

Northwest Atlantic Fisheries Organization



Report of the General Council

34<sup>th</sup> Annual Meeting, 17-21 September 2012  
St. Petersburg, Russian Federation

NAFO  
Dartmouth, N.S., Canada  
2012

Report of the General Council and its Subsidiary Body (STACFAD)  
34th Annual Meeting, September 17-21, 2012  
St. Petersburg, Russian Federation

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**Report of the General Council  
34<sup>th</sup> Annual Meeting, 17-21 September 2012  
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**I. Opening Procedure (*Agenda items 1-6*)**

**1. Opening by the Chair**

The 34<sup>th</sup> Annual Meeting of NAFO was convened on 17 September 2012 at 1000 hrs at the Pribaltiyskaya Park Inn by Radisson, St. Petersburg, Russia, with 160 delegates present from all twelve NAFO Contracting Parties (Annex 1). The NAFO President and GC Chair, Veronika Veits (EU) welcomed all delegates to the meeting.

Igor Golikov, as member of the government of St. Petersburg and Chairman of the Committee of Economic Development, Industrial Policy and Trade welcomed delegates to the meeting and to the city of St. Petersburg on behalf of the Governor of St. Petersburg. (Annex 2).

Statements followed by Russian Federation, Cuba, the European Union, Norway, the United States of America, Denmark (in respect of the Faroe Islands and Greenland), Canada, Japan, and Ukraine. (Annexes 3-11).

Opening statements were also made by the observers from CCAMLR and the World Wildlife Fund - Canada (WWF). A joint opening statement by Pew Environment Group and the Ecology Action Centre (EAC) was unable to be delivered but is included in these proceedings (Annexes 12-14).

**2. Appointment of Rapporteur**

Vladimir Shibanov, the NAFO Executive Secretary, was appointed as Rapporteur.

**3. Adoption of Agenda**

The Agenda was adopted as circulated (Annex 15).

**4. Admission of Observers**

In accordance with the Rules for Observers and in advance of the meeting, the Executive Secretary had invited the following intergovernmental organizations to attend: FAO, CCAMLR, CPPS, ICCAT, ICES, NAMMCO, NASCO, NEAFC, NPAFC, PICES, SEAFO.

During the 2012 34<sup>th</sup> Annual Meeting ICCAT was represented by the Executive Secretary Driss Meski, Russia observed on behalf of CCAMLR, Denmark (in respect of the Faroe Islands and Greenland) on behalf of NEAFC and Iceland on behalf of NAMMCO and EU on behalf of SEAFO. Furthermore, NGOs which had been granted observer status were also present: the World Wildlife Fund (WWF) and the PEW foundation.

**5. Publicity**

The meeting agreed that no public statements would be made until after the conclusion of the meeting when a Press Release would be prepared by the Executive Secretary in collaboration with the Chairs of the General Council, Fisheries Commission and Scientific Council.

**6. Guidance to STACFAD necessary for them to complete their work (Monday)**

In addition to items included on the circulated agenda an additional item on funding for the NEREIDA project was asked to be included. This project, which is contributing valuable scientific information used to make NAFO decisions, has recently had some funding sources concluded. The EU indicated their interest to support this project and asked other Contracting Parties to consider also contributing.

STACFAD was also encouraged, in general, to consider financial situations of Contracting Parties and to endeavor to keep budget increases to the minimum amount possible.

STACFAD was also requested to report on the follow-up of the NAFO Performance Review Panel's recommendations addressed to the Secretariat and to the Committee.

## **II. Supervision and Coordination of the Organizational, Administrative and other Internal Affairs (*Agenda Items 7-13*)**

### **7. Review of membership of the General Council and Fisheries Commission**

The membership has not changed since 2008. All twelve NAFO Contracting Parties were present: Canada, Cuba, Denmark (in respect of the Faroe Islands and Greenland), the European Union, France (in respect of St Pierre and Miquelon), Iceland, Japan, Republic of Korea, Norway, the Russian Federation, Ukraine, and the United States of America.

### **8. Status of Ratification process resulting from the adoption of the amended Convention and presentation of progress reports**

To date Norway, Canada, EU and Cuba have completed the ratification process. The Russian Federation reported that they had in fact ratified the amended Convention but there had been a delay with the reporting process to the depositary Government. Other Contracting Parties reported on progress made with their internal processes and several noted they were in the final stages. Contracting Parties were strongly encouraged to continue with the ratification process in their respective governments as soon as possible.

### **9. Status of the NAFO Headquarters Agreement**

Canada reported that its domestic approval process for the Headquarters Agreement is proceeding, and NAFO will be informed of any developments.

### **10. Report of the GC WG on Development of Plans of Action for the Implementation of Recommendations of the NAFO Performance Review Panel (GC Doc. 12/1) and adoption of the Plan of Action**

At the last Annual Meeting, a GC WG on the development of plans of action necessary for the implementation of the recommendations of the NAFO Performance Review Panel was established to investigate the recommendations that involve policy issues and more than one Constituent Body. The WG met during 20-22 March 2012 under the chairmanship of Veronika Veits (GC Chair). The Chair requested that the meeting Report be divided into two parts – the meeting report and the proposed action table. The meeting agreed to adopt the report of the meeting as written in GC Doc. 12/1.

