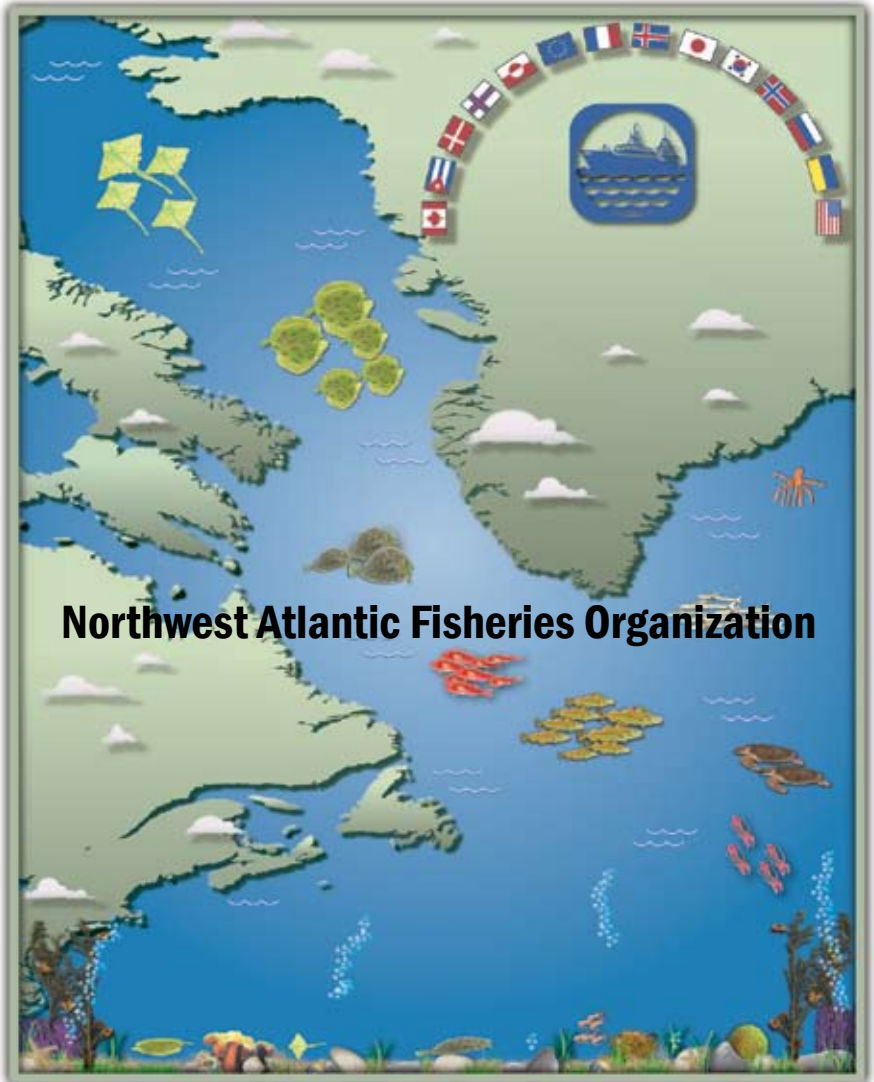


# ANNUAL REPORT 2007

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Produced and distributed by:  
**NORTHWEST ATLANTIC FISHERIES ORGANIZATION**  
2 Morris Drive, Suite 100  
P. O. Box 638  
Dartmouth, Nova Scotia, Canada B2Y 3Y9  
Tel.: +1 (902) 468-5590 • Fax: +1 (902) 468-5538  
E-mail: [info@nafo.int](mailto:info@nafo.int) • Website: [www.nafo.int](http://www.nafo.int)

**February 2008**



**NORTHWEST ATLANTIC FISHERIES ORGANIZATION**  
**Annual Report 2007**

This Annual Report summarizes and highlights discussions, decisions and events of NAFO during 2007. 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](http://www.nafo.int)*



## NOTE FROM EXECUTIVE SECRETARY

The 2007 Annual Meeting in Lisbon, Portugal will be remembered as the time and place when NAFO adopted significant amendments to its Convention. Now, Contracting Parties are required to set in motion their legislative process and formally ratify the amendments adopted by NAFO. It will thus take some time until the new “Convention on Cooperation in the Northwest Atlantic Fisheries” will come into force.

The amended Convention includes a firm commitment by NAFO to take responsibility for the effects of fisheries on the marine ecosystem in the Northwest Atlantic. So far, the instruments implemented by NAFO for such an ecosystem approach to fisheries management include extended protection of vulnerable marine areas (such as seamounts and corals), banning irresponsible fishing practices (e.g. shark finning) and rebuilding plans for vulnerable species such as cod and Greenland halibut. In 2008, an intersessional meeting of the Fisheries Commission will be dedicated to a comprehensive consideration of future strategies and measures to address vulnerable marine ecosystems particularly in the deep seas.

Throughout the last decade NAFO has achieved important milestones to become a modern, efficient and strong fisheries organization. To this end NAFO has:

- introduced the precautionary and ecosystem approaches,
- strengthened the monitoring, control and surveillance scheme, and
- enhanced the transparency of the Organization.

As a result, the compliance of fishing vessels with the NAFO regulations has visibly increased, whereas illegal, unreported and uncontrolled (IUU) fishing has decreased, and some fish stocks are already showing signs of recovery. However, in spite of the modern approaches to fisheries management, the abundance of many traditional NAFO fish stocks continues to be low; an indication that the rebuilding process will take time. Consequently, all stakeholders will require patience and perseverance with the current path to ensure that in the medium- and long-term future NAFO can reach its goal of a healthy marine ecosystem for sustainable fisheries in the Northwest Atlantic.

I wish you all a prosperous and happy 2008.

Yours sincerely,

Johanne Fischer



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## GENERAL COUNCIL

The 29th NAFO Annual Meeting took place from 24–28 September 2007 in Lisbon, Portugal and was attended by 200 delegates from twelve Contracting Parties. The meeting was chaired by David Bevan (Canada) who concluded his second two-year term as Chair of the General Council and President of NAFO. His calm and friendly style, as well as quick understanding, made him an excellent Chair who will not be easily forgotten.

After a brief welcome by the NAFO President, participants were greeted by His Excellency, the Minister for Agriculture, Rural Development and Fisheries of Portugal, Jaime Silva who expressed his appreciation for NAFO's efforts with regard to fish stock assessment and management in the North-west Atlantic and who stressed the importance of the fishing industry for the Portuguese economy.

Opening Statements were made by Heads of Delegation from Canada, European Union, Denmark (in respect of the Faroe Islands and Greenland), United States of America, and Japan.



The NAFO reception was hosted by the Portuguese Ministry of Agriculture, Rural Development and Fisheries. It took place in the beautiful Mosteiro dos Jerónimos, with delicious food and wonderful traditional Portuguese music performed by Joana Amendoeira.

The highlight of this year's General Council meeting was the adoption of important amendments to the NAFO Convention - a great success for all Contracting Parties that had pushed for a NAFO reform since 2004. The meeting report available at [www.nafo.int](http://www.nafo.int).

A number of fishery organizations attended the NAFO Meeting as observers: Food and Agriculture Organization of the United Nations (FAO), Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR), Permanent Commission for the South Pacific (CPPS), International Commission for the Conservation of Atlantic Tuna (ICCAT), North Atlantic Marine Mammal Commission (NAMMCO), North East Atlantic Fisheries Commission (NEAFC), and South East Atlantic Fisheries Organisation (SEAFO).

Also, for the second time, World Wildlife Fund (WWF) was welcomed as an observer to the NAFO meeting along with another non-governmental organization (NGO), the Ecology Action Centre (EAC). WWF generously

hosted a much appreciated reception at the Hotel Altis and, after the meeting, commended NAFO for its regulations and measures to protect the Northwest Atlantic fishery resources and their environment.

### **NAFO Reform**

The reform process of NAFO that started in 2005 was successfully concluded at the 2007 Annual Meeting in Portugal after difficult and lengthy discussions prolonging the meeting until late Friday afternoon. Prior to the Annual Meeting, NAFO held two extraordinary meetings to deal with the amendments to the NAFO Convention - a GC Meeting in Montreal, Canada (19–20 April) and a meeting of a “Technical Editing Working Group” in Brussels, Belgium (22 –23 May) to check the text agreed to date for terminology and accuracy.

The amended Convention includes a commitment to the ecosystem approach to fisheries management, revises the NAFO objection procedure and introduces new policies for dispute resolution. Furthermore, the structure of NAFO will be simplified by merging Fisheries Commission and General Council. Also, the obligations of Contracting Parties, Flag States and Port States have been increased. The amended text to the NAFO Convention has now to be ratified by Contracting Parties in accordance with Article XXI.

### **Finance and Administration**

In recent years, NAFO has faced severe financial deficits due to Contracting Parties not paying or delaying their payments. Therefore, NAFO maintained emergency measures such as a short-term reserve fund (accumulated surplus account).



*Stan Goodick and Johanne Fischer (Secretariat) and  
Fred Kingston (STACFAD Chair)*



NAFO approved a budget of about 1.5 million (CAD) for 2008 which is well within the projected course. These funds cover the running of the Secretariat including salaries for ten employees, the operation of the Vessel Monitoring System, employee travels, NAFO meetings costs, publications, communications, IT, etc. In the last few years, it was possible to reduce these costs by taking advantage of modern technologies.

The report of STACFAD at the Annual Meeting 2007, including its recommendations is published as Part 2 of GC Doc. 07/5.

## **NAFO Response to UN Fisheries Resolution 2006**

The General Council pointed out that many of the initiatives taken by the Organization in recent years, including the amendments to the NAFO Convention adopted at this meeting, addressed most calls for action of the 2006 UN Resolution, e.g. ecosystem approach to fisheries management, sustainable management, sea turtle protection, cooperation with other Regional Fisheries Management Organizations (RFMOs), transparency, closure of sensitive habitats to fisheries, etc. The Fisheries Commission adopted interim measures to prevent adverse impacts on vulnerable marine ecosystems and closed a significant area on the Grand Banks to all fishing activity involving bottom contact gear. An extraordinary NAFO meeting in 2008 will discuss additional strategies for the protection of vulnerable marine ecosystems. The UN Resolution also calls for a performance review of RFMOs which NAFO intends to address in the future when the amended Convention is implemented.

## **Election of Officers**

The current Vice-Chair, Terje Lobach (Norway), was elected Chair and the election of a new Vice-Chair was postponed to the next Annual Meeting.

Gratitude was expressed to the outgoing Chair, Mr. David Bevan (Canada), for his excellent service to the Organization as Chair of the General Council and NAFO President for the past four years.



*The new NAFO President,  
Terje Lobach*

## **Future Meetings**

Future Annual Meeting dates have been set as follows:

- 22 September–01 October 2008
- 21–25 September 2009
- 20–24 September 2010

The 2008 Annual Meeting will take place in Vigo, Spain and the 2009 and 2010 Annual 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.

## FISHERIES COMMISSION

In September 2007, Fisheries Commission met in Lisbon, Portugal to discuss the NAFO fisheries regulations. Highlights of these discussions included moving forward with an ecosystem approach to fisheries management especially the closure of vulnerable habitats to bottom fishing.

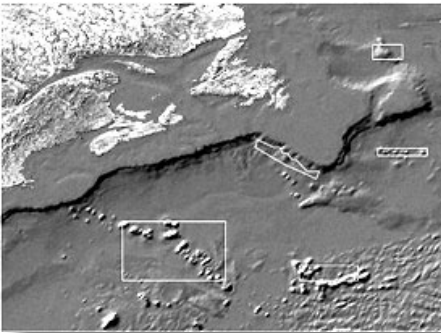
In June, the Standing Committee on International Control (STACTIC) met in Gdynia, Poland to review the NAFO Conservation and Enforcement Measures (CEM) and IUU fishing.

### Conservation Plan and Rebuilding Strategy for Grand Banks Cod

A new Conservation Plan and Rebuilding Strategy for Cod in Division 3NO was adopted this year in view of the persistently low status of this stock despite the decade long moratorium. This plan aims at further substantially reducing incidental bycatches of cod to the lowest possible level. Also, the moratorium of capelin, an important forage fish for cod, will be extended until 2012 as part of the strategy.

### Closures of Vulnerable Marine Ecosystems (VMEs)

Further to the 2006 precautionary closure of four seamounts to bottom fisheries, this year NAFO has initiated a number of programs to improve the protection of VMEs.



A coral region of the Grand Banks will be closed to bottom fisheries. These closures will remain in place for the next 3–5 years to allow scientific assessments before reconsidering the efficacy of the closures. Furthermore, NAFO is launching a four-year coral monitoring and research program to set in motion an effective coral protection strategy. Now, NAFO also prohibits commercial fisheries for all

deep-sea areas below 2 000 m, and encourages exploratory fishing in these areas to gather much-needed data on these environments.

It is expected that these programs will contribute to obtaining information needed to effectively protect seamounts, hydrothermal vents and cold water corals in the Northwest Atlantic.

## Total Allowable Catch (TAC) and Quotas

The following measures were adopted for fish stocks under NAFO regulation, based on the scientific advice provided by the Scientific Council.

### Continuation of fishing ban within the Regulatory Area

- Cod in Divisions 3L, 3M, and 3NO\*\*
- Redfish in Divisions 3LN
- American plaice in Divisions 3LNO and 3M
- Witch flounder in Divisions 3L and 3NO
- Capelin in Division 3NO
- Shrimp in Division 3NO

### Total Allowable Catch and Quotas in place

- Redfish in Division 3M
- Redfish in Division 3O
- Redfish in Subarea 2, Divisions 1F and 3K
- Yellowtail flounder in Divisions 3LNO\*
- White hake in Divisions 3NO\*\*
- Skates in Divisions 3LNO\*\*
- Greenland halibut in Divisions 3LMNO\*\*
- Squid in Subareas 3+4
- Shrimp in Division 3L

### Effort Allocation Scheme

- Shrimp in Division 3M\*

TAC and allocation of regulated species for Contracting Parties are presented in the 2008 Quota Table (Conservation and Enforcement Measures).

\* *Precautionary Approach*

\*\* *Long-term Protection Plan*



*Ricardo Federizon (Secretariat) and  
Vladimir Shibanov (FC Chair).*



*Mads Nedergaard (STACTIC Chair)  
and Cindy Kerr (Secretariat)*

## **Other Regulations and Measures**

### **Additional control measures for Greenland halibut in Subarea 2 and Divisions 3KLMNO**

The Scientific Council warned that the TACs set by the 15-year rebuilding plan have been exceeded since 2004 while the status of Greenland halibut remains poor and recruitment low. In response to these concerns NAFO decided to strengthen the control of the Greenland halibut fishery and thus help prevent that the

TAC is surpassed in the future. The additional measures include facilitating at-sea inspections of vessels targeting Greenland halibut through a prior notification of the intent to fish for Greenland halibut by individual vessels and a tighter monitoring of catches.

### **Gear requirements for redfish in Division 30**

In concurrence with long-standing regulations within the Canadian EEZ, NAFO now allows a mesh size of 90 mm for mid-water trawl for redfish in Division 30.

### **Improving port inspection reports**

Port inspectors are now required to indicate in the port inspection report if the vessel inspected had been cited while at sea. This will facilitate an effective confirmation or verification of the apparent infringements detected by the at-sea inspectors by the port authorities.

### **Enhanced VMS catch reporting for shrimp fishery**

To improve the recording and labeling of shrimp catches from Divisions 3L and 3M, new catch reporting requirements through the Vessel Monitoring System at entry and exit from Division 3L are now in place.

## **Illegal, Unreported, and Unregulated (IUU) Fishing**

Last year, NAFO strengthened its cooperation with the North East Atlantic Fisheries Commission (NEAFC) regarding IUU vessels by

recognizing each other's IUU blacklist. This year, first steps have been undertaken to improve exchange of IUU information with the South East Atlantic Fisheries Organization (SEAFO) and the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR).

### **Compliance Review**

In 2004, NAFO introduced a compliance report that reviews how fishing vessels and Contracting Parties have adhered to the NAFO regulations during the preceding year. It has taken NAFO a few years to agree on the best format and content of such a review with the result that now NAFO can present a multi-year comparative compliance report. This can be regarded as quite an achievement and speaks to NAFO's commitment to a high standard of transparency.

### **Election of Officers**

This year, the important role of Vice-Chair of STACTIC was filled by Gene Martin (USA). As former chair of STACFAC, which function was absorbed by STACTIC, his expertise on IUU issues will prove invaluable.

## SCIENTIFIC COUNCIL

In 2007, Scientific Council met twice in Dartmouth, Canada (June and November) and once in Lisbon, Portugal (September). As if the traditional stock assessments were not challenging enough, Scientific Council also had to provide advice on the application of the Ecosystem Approach to Fisheries Management. This has brought multi-species management to a new and exciting level; reaching beyond the consideration of predator-prey interactions and delves into benthos surveys and the protection of vulnerable habitats. Fortunately, NAFO is leading the way in the application of routinely-transmitted positional data, via the Vessel Monitoring Systems, to provide improved advice on the spatial impacts of fishing to sustain both fisheries and habitats for future generations. Meeting Reports are available online at [www.nafo.int](http://www.nafo.int).



*Johanne Fischer (Secretariat) and  
Antonio Vazquez (SC Chair)*

### Assessment Results

In 2007, there were eleven full and six interim assessments for stocks that lie within the NRA or straddle the NRA/EEZ waters. Additional advice on the state of stocks within EEZ waters was given to answer the requests of Coastal States.

Of course, there is both good and bad news relating to the health of the fish stocks in the NAFO convention area. The finfish stocks on the Grand Banks and Flemish Cap are generally in a poor shape. Scientific Council continues to advise no directed fishing for cod, American plaice, witch flounder, Division 3LN redfish, and capelin, and cautions to keep bycatch of these moratorium species to the lowest possible level. Concerns expressed by the Scientific Council with regard to continuous low levels of cod de

spite the decade-long strict moratorium led NAFO to devise a new recovery plan for Div. 3NO cod with the objective of increasing the spawning stock to 60 000 t. However, this will be a long and slow process as the current estimated spawning stock biomass (SSB) is only 7 500 t. On the positive side, American plaice in Div. 3LNO is showing some signs of a slow recovery and, at the current rate, the stock biomass should reach  $B_{lim}$  in a few years.

The fishery remains viable for three redfish stocks, and yellowtail flounder, skate, white hake, squid and shrimp. Greenland halibut has been subject to a rebuilding plan since 2004, but nonetheless its SSB is declining, recruitment continues to be low, and the stock consists of a high proportion of immature fish. Scientific Council found that the rebuilding plan is hampered by captures being continuously about 25% over the total allowable catch (TAC) for the past few years; an issue that was addressed by NAFO at the Annual Meeting.

### **Ecosystem Approach**

Fisheries and the ecosystem approach has introduced a new set of requirements to advice and management. In some ways, there are parallels with events that took place in terrestrial ecosystems twenty or more years ago. There is a need for more complete surveys and 'better' habitat mapping, for a better understanding of potentially damaging fishing activities, and for better understanding of the interaction between commercially exploited fish species and the habitats they occupy as young and adults. Scientific Council is expanding its resources and expertise, and increasing its links with other organizations, in order to acquire the necessary information to provide the best cost-effective advice. Scientific Council, through its immediate past Chair, Antonio Vázquez, has formed a NAFO working group on EAFM and has developed links with ICES's deep-water ecology working group. This places Scientific Council in the strongest possible position to address questions relating to the protection of seamounts and corals.

### **Fisheries Environment**

Temperatures in the Northwest Atlantic have been rising steadily since the 1970s – and new climate records seem to be set every year. However, the rise in sea temperature is not unprecedented – a similar event was observed in the 1920s and 1930s. It was also noted that many of the fish stocks declined during the cold unstable climate period of the 1980s and early 1990s. It is known that productivity is related to climate, but the importance of this to fish stocks is uncertain. A summary of the ocean climate change was presented to Fisheries Commission by the Chair of STACFEN (Eugene Colbourne) reflecting the growing importance of the marine environment for fisheries management.



## Symposia

Scientific Council held a joint symposium with ICES and PICES on “Reproductive and Recruitment Processes of Exploited Marine Fish Stocks” at the Hotel Altis in Lisbon, Portugal on 1–3 October 2007. This was one of the largest symposium that NAFO has organized, and had over 50 oral and 80 poster presentations. In many respects, this symposium was the brain child of NAFO’s working group on Reproductive Potential. Many of the matters addressed by the working group since its first meeting in 2000, were presented and discussed at the symposium. The quality of the presentations was high, and we expect that this will be reflected in the Journal of the North-west Atlantic Fishery Science symposium issue. The symposium tended to be rather academic in places, however, it highlighted very clearly that a stock’s spawning potential is much more than its spawning biomass. There is a clear need to consider age-structure and fish condition in management and re-building plans.

## Election of Officers

This year the Scientific Council elected a new slate of officers to preside over meetings for the next two years.

- Don Power (Canada) was elected Chair of Scientific Council
- Manfred Stein (EU) was re-elected as the Chair of STACPUB
- Gary Maillet (Canada) was elected as the Chair of STACFEN
- Michael Kingsley (Greenland) was elected to Chair STACFIS
- Ricardo Alpoim (EU) was elected to Chair STACREC
- Ricardo Alpoim also becomes Vice-Chair of the Scientific Council

## Personal Note of SC Coordinator

by Anthony Thompson

It is always interesting to see how organizations, and organizational structures, change and evolve. It can be needs-driven, or people-driven, or both in the case of NAFO and the Secretariat. NAFO will soon have three constituent bodies, whereas it had four under the previous Convention. The bodies are made up of people, and in general, people with different backgrounds, different knowledge, and different experiences. Basically, a recipe for segregation. However, I am increasingly finding that integration is the order of the day. All the constituent bodies are relying more and more on information exchange, on mutual help and support, and on increased communication.

I have been Scientific Council Coordinator for almost two years now, and I have seen change even in that short time period. For example, let us take the Vessel Monitoring Systems (VMS). Originally, and still principally, a

compliance tool. But it is much more than that, and its wider uses within the Ecosystem Approach is only just being realized. Why? Well mainly because it contains real-time information on position. Even with the limited information currently transmitted every two hours, we can infer vessel activity, fishing depths, identify activity hot-spots, and then cross-reference this all to vulnerable marine habitats or to changing fishing patterns that help us to identify changes in stock distributions that may take years to identify by traditional scientific means. Of course, the integration of this information within the Secretariat requires expertise in compliance, IT, fisheries, science, etc. The wider application of VMS information has created greater linkage between the Secretariat and the Commission, Scientific Council, and sub-committees, and this make my job all the more interesting.

The changing style of support is not only related to the VMS systems. The scientific side of the Secretariat is now more actively involved with the management of the NAFO journal, the STATLANT databases, the special sessions, and the application of the Ecosystem Approach. This across-the-board support to Scientific Council, and to the Commission, is possible using the wider expertise now available within the Secretariat, and is now necessary due to the increasing complexity of providing scientific advice and managing fisheries.



*Anthony Thompson (Secretariat) and  
Don Power (Scientific Council Chair)*

## SECRETARIAT ACTIVITIES

**I**n 2007, the Secretariat began to consolidate the many changes introduced since 2003. Co-ordinating NAFO meetings, staff matters, publication production and public relations were among the many projects that kept the team hard at work. We welcomed new staff members who brought fresh views and new expertise. The Secretariat put an emphasis on external relations and co-operation with other organizations, as reflected in increased attendance of NAFO employees at a variety of international meetings.

### External Relations

#### Co-operation with other Organizations

Since the last Annual Meeting, the Executive Secretary, Johanne Fischer represented NAFO at a variety of international meetings, including the:

- North East Atlantic Fisheries Commission (NEAFC) Annual Meeting November 2006.
- North American consultations on a possible International Mechanism of Scientific Expertise on Biodiversity (IMoSEB), January 2007 in Montreal, Canada (also attended by the SC Coordinator, Anthony Thompson).
- Committee on Fisheries (COFI) of the Food and Agriculture Organization (FAO), March 2007.
- Regional Fishery Bodies Secretariats' Network (RFS Network), March 2007 in Rome, Italy.
- Informal Consultations of States Parties to the United Nations Fish Stocks Agreement, April 2007, New York, USA.
- FAO Workshop on Vulnerable Deepwater Ecosystems and Destructive Fishing, June 2007, Rome, Italy.
- North Atlantic Regional Fisheries Management Organizations Secretariats (NARFMO) Meeting, September 2007 in Lisbon, Portugal.

Johanne served as Chairperson of the following meetings:

- Coordinating Working Party on Fishery Statistics (CWP), February 2007 in Rome, Italy.
- Steering Committee of the Fishery Resources Monitoring System (FIRMS), February 2007 in Rome, Italy.

- Workshop on Knowledge and Data on Deep-Sea Fisheries in the High Seas, November 2007, Rome Italy.

Also, the Executive Secretary was as invited lecturer/keynote speaker at:



International Ocean Institute at Dalhousie University in Halifax, Canada

CPPS Workshop on Participatory rights of member states in RFMOs, Santiago, Chile (pictured with Max Agüero).

Other members of the Secretariat attended the following external events:

- Annual Conference of the FSRS (Fishermen and Scientists Research Society), January 2007 in Nova Scotia, Canada. Attended by Barbara Marshall and Lisa Pelzmann presenting a poster on NAFO and the Ecosystem Approach.
- Meeting of the Aquatic Sciences and Fisheries Abstracts (ASFA), September 2007 in Mombasa, Kenya. Attended by Anthony Thompson, SC Coordinator and General Editor of the Journal of the Northwest Atlantic Fishery Science.
- Meeting of the International Fisheries Commissions Pension Society, April 2007 in Ottawa, Canada was attended by Stan Goodick.
- Meeting of the NEAFC - Advisory Group for Data Communications (AGDC), October 2007 in London, England was attended by George Campanis. Plans are underway for the NAFO Secretariat to become more involved in the NAF-format. One of the first steps will be for NAFO to become the web host.

## Public Relations

In recent years NAFO has made great efforts to become more transparent to the general public. The NAFO website not only gives access to NAFO publications and databases but also provides overviews of NAFO activities and highlights. The Secretariat produces information materials, such as a brochure and posters and has much increased its external relations. Furthermore, the Executive Secretary remains accessible to journalists for interviews and provision of background materials.

The success of these efforts is reflected in the continuously high number of visits to the NAFO public website. Among the top ranking pages were the IUU-List, the NAFO Symposium, the Conservation and Enforcement Measures, the Media Kit and the Convention Area Map.

## Publications

All NAFO publications are available on the NAFO webpages. Some years ago NAFO greatly reduced the number of printed publications to help the environment and to reduce costs.

- NAFO Journal: In 2007, NAFO published 22 papers pertaining to three volumes of the Journal of Northwest Atlantic Fishery Science (Vol. 37-39). All articles can be found at [journal.nafo.int](http://journal.nafo.int)
- NAFO Conservation and Enforcement Measures 2007 (CEM)
- Scientific Council Reports 2006 (“Redbook”)
- Meeting Proceedings of General Council and Fisheries Commission September 2006–August 2007
- NAFO Annual Report 2006
- NAFO Scientific Council Studies (No. 40, 2007): A fish identification leaflet identifying wolffish, hake and rockling species
- “NAFO and the Ecosystem Approach” poster presented at the Fisherman and Scientist Research Society
- NAFO Information Brochure, 2007
- The Early Stages of Fishes in the Western North Atlantic Ocean, Volumes One and Two, by Michael P. Fahay. This publication is sold at cost and can be ordered through the NAFO Secretariat

## Staff Matters

**New NAFO Staff Members:** The Secretariat team has expanded to include two new full-time staff members, and a temporary data input clerk.

**George Campanis** joined the NAFO Secretariat as the IT Manager in January 2007. George’s background is truly international. Born as a Greek descendent in South Africa, he spent many years living and working in the UK, Italy and France. His Canadian wife convinced him to immigrate to Nova Scotia in 2000. George’s extensive educational and professional experience in computer systems engineering and management as well as his database and programming expertise are a much valued asset to the NAFO Secretariat.



**Lisa Pelzmann** began her employment at NAFO as the Office Manager in January 2007. Lisa has a university degree in Public Relations and has acquired extensive professional experience in office management, graphic design and event planning from positions across Canada. In her new position, she serves as the first contact in the NAFO Secretariat for the public and is the principal coordinator for the organization of meetings; she assists in the final formatting and proofreading of publications and provides general administrative support to the NAFO Headquarters.



**Natalia Alonso** is working for the NAFO Secretariat as temporary Data Input Clerk and helps with the digitization of fishery reports from observers and inspectors. Many observer reports require translation and thus her work is greatly benefited by her fluency in Spanish and Portuguese. Natalia is originally from Argentina and now lives in Halifax as a Spanish teacher, Cultural Interpreter and Translator.



**Internships:** Sonja Mills, a law student from Dalhousie University, finalized her internship with NAFO in early 2007. Sonja researched legal matters related to the functioning of international organizations.

**Staff Committee:** The NAFO Staff Committee 2007 is composed of Jim Baird (Canada), Bill Brodie (Canada) and Fred Kingston (EU), who were nominated once again by NAFO staff and appointed by General Council. The Committee provides advice and mediation in the event that a conflict within the Secretariat cannot be solved internally.



*Jim Baird (Canada) and  
Barry Crawford (Secretariat)*

**Staff Representative:** The Staff Association elected Barry Crawford (Senior Publications Manager) as its first Staff Representative. Barry has

been entrusted to liaise with management on addressing the requirements of staff members, to serve as main contact for work-related concerns and to represent the NAFO employees at STACFAD meetings.

**Team Work Approach:** In 2004, the NAFO Secretariat adopted a team-work approach to allow for the expansion of services without outsourcing specialized tasks. After the staff composition changed considerably due to retirements and hiring of new staff members, 2007 was a good year to focus on fine tuning the team-work approach. For this purpose, two HR consultants were invited over the year to provide targeted training sessions on interpersonal and other relevant skills for all employees. The sessions provided us with valuable insights and communication tools that will enhance our overall efficiency and ability to work within diverse teams.

**Professional Development:** Ricardo Federizon, Fisheries Commission Coordinator, joined the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR) in Tasmania, Australia for two weeks in February 2007. The goal of this venture was to improve our understanding of the modus operandi and services of this sister organization of NAFO, and to strengthen our work links to the CCAMLR Secretariat. Ricardo's stay was very successful and both Secretariats agreed that similar exchanges could follow in the future.

### **Vessel Monitoring System**

In 2002, NAFO introduced a Vessel Monitoring System (VMS) and since then it has been the Secretariat's task to monitor the incoming and outgoing messages from fishing vessels in the NAFO Regulatory Area. VMS information is an important source for the NAFO compliance review, as it not only enables us to track vessels in the Regulatory Area but also provides us with catch reports in addition to those from observers and port inspections. This year for the first time the Secretariat provided the Scientific Council with visual GIS based analysis of fishing effort in the international waters of the Northwest Atlantic. Much of this work was done by George Campanis, the new NAFO IT Manager, in cooperation with the FC and SC Coordinators. George's expertise was also invaluable this year when NAFO changed to a new VMS software provider.





## **CHAIRS OF NAFO BODIES AND COMMITTEES - 2008**

President of the Organization and Chair of the General Council

Terje Lobach (Norway)

Vice-Chair of the General Council – vacant

Fisheries Commission

Vladimir Shibanov (Russia) – Chair

Kate Sanderson (DFG) – Vice-Chair

Standing Committee on International Control (STACTIC)

Mads Nedergaard (DFG) – Chair

Gene Martin (USA) – Vice-Chair

Standing Committee on Finance and Administration (STACFAD)

Frederik Schmidt (DFG) – Chair

Bob Steinbock (Canada) – Vice-Chair

Scientific Council

Don Power (Canada) – Chair

Ricardo Alpoim (EU-Portugal) – Vice-Chair

Chair of the Standing Committee on Publications (STACPUB)

Manfred Stein (EU-Germany)

Chair of the Standing Committee on Fisheries Science (STACFIS)

Michael Kingsley (DFG)

Chair of the Standing Committee on Research Coordination (STACREC)

Ricardo Alpoim (EU-Portugal)

Chair of the Standing Committee on Fisheries Environment (STACFEN)

Gary Maillet (Canada)

## **NAFO Secretariat – 2008**

Anthony Thompson

Scientific Council Coordinator

Barbara Marshall

Information Manager

Barry Crawford

Senior Publication Manager

Beverly McLoon

Senior Personal Assistant to the Executive Secretary

Cindy Kerr

Fisheries Information Manager

George Campanis

Information Technology Manager

Johanne Fischer

Executive Secretary

Lisa Pelzmann

Office Manager

Natalia Alonso

Data Entry Clerk (Part-time)

Ricardo Federizon

Fisheries Commission Coordinator

Stan Goodick

Senior Finance and Staff Administrator