (in respect of Faroe Islands and Greenland), Estonia, EU, Iceland, Japan, Russian Federation, Ukraine and USA. Tissa was assisted by Dorothy Auby on most of the daily operational matters of both these meetings. [The report was published.](#)

The SC focussed on many practical and operational matters:

- how the November 2004 SC Meeting on shrimp • assessments would be run to include participation by members of the ICES Working Group on Pandalid shrimp;
- review and revision of the Precautionary Approach Framework;
- developing a [memorandum of understanding](#) for collaboration with ICES; and
- planning future workshops and symposia.



The SC was pleased to elect a new slate of office bearers to take up the activities of the SC and its Standing Committees for 2 years immediately after the end of this meeting. The outgoing SC Chair, Ralph Mayo (USA), was commended for his work over the last 2 yrs, and his thorough presentation of the results of the 20 stock assessments carried out by the SC through the year to the Fisheries Commission and the Coastal States.

The new chairs are:

- Chair of Scientific Council - Joanne Morgan (Canada),
- Vice Chair of Scientific Council and Chair of STACREC - Antonio Vazquez (EU-Spain)
- Chair of STACFIS - Hilario Murua (EU-Spain)



SC-Chairs 2003 (front right to back left): Joanne Morgan, Ralph Mayo, Manfred Stein, Eugene Colbourne.





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(by Tissa Amaratunga and Barb Marshall)

- Chair of STACFEN - Eugene Colbourne (Canada), and
- Chair of STACPUB - Manfred Stein (EU-Germany).

Scientific Council Shrimp Stock Assessment Meeting

The assessments of shrimp stocks was conducted at the Secretariat during 5-11 November. Representatives attended from Canada, Denmark (in respect of Faroe Islands and Greenland), EU, Iceland, Norway and Russian Federation. Tissa was assisted by Dorothy in most of the meeting work.



Johanne was particularly pleased to host the meeting and everyone at the Secretariat took the opportunity to meet and assist the scientists as needed.

The SC, guided by its new Chair, Joanne Morgan (Canada) and STACFIS Chair, Hilario Murua (EU-Spain), devoted most of its time and effort to successfully address the FC and Coastal State requests for [scientific advice](#) on 4 shrimp stocks, as reported in the [SC Meeting Report](#). The SC also particularly addressed the logistics of conducting its own shrimp assessments in 2004, when it will have participants from the ICES Working Group on Pandalid shrimp who will also assess the ICES shrimp stocks. The SC looked forward to the expanded peer review process with the participation of ICES scientists.

CWP

In January the Deputy Executive Secretary, Tissa Amaratunga, and the STACREC Chair/Vice-Chair of Scientific Council, Joanne Morgan, attended the 20th Session of the Coordinating Working Party on Fishery Statistics (CWP) in Victoria, Seychelles.

The [Report of the 20th Session of the Coordinating Working Party on Fishery Statistics \(CWP\)](#), Victoria, Seychelles, 21-24 January 2003, as prepared by the FAO Secretariat, was submitted to the Scientific Council in June 2003.

An issue of special interest also discussed during this meeting was the [Fisheries Resources Monitoring Systems \(FIRMS\)](#) and its databases for the Fisheries Resources Monitoring Systems (FIGIS). These systems established by FAO of the United Nations are intended to provide information to global users.





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(by Forbes Keating, Barb Marshall and Ferne Perry)



New Executive Secretary

The NAFO Secretariat rang in the New Year 2003 with the arrival of the newly appointed Executive Secretary, Dr. Johanne Fischer.

Johanne comes to us from the EU and as a fisheries biologist with a truly international background made her a likely choice to head the NAFO Secretariat.

Johanne was born in Chile and has studied and worked in many countries such as Italy, Germany, Nicaragua, Canada and the United Kingdom. Prior to her NAFO position, she developed and coordinated the European project EDIOS (European Directory of the Initial Ocean-observing System) and served as Deputy Director for EuroGOOS (European Global Ocean Observing System) during 1999-2001.

Johanne breezed into the Secretariat brimming with new ideas. The staff worked together to devise ways to meld these new ideas with traditional NAFO ways to ensure a smooth transition. Work continues to allow the Secretariat to be able to deliver and perform a high quality service to the Contracting Parties.

NAFO website

One of the first challenges for Johanne and the Secretariat was the new design of the NAFO website. After much planning, discussing, training and plain old hard work the new NAFO website (www.nafo.int) was announced in May.

The Secretariat had also applied and received approval for the new domain ".int". This designation is given to international organizations.

Ms. Barbara Marshall, Information and Web Manager, is now principally responsible for maintenance and contents of the NAFO WebPages. Ongoing improvements to the NAFO WebPages, updating and managing the content, flow and accessibility of information keeps Barb on her toes.

FAO Committee on Fisheries (COFI)

In February Johanne and the Assistant Executive Secretary, Tissa Amaratunga attended the Twenty-fifth Session of the FAO



Committee on Fisheries, at FAO Headquarters in Rome, Italy, 24-28 February, 2003. The meeting reviewed many fishery related items such as statistical reporting, the Code of Conduct for Responsible Fishing, IUU fishing, IPOAs and CITES issues.

Regional Fisheries Bodies

This was followed by the Third Meeting of the Regional Fisheries Bodies, 3-4 March, 2003 also at FAO Headquarters. There were 50 participants from 27 Regional Fisheries Bodies as well as CWP, FAO and other UN Departments. The meeting discussed many issues including partnerships between FAO and RFBs. The forum provided a place for RFBs to share approaches they use in their own organizations.



International Fisheries Commissions Pension Society

The annual meeting of the International Fisheries Commissions Pension Society (IFCPS) was hosted by NAFO during 1-2 May 2003 in Halifax, Nova Scotia. IFCPS is responsible for the administration, design, development, implementation, entering into contracts and policy direction of the pension plans for employees of seven International Fisheries Commissions (4 in Canada and 3 in the United States). The Society meets annually to discuss and review all pension related issues and to ensure that the pension plans for the Commissions are comparable to the pension plans of the Canadian and US government employees. Representatives from six of the seven Commissions were present during the 2003 Annual Meeting and NAFO was represented by Johanne Fischer, Forbes Keating and Stan Goodick. Notes of interest coming out of the 2003 meeting are:

No increase to the employer's normal cost for 2004

Canadian Department of Fisheries & Oceans (DFO) extended its commitment to assist the IFCPS in administrative operations at no charge

The agreed asset-mix balancing of the Canadian investment funds will continue

Next annual meeting of the Society will be 29-30 April 2004 in Washington, DC

Representatives from the International Fisheries Commissions will meet on 28 April 2004

Aiming at **Conservational Management of Fisheries and Ecosystems** in the Northwest Atlantic



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(by Forbes Keating, Barb Marshall and Ferne Perry)

Publications

The Secretariat, in particular the Graphic Arts Department - Ferne Perry, Barry Crawford and Ron Myers, were busy preparing a number of publications.

Through a new Secretariat initiative the NAFO Meeting Proceedings was published on a meeting year basis. Therefore the Volume for September 2002-August 2003 was prepared for circulation at the Annual Meeting in September 2003.

A similar compilation for the NAFO Scientific Council Reports (2002/2003) was circulated at the 2003 Annual Meeting but this format did not work for the Scientific Council. The Secretariat will continue with a calendar year compilation of the reports of the Scientific Council meetings in the future.

The Journal of Northwest Atlantic Fisheries Science was a hotbed of activity with the publication of Volume 30 (Miscellaneous Papers), Volume 31 (Deep-Sea Fishing Symposium compilation) and Volume 32 (Reproductive Potential compilation) being prepared for both electronic and hard-copy formats.

As well, NAFO Scientific Council Studies No. 36 "Workshop on Assessment Methods" and No. 37 "The Availability of Data for Estimating Reproductive Potential for



Selected Stocks in the North Atlantic" was published containing a series of tables that provide an overview of the availability of basic information, evaluate the quality of the information and provide references to this information.

Headquarters

One of the first things that our NEW Executive Secretary suggested was a "NEW look" to the front entrance of our office. To give us a bit of an international flare decals of the NAFO crest, name and flags of the Contracting Parties now adorn the window panel in the front entrance. The "NEW look" also included brightening up the interior of the office with walls being repainted and decorated with some interesting art work. Thank you, Johanne.

The installation of a new Centrex phone system giving each employee their own direct telephone number, with voice mail capability, was welcomed by all.

To encourage the use of electronic communications all employees were assigned with individual email addresses during the first of 2003. Increased use of electronic communications (e-mail and website) has generated considerable savings for the Organization.

Regular Staff Meetings (at least once a month) have been introduced to the Secretariat. Full agendas (which can include anything and everything) are addressed. It is a wonderful opportunity for employees to be briefed, kept informed, and encouraged to become involved in all NAFO issues. The meetings are always open to new ideas, suggestions, presentations, and any concerns staff members may have.

Job reclassification for Barb Marshall and Cindy Kerr was approved at the 2003 Annual Meeting. With the reclassifications comes more challenges, responsibilities and duties. Barb is now Information and Web Manager and Cindy is the Fisheries Information Officer. Congratulations to both of you.



STACFEM

The Secretariat was pleased to host the unofficial committee STACFEM. Women of the Scientific Council and the Secretariat met to discuss important issues (such as cheesecake) during the SC meeting in June.

Staff Committee

During the 2003 Annual Meeting the Executive Secretary introduced a working paper proposing the establishment of an external Staff Committee to provide advice and mediation in the event that a conflict within the Secretariat cannot be solved internally. It is proposed that the Staff Committee comprises three members nominated by the Secretariat staff and appointed by General Council. The Staff Committee could serve one year and be re-elected at every Annual Meeting with no restrictions on re-election. The Staff will present their Staff Committee nominees to the next Annual Meeting of NAFO.

New Recruitment

Approval for one additional staff to be recruited in conjunction with the departure of an employee due to retirement on May 1, 2005 was granted at the 2003 Annual Meeting. The new Fishery Scientist will support the work

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of Fisheries Commission and STACTIC and begin part-time employment with our Organization during the first part of January 2004.

Visitors to the Secretariat

Following the September 2003 Annual Meeting, Hiromi Naito, a coordinator for NHK (Nippon Hoso Kyokai), a Japanese Broadcasting Corporation, visited the Secretariat. NHK's current project included a topic about vanishing fishes in the world and because of NAFO's objective to manage and conserve fishery resources received permission to film NAFO activity for their program during the annual meeting. NHK's visit to the NAFO Headquarters included some final filming and interviews with some of the staff members. NAFO looks forward to receiving a complimentary video of their production in the near future.

Festive Celebrations

We all know that December is a very busy month with many festive celebrations taking place and this year was no different. On December 5th many of the NAFO staff

and guests were invited to the Annual Christmas Party hosted by the Japanese Fisheries Association at the Prince George Hotel in Halifax. A wonderful time was had by all who attended.

Johanne graciously hosted a wonderful Christmas party for the NAFO staff at her home on the evening of December 16th. The theme was a "Chilean Night" and