During the course of the Annual Meeting, Scientific Council, Fisheries Commission, STACTIC and STACFAD had reviewed and addressed the proposed action table contained in GC Doc. 12/1. The individual responses are contained in each body's reports. Noting that there were only minor changes suggested by the Scientific Council (GC Working Paper 12/8) it was agreed to adopt the Action Plan subject to the amendments suggested. A revised version of the Action Plan would be circulated by the Secretariat.

It was also noted that significant progress had already been made by all groups in implementing actions. It was agreed that the Secretariat would compile all feedback into a single document for circulation to Contracting Parties.

It was also agreed that a report on the progress in implementing the Plan of Action should become a regular agenda item on the General Council agenda.

### **11. Report of external experts on Peer Review of the method of catch estimation on NAFO Stocks by STACFIS**

The report of the Expert Panel was presented by the Chair, Bruce Atkinson (GC WP 12/3).

Three main tasks were identified by Contracting Parties as important to the way forward:

1. the Peer-Review Expert Panel should continue with updated Terms of Reference, if necessary, on the

- basis of information provided by the Scientific Council.
2. Upon request by Fisheries Commission STACTIC would review the recommendations made by the Expert Panel in GC WP 12/4.
  3. A dialogue between the Fisheries Commission and the Scientific Council should be established. The Fisheries Commission also agreed to develop a single Working Group to address rebuilding plans, consideration of management models, such as Management Strategy Evaluation and the incorporation of the Precautionary Approach

In light of the importance of resolving the discrepancies in catch estimates, members of the Fisheries Commission supported the General Council decision to conclude the peer review process and to have it completed by April, 2013 and be made available to the Scientific Council in June in order to allow Scientific Council to incorporate any changes resulting into their work next year. Contracting Parties also supported the usefulness of ongoing discussions between the constituent bodies and their Chairs to address this issue to help ensure that stock assessments could be effectively conducted in support of the 2013 annual meeting. Additional measures were also tasked to Scientific Council and STACTIC to help address the issue of catch discrepancies. If necessary a short-notice meeting by WebEx could be set-up intersessionally for Contracting Parties to discuss any issues that arise.

## **12. Administrative Report**

The Executive Secretary had presented the Administrative and Financial Report (GC Doc. 12/1) during the STACFAD meeting and there was no need to further discuss it during the General Council.

## **13. Consideration of the Renewal of the Executive Secretary's contract**

It was agreed by Contracting Parties that a recruitment process for the Executive Secretary be launched in 2013 with appointment for the 2014-2017 term.

NAFO Secretariat will work to prepare the necessary follow-up actions.

# **III. Coordination of External Affairs (*Agenda items 14-16*)**

## **14. Report of the Executive Secretary on External Meetings**

Since the last Annual Meeting, the Executive Secretary was involved in the following external activities: International Fisheries Commission Pension Society (IFCPS) (April 2012), UN Ad Hoc Open-ended Informal Working Group to study issues relating to the conservation and sustainable use of marine biological diversity beyond areas of national jurisdiction (May 2012) in observer capacity. Regional Fisheries Management Organisations (RFMO's) Conference – Fit for the Future (June 2012), NEAFC Symposium on management of bottom fishing with a presentation of NAFO management regime of bottom fishing (June 2012), FAO Committee on Fisheries (COFI) in observer capacity (July 2012) and the Regional Fishery Body Secretariats Network (RSN) with a presentation of NAFO practice of VMEs conservation (July 2012).

Available reports from the various meetings are available on the NAFO Member pages of the NAFO website. The EU gave a short report about the Regional Fisheries Management Organisations (RFMO's) Conference – Fit for the Future” and indicated the website on which the report was available ([http://ec.europa.eu/maritimeaffairs/events/2012/06/events\\_20120601\\_01\\_en.htm](http://ec.europa.eu/maritimeaffairs/events/2012/06/events_20120601_01_en.htm)).

## **15. International Relations**

At the last Annual Meeting (September 2011), it was agreed that the previously appointed NAFO observers would continue to observe meetings of the following organizations: Norway would represent NAFO at meetings of the South East Atlantic Fishery Organisation (SEAFO) and the North Atlantic Marine Mammal Commission (NAMMCO), Denmark (in respect of Faroe Islands and Greenland) would represent NAFO at the North East Atlantic Fisheries Commission (NEAFC) and the United States of America would represent NAFO at the North Pacific Anadromous Fish Commission (NPAFC). Reports by Observers were presented.

It was agreed that NAFO Contracting Parties would observe at the following meetings of 2012-2013: European

Union at ICCAT; USA at CCAMLR, NPAFC and NASCO; Norway at SEAFO and NAAMCO; and Denmark (in respect of Faroe Islands and Greenland) at NEAFC.

Noting the recommendation by the Review Panel that encouraged NAFO to develop and strengthen cooperation with other international organizations, the Executive Secretary noted that STACTIC had discussed the creation of a joint Advisory Group on Data Communications (AGDC) with NEAFC. This process will be ongoing.

#### **16. Amendment to the NAFO/FIRMS Partnership Arrangement**

At the September 2004 Annual Meeting, GC agreed that NAFO join the Fisheries and Agriculture Organization of the UN FIRMS Partnership Arrangement (GC Doc. 04/5, item 11.b). In 2012, an amendment was proposed that recognized NAFO's contribution to the Fishery Module of FIRMS. The amendments as presented were adopted (Annex 16)

### **IV. Finance (*Agenda items 17-18*)**

#### **17-18. Report of STACFAD at the Annual Meeting and Adoption of the Budget and STACFAD recommendations for 2013**

The report of STACFAD was presented by the Interim Chair, Fred Kingston (EU). Mr. Kingston was thanked for his work in Chairing the meeting unexpectedly owing to unforeseen circumstances. The report contained the adoption of the budget for 2013, the Auditor's Report for 2011, personnel matters, including the creation of a new position at the Secretariat, and the creation of a framework to fund special projects. STACFAD recommends that:

1. The 2011 Auditors' Report be adopted.
2. The Organization choose the International Financial Reporting Standards (IFRS) as its accounting framework as of 2013.
3. The amount maintained in the accumulated surplus account be set at \$285,000 of which \$200,000 would be sufficient to finance operations during the first three months of 2013, and of which \$85,000 would be a contingency fund available to be used for unforeseen and extraordinary expenses.
4. The General Council endorse the progress achieved by the Secretariat to implement the Performance Review Panel's recommendations in the area of finance and administration
5. The adoption of a new position of Data Manager within the NAFO Secretariat.
6. That the budget for 2013 of \$1,890,000 (see Part II of this Report, Annex 5) be adopted.
7. That General Council appoint the three nominees (to serve as members of the Staff Committee for September 2012-September 2013: Bill Brodie (Canada), Estelle Couture (Canada) and Deirdre Warner-Kramer (USA).
8. That the dates of the 2014 and 2015 Annual Meetings (to be held in Halifax, N.S., Canada, unless an invitation to host is extended by a Contracting Party and accepted by the Organization) are as follows:
 

2014	-	22 – 26 September
2015	-	21 – 25 September
9. That, taking into account best practices of other RFMOs, General Council request the NAFO Secretariat to establish a framework in order to manage a fund for the NEREIDA project. This fund will be managed in accordance with the rules of the Organization, at no cost to the Organization. Any such framework established must be approved by the General Council.
10. That the General Council amend the NAFO Financial Regulations to clarify that NAFO is allowed to receive and disperse funding for projects that fulfill NAFO's objectives.

Contracting Parties thanked the Chair for the work by STACFAD and appreciated the efforts that were made to keep the budget to the lowest possible level.

In considering budget restraints, the performance of the Organization in accordance with the Convention should not be compromised. Contracting Parties may reflect on annual provisions, anticipate some costs and spread them over many years.

The STACFAD report and the recommendations were accepted by Contracting Parties.

Due to the unforeseen absence of the Chair of STACFAD, elections for Chair and Vice-Chair of this Committee were carried out in plenary. Deirdre Warner-Kramer (USA) was re-elected Chair and Rasmus Fuglholt (DFG) was elected as Vice-Chair for a two year term.

## **V. Closing Procedure (*Agenda items 19-23*)**

### **19. Election of Vice-Chair**

Mr. Stéphane Artano (France (in respect of St. Pierre et Miquelon)) was elected the Vice-Chair of the General Council.

### **20. Time and Place of Next Annual Meeting**

The 35th Annual Meeting will be in the Halifax-Dartmouth area, Canada. The 2013 Annual Meeting dates of 23-27 September were previously agreed upon.

### **21. Other Business**

#### **a) Retirement of Bev McLoon**

The General Council noted that a long-time Secretariat Staff Member, Bev McLoon was due to retire in April 2013. Bev has been a key member of the Secretariat Team, particularly in regards to the Annual Meeting and as the Personal Assistant to four Executive Secretaries. The Council thanked Bev for her hard work and dedication to the Organization over the course of her 32 year career.

#### **b) There was no other business.**

### **22. Press Release**

The Press Release of the Meeting was developed by the Executive Secretary through consultations with the Chairs of General Council, Fisheries Commission and Scientific Council. The agreed Press Release (Annex 17) was circulated and posted to the NAFO website at the conclusion of the meeting on Friday, September 21.

### **23. Adjournment**

The Chair thanked everyone for their productive and constructive work throughout the week. She again thanked the host, Russian Federation, for hosting the 34<sup>th</sup> Annual Meeting and the venue. She especially thanked the Executive Secretary and his team for the excellent support during the meeting and throughout the year.

The meeting was adjourned at 1430 hrs on Friday, 21 September 2012.



## **Annex 1. List of Participants**

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**Annex 2. Opening Speech by Igor Golikov, Member of the Government of Saint Petersburg  
and Chairman of the Committee of Economic Development, Industrial Policy and Trade  
(on behalf of the Governor of Saint Petersburg, G. S. Poltavchenko)**

Dear Friends!

I am happy to welcome the members of the 34<sup>th</sup> Northwest Atlantic Fisheries Organization session!

For the past years of hard work the International Fisheries Organization has gained an authority in the World Community, brought a huge contribution in development and cooperation in the sector of saving water bio-resources and the protection of ecosystems.

Saint Petersburg is the biggest industrial, scientific and educational center, a marine capital of Russia. The city on the river Neva has leading positions in shipbuilding, reprocessing industry and in preparation qualified staff for fisheries system. That is why this city hosts the second NAFO session. Delegates from various States will discuss the main questions and trends concerning the development of fisheries sector in the northwest Atlantic.

Your forum opens new capabilities for international experience exchange and for the Rule of Law improvement in fisheries sector, for strengthening the cooperation and partnership on International Level.

I wish all the members a successful work and also a pleasant time in our great city!

### **Annex 3. Opening Statement of the Representative of the Russian Federation**

Dear Madam Chair,  
Distinguished Delegates, Observers, Ladies and Gentlemen!

On behalf of the delegation of the Russian Federation it is a great pleasure for me to welcome all of the participants of the 34<sup>th</sup> NAFO Annual Meeting here in Saint Petersburg.

Let me express our deep appreciation to all of you for accepting our invitation to visit this wonderful city.

St. Petersburg is often called the cultural capital of Russia, and, in our view, it is entirely justified. The city is only three hundred years old, but has a rich history and is famous for a variety of museums and theaters, a large number of writers, poets and musicians that bring glory and honor to this place.

It offers monuments of various epochs and styles: different churches and cathedrals, State Hermitage Museum, Kunstkamera, House of the Peter the Great, Peter and Paul Fortress, numerous museums and palaces... You can enumerate endlessly, in whatever direction you go, you will find new thrills, beautiful buildings and interesting acquaintances. We hope that you will find an opportunity to enjoy some sightseeing.

NAFO activities in the period of time from the last annual meeting are marked by a number of important events. We have got a new NAFO Convention with a process of its ratification going on. We continue to work together to develop and adopt Plans of action to improve effectiveness of the NAFO as international fisheries organization.

As Russian fishermen show increasing interest in exploitation of fishery resources in the North West Atlantic, this area remains one of the most important fishing grounds for the Russian Federation.

We believe that despite the fact that a significant progress has been achieved by NAFO over the last years with regard to sustainable management, conservation of fish stocks, scientific research and protection of living marine resources, there are still a number of issues that require further multilateral cooperation.

With this in mind we look forward to working with all Contracting Parties in the week ahead in a constructive way to find the best solutions to the matters on our agenda.

We wish everyone a fruitful and successful meeting.

Thank you for your attention!

#### **Annex 4. Opening Statement by the Representative of Cuba**

Good morning.

Madam President,

Dear delegates,

On behalf of the Cuban delegation, let me express our gratitude to the authorities of the Russian Federation and particularly of the Saint Petersburg for the invitation and the opportunity to meet in this beautiful and historical city.

We are looking forward to a constructive meeting and of course, as always, we have ahead of us a very busy week.

Throughout the last decades, NAFO has achieved important milestones to become a modern, efficient and strong fisheries organization and to this end has been taking several steps that we hope will give there fruit in the near future.

The results of the General Council WG on the development of plans of action necessary for the implementation of the recommendations of the NAFO Performance Review Panel, the Amendment to the Convention on Future Multilateral Cooperation in the Northwest Atlantic Fisheries Organization that we hope and urge the Contracting Parties to approve as a sing of their commitment with the Organization and the responsibility for the effects of fisheries on the marine ecosystems in the Convention area, are examples of this important work.

This year, we will again face and discuss important matters, not only from the organizational point of view, but also the situation of stocks in the Convention area, the work and recommendations of the Scientific Council and the plans for the recovery of several stocks that are still under moratoria or rebuilding process and all this need the compromise of all parties to ensure that those stocks have chance to recover.

The Cuban delegation looks forward to work with all Contracting Parties in an understanding atmosphere to achieve the common goal which is the recovery of stocks and the conservation and sustainable use of the marine resources in the Convention Area for the sake of future generations.

Thank you very much.

## **Annex 5. Opening Statement by the Representative of the European Union**

Madam Chair, Distinguished Delegates, Observers, Ladies and Gentlemen,

The EU is very pleased to be here in the beautiful city of St Petersburg for the 34<sup>th</sup> Annual Meeting of NAFO and I would like to take the opportunity to thank the Russian Federation for hosting this meeting. Let me also extend our thanks to the NAFO Secretariat for the thorough preparation of this meeting.

In last year's Annual Meeting, significant progress has been made on the sustainable management of NAFO stocks with the adoption of Conservation Plans and Rebuilding Strategies for American Plaice 3LNO and cod 3NO, the determination of Total Allowable Catches (TACs) on the basis of Scientific Advice. We progressed again considerably in the protection of Vulnerable Marine Ecosystems with the lowering of thresholds for encounters with sponges and corals, the extension of closed areas and the agreement to reassess bottom fisheries by 2016. And NAFO was largely commended by the Performance Review Panel for the high quality of the organisation.

The EU is firmly committed to continue on this path, to address any deficiencies identified in the performance review and to strive for the highest performance in NAFO in line with the EU's policy orientations for the external dimension of its Common Fisheries Policy.

Accordingly, the EU is very pleased with the progress made by the Performance Review Working Group, which met earlier this year in Halifax. We hope that this action plan will find endorsement this week as well as the first follow-up actions to it.

The EU will be very keen to progress, in particular on science as best science is the precondition for sound management decisions. Best science also requires stronger dialogue between fisheries managers and scientists to understand each other's needs better.

The EU is also encouraged by the continuing signs of recovery of some important NAFO stocks, such as cod 3 M or redfish 3LN. This shows that our efforts and sacrifices are paying off and that we need to continue our responsible path to fisheries management.

It also confirms that NAFO's enforcement and control system works properly as also commended by the Performance Review. Clearly we need to maintain high compliance and zero tolerance towards infractions and illegal fishing. We need to look into all possibilities on how to further improve control and enforcement. However, this should not prevent us from looking at the same time into possibilities for more cost efficiency in control and enforcement in these difficult economic times. We would therefore like to invite all Contracting Parties to look into ways how cooperation can be further improved. We are sure that STACTIC will be able to report to us by the end of the week on progress that could be made towards even better control and enforcement.

The EU is also looking forward towards further progress in the protection of Vulnerable Marine Ecosystems. Although decisive information on these habitats will only become available in 2014 when the NEREIDA seabed mapping project is finished and a full reassessment of bottom fishing is foreseen for 2016, the EU stands ready to support further protective steps till then.

As last point the EU would like to recall the importance to ratify the Amended Convention so to allow NAFO to use the new provisions as soon as possible.

The EU delegation looks forward to working with all Parties around the table in order to achieve the best possible result for NAFO stocks and ecosystems and to make this Annual Meeting a joint success.

Thank you.



**Annex 6. Opening Statement by the Representative of Norway**

Thank you Chair and good morning everybody.

Let me start by thanking the Russian authorities for hosting this meeting in Saint Petersburg, which probably is the most beautiful city in Europe.

On a personal note, I would say that this is my third visit to the city and I am amazed to be back. I do hope that these historically important surroundings will inspire us in our work in the days ahead of us.

We have a number of difficult tasks to deal with and a major challenge is that our scientists seem to fail to give us the management advice that we need due to the lack of correct catch statistics. I do hope that we will find a common ground to resolve this serious issue. This would be of major importance as too many of the stocks managed by NAFO are in poor shape. We do believe that the establishment of long-term management plans for all stocks would be an important tool in this respect.

We also believe that more transparency and more openness in our proceedings would be decisive to achieve progress. For our part, we are ready to work constructively with all Parties to find mutually acceptable solutions.

Thank you very much.

## **Annex 7. Opening Statement by the Representative of the United States of America**

Chair, distinguished delegates, observers, ladies and gentlemen:

First, we would like to express our appreciation to the beautiful city of St. Petersburg to host NAFO once again. We thank the Russian Federation for its hospitality as well and the great preparations planned and organized by the NAFO Secretariat.

On matters of substance, we want to express our thanks for the intersessional work undertaken on the development of an action plan for implementation of the recommendations of the NAFO Performance Assessment Panel. We were pleased to participate in these efforts, both in the GC working group and in STACTIC, and look forward to a fruitful discussion this week that will result in concrete improvements to the Organization.

We will have some important stock related conservation and management measures to consider this week, including those for 3LMNO Greenland halibut, 3M cod, 3L shrimp, 3LNO skates, and 3NO white hake.

The United States was quite pleased with the results of last week's discussions in the Working Group of Fishery Managers and Scientists (WGFMS) on Vulnerable Marine Ecosystems. The level of collaboration in the Working Group is gratifying and we feel that progress was made in a number of areas. We look forward to further detailed discussions this week regarding recommended steps to more effectively address challenges of detecting and protecting vulnerable marine ecosystems. And we are pleased with the progress made to ensure that NAFO undertakes a timely reassessment of ongoing fisheries and new assessments of future fisheries relative to their impacts on vulnerable marine ecosystems. However, we note that the Scientific Council has underscored the still pressing need for NAFO to increase the quantity and quality of fishery-dependent data for use in these assessments.

Regarding the peer review of STACFIS catch estimate methodology, the United States would strongly support further work to address this critical issue. The interim Panel report further illuminates the need to take action to address ongoing data inconsistencies in NAFO and the negative impact that these data shortcomings have on conservation and management of the fisheries under our jurisdiction. It seems clear to the United States that, if we are seeking to address data quality and availability in our Organization, we must act holistically and examine all data sources used to produce scientific advice. Thus, we feel that Norway's proposal to broaden the Panel review to include STATLANT 21A data should be seriously considered at this meeting. We should also examine what help STACTIC and the Scientific Council itself could provide in resolving our data discrepancies.

And I wanted to mention what is a first for the United States. We will have two U.S. vessels in the Regulatory Area next week. One will be the F/V Titan, the first harvesting to fish NAFO-regulated waters in the 16 years of our membership. The second will be the U.S. Coast Guard cutter JUNIPER which will rendezvous with a Canadian cutter, exchange personnel and proceed with the seventh consecutive year of joint patrols in the Regulatory Area, but the first involving two coordinating cutters. We are proud of our contributions to compliance and enforcement in the Regulatory Area and pleased after these many years to enjoy the opportunity to be an active fishery participant in the regulatory area.

I thank you all for your attention and look forward to working with you this week.

**Annex 8. Opening Statement by the Representative of Denmark  
(in respect of the Faroe Islands and Greenland)**

Madame Chair, distinguished Delegates, Observers, Ladies and Gentlemen.

The Faroe Islands and Greenland would first of all like to thank the Russian Federation for their hospitality to host this Annual Meeting in St. Petersburg and we appreciate all the hard work our Russian hosts has put in the practical preparations of this meeting. For many in this delegation it is the first time in this country and beautiful and historical city and we are very happy to be here.

After a long and comprehensive process we are now ready to take the last decisions concerning the implementation of the recommendations of the Performance Review Panel Report. A working group meeting this spring in Halifax following a decision at last year's Annual Meeting has prepared a Plan of Action. The Faroe Islands and Greenland can assure that we will work constructively with our NAFO partners in order to facilitate the implementation of the Performance Review Report recommendations. It is in the interest of all contracting parties that this work is carried out as soon as possible as the outcome will entail a more up-to-date and effective NAFO in all aspects of the organization's operations.

The sign of good intentions by all parties to carry out this work in an expedient manner are exemplified by the intercessional decision by mail vote to set up an external peer review panel to look at the discrepancies between the STATLANT and the STACFIS catch estimations as this was deemed a matter of particular urgency by the Performance Review Panel. We are confident that the remaining recommendations, in particular those that are considered high priority, will be expedited in a swift manner at this meeting.

The biological advice on NAFO stocks for next year and beyond is as usual a mixed advice of stocks to be maintained under moratoria, of stocks in decline and of stocks that are healthy and growing. The Faroe Islands and Greenland note with increased concern that the shrimp stocks at Flemish Cap and the Grand Banks shows no sign of recovery and cessation in decline. Only a few years ago the shrimp stock at Grand Banks was in a very good shape.

On the other hand we note with satisfaction that the cod stock in Division 3M continue to exhibit biomass improvements. However, the improvement of this stock may to some extend be at the expense of the declining shrimp stocks as cod prey on these stocks. This issue should be thoroughly examined along with other issues such as the effects of ocean temperature changes on stocks straddling patterns.

Therefore, biological and management efforts should be intensified in order to find out the reasons behind this rather dramatic decline in the shrimp stocks in the last couple of years.

Madame Chair, our delegation would like to take this opportunity to convey our sincere appreciation and warm thanks to the Secretariat for once again having prepared this annual meeting so well.

Finally Madame Chair, the Faroe Islands and Greenland can assure you that we are looking forward to working constructively with all delegations in the week ahead of us to bring the many issues on our agenda to a successful conclusion.

Thank you.

## **Annex 9. Opening Statement by the Representative of Canada**

Good morning. Madam President, distinguished delegates, observers, ladies and gentlemen.

On behalf of Canada, I would like to thank the Russian Federation for hosting the 34<sup>th</sup> Annual Meeting of the Northwest Atlantic Fisheries Organization. It's a pleasure for the Canadian delegation to participate in the annual meeting in the beautiful city of St. Petersburg.

We come together this year at an important milestone for NAFO. In 2011, NAFO had its first independent performance review. The report of the performance review highlighted the significant improvements NAFO has made over the past several years and opportunities for ongoing improvement. NAFO has grown into a robust, consensus-based organization, whose governing principles have been modernized and enforcement measures are delivered in a co-operative manner.

These improvements are highlighted by the recovery in some groundfish stocks. Contracting Parties that made enormous sacrifices can now look forward to the possibility of re-engaging in their traditional fisheries. At the same time we need to continue to apply a conservative management approach to these stocks to ensure they continue to improve. As indicated in the performance review, NAFO must also continue to work towards the rebuilding of other depleted or moratorium stocks. We have taken important steps towards this with the development of Conservation Plans and Rebuilding Strategies for 3NO cod and 3LNO American plaice.

I am pleased to see that we have taken a suite of measures to manage significant adverse impacts on vulnerable marine ecosystems in the NAFO Regulatory Area, and that we continue to strengthen these measures with the help of the ground-breaking deep-sea research through the NEIRIDA program.

While significant progress has been achieved, the performance review also recommended areas that require further action. Earlier this year, a General Council Working Group met to prioritize these recommendations and to develop an action plan. Some of the priorities include:

- resolving the discrepancies between STATANT 21 fishing data and STACFIS Data;
- the timely submission of complete and accurate data and information;
- timely and effective follow-up on infringements;
- strengthening the working relationship between the Fisheries Commission and the Scientific Council, and;
- further development and implementation of the ecosystem and precautionary approaches.

We must also remember the importance the performance review attached to the Amendments to the 1978 NAFO Convention. As you know, at least nine of the twelve Contracting Parties must ratify the Amendments before they can come into force. We congratulate Cuba for their recent ratification of the Amendments and encourage others to do so as soon as possible.

The 34th annual meeting of NAFO provides an opportunity to build on the progress outlined in the performance review. Let us work towards the implementation of the recommendations of the review to help ensure a positive future for our precious fisheries and oceans resources, and for those who rely on them. I trust we will have a successful and productive meeting. Thank you.

### **Annex 10. Opening Statement by the Representative of Japan**

Madame Chair, distinguished delegates, observers, Ladies and Gentlemen

It is a pleasure for the delegation of Japan to participate in the thirty-fourth NAFO annual meeting in this beautiful and historical city of Saint Petersburg. We would like to express our deepest gratitude to Russian Federation for hosting this meeting.

NAFO has made a steady progress in the implementation of management strategy for Greenland halibut recent years, in the last annual meeting, we defined the Exceptional Circumstances Protocol for the harvest control rule that may adjust the TAC for Greenland halibut. In this connection, we are urged to clarify the percentage differences between STATLANT-reported catches and the STACFIS catch estimates. It has been recommended by the performance review to resolve any discrepancies between them. I hope that NAFO will lead to a workable solution for this crucial issue during this week.

Although we have struggled with a lot of tasks for many years, there still remains some issues such as VMEs. NAFO is one of the world's leading RFMOs, our discussion and conclusion attract attention and occasionally influence over other RFMOs.

I would like to mention that our vessels have not operated since the year 2009, however one Japanese vessel is now preparing to re-operate in NAFO Convention area by the end of this December.

Lastly, we look forward to working with all the participants around the table for successful results of this meeting.

Thank you.

## **Annex 11. Opening Statement by the Representative of Ukraine**

Madam Chair, distinguished delegates, observers,  
Ladies and Gentlemen,

On behalf of the Ukrainian delegation, let me express our gratitude to Russia for its hospitality as the host country and the NAFO Secretariat for its professional work and excellent organization of the 34th NAFO Annual Meeting in the marvellous city of Saint-Petersburg.

It is hard to overestimate the contribution of our organization towards conservation, sustainable use and stock replenishment within the Convention Area. Track record of NAFO sets an example for other regional fishing management organisations. NAFO activities prove the feasibility of truly responsible fishing regulated by the international organization.

The Report by Scientific Council contains both encouraging and disturbing information about different categories of fish stock. We hope for the increase of biomass of some commercial species that are subject to moratorium at the moment in order to resume catching in the near future.

On the other hand, effective exploitation of water bioresources is highly affected by some member-states' underutilization of large quota that were allocated to them. This leads to substantial distortion of the results of the modelling and, as a result - to the implementation of deficient management policies. It raises questions about the adequacy of the measures aimed at sustainability of the use and preservation of industrial fishing ecosystems. We think that this threatens the very objectives of NAFO. We believe that this problem should be subject to broader conversation during this working week.

Moreover, according to the opinion of scientific community, lack of information used for fishing stock analysis and population projections is undermined by diminishment of the practice of presence of observers at fishing vessels. As the member states lack funding for independent survey expeditions in the Regulation area, we suggest, as we did at a number of sessions during the last decade, that we should formally recognize the use of observation as a crucial mean to achieve the goals of the Convention.

In this particular case we can make reference to very positive experience of solving this question by another RFMO – the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR or ANTCOM as this organization is customary called in Russia).

Based on the aforementioned arguments, as well as on the results of the materials discussed at the Scientific Council last June related to the historical experience of Ukraine in North-Western Atlantic, we also deem it necessary to work on two issues of present interest to us:

1) An issue of possible reallocation of water bioresources catch quota (if quota allocation approach is chosen to be one of the management methods of such resource) taking into account essential underutilization of quota by certain member-states; 2) An issue of reconsideration of the scheme of management of multiple resource categories in order to move away from quota allocation approach and emphasize on “Olympic” approach in TAC development.

Fishing industry is important for every NAFO member-state. Ukraine is no exception. For centuries and even millennia, fisheries have played an important role in providing Ukrainian population with food. In particular it grew a lot more important as a result of Chernobyl nuclear disaster, as most of the population have been affected by radionuclides. Preserving and revivifying such an important industry as fisheries and building upon the past expertise are crucial for Ukrainian society.

At present, more than 30 thousand people are employed by fishing industry in Ukraine. Many Ukrainian fishermen are forced to work in crews of fishing vessels sailing under flags of foreign nations as, due to a number of reasons, a radical downsizing of the fleet took place in Ukraine in the 1990's, among which was the dramatic decrease of harvesting capacity. As a result, fisheries play very important social role for Ukraine – as they do for some other member-states.

At the end of 2011 the Government of Ukraine adopted National program of fisheries development for 2012-2016. This program is expected to lift the industry.

In order to implement this program, the issues of major repairs, upgrades of old and construction of new fishing vessels are being worked out in detail.

Given this, the level of harvesting capacity of Ukraine becomes a critical issue for Ukrainian fishing industry.

We count on the understanding of member-states.

We hope that this session will be fruitful and wish all of you courage and enthusiasm. We also hope that we will adopt balanced decisions, which will have the best results in future.

Thank you for your attention.

**Annex 12. Opening Statement by Andrey Petrov (Russian Federation) on behalf of  
the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR)**

Ladies and Gentlemen,

Though CCAMLR and NAFO areas of responsibility are geographically isolated, our organizations share a wide range of common interests. Being regional fishery organizations, both CCAMLR and NAFO share the common goal: conservation of marine ecosystems that includes rational use based on ecosystem precautionary approach. CCAMLR and NAFO have related interests in respect of the management of bottom fishing and the protection of Vulnerable Marine Ecosystems (VME's). Since 2008 CCAMLR has been doing an extensive work on elaboration of scientific criteria of identification VME's, on formulating the method of assessment of bottom fishing impact on the benthic communities, on establishing the system of VMEs in the Antarctic Ocean. As a result of this effort, 63 VME areas have been established in the CCAMLR zone, including 47 VME's in the Ross Sea (Area 88.1) and 16 VME's in the Area 88.2 (Amundsen Sea).

Another important task for CCAMLR is the establishment of representative system of Marine Protected Areas (MPAs) in the Antarctic. In 2009 CCAMLR designated the first MPA in Antarctic Ocean, on the southern shelf of the South Orkney Islands. This MPA encompasses an area just under 94000 square kilometers, more than the size of Wales. Last year CCAMLR adopted a general Conservation Measure describing the criteria, procedure, reporting and revision of new MPAs in Antarctic. At present a number of proposals for designating MPA are tabled for consideration and discussion in CCAMLR Scientific Committee.

CCAMLR continues to review the recommendations of the 209 Performance Review Panel at each annual meeting – and is making a good progress in addressing a large body of those recommendations. In line with the Performance Review Panel, CCAMLR increased transparency at its regular meetings, prioritized the recommendations of the Performance Review Panel and developed a concrete course of actions to implement them.

Looking in the future, CCAMLR confirms its desire of cooperation, broad exchange of ideas, experience and knowledge in the areas of common interest with the Northwest Atlantic Fisheries Organization.

Thank you for your attention.



### **Annex 13. WWF Opening Statement to the 34<sup>th</sup> NAFO Annual Meeting (Dr. Bettina Saier, Director Oceans, World Wildlife Fund Canada)**

Thank you Madam Chair. On behalf of the World Wildlife Fund (WWF), I would like to thank our Russian hosts and NAFO for welcoming us here in the beautiful city of Saint Petersburg.

We have participated in NAFO annual and scientific council meetings for the past seven years because decisions made by NAFO affect the health of the Grand Banks. WWF's vision of a rebuilt Grand Banks is based on good governance and the transition towards it is incentivized by a growing market demand for sustainable seafood and the new field of conservation finance.

Each year WWF undertakes scientific, policy and management analyses. We consult broadly with experts, industry and contracting parties and then make recommendations towards progress in our annual "Measures of Success", which we shared with many of you in this room ([www.wwf.ca/conservation/oceans/approach](http://www.wwf.ca/conservation/oceans/approach)). I'd like to highlight a few main points here.

#### **1 On Science**

NAFO's ability to make good fishery management decisions depends on good science. Therefore, all adopted measures during this meeting should adhere to scientific advice that ensures long-term sustainability.

However, for many years, NAFO has noted major discrepancies in the data from various sources. Inaccurate catch data are a fundamental issue that currently undermines NAFO's ability to make good management decisions and, ultimately, to fulfill its mandate of ensuring the long-term conservation and sustainable use of the fishery resources. Until differences can be resolved, the Scientific Council's ability to produce scientific advice on fishery management decisions and actions remains severely compromised.

In order to enable the provision of the best possible assessments and advice from its own Scientific Council and, in accordance with international law and the recommendations of the performance review panel, the Fisheries Commission should, as a matter of highest priority, address the issue of flawed data collection and reporting.

To address this fundamental issue,

- the Scientific Council should be granted access to VMS data more easily
- Sanctions should be considered and, as a long-term solution,
- WWF promotes the introduction of an electronic monitoring system

#### **2 Rebuilding stocks and newly opened fisheries**

NAFO made meaningful progress in 2011 towards rebuilding. Conservation plans and rebuilding strategies (CPRS) for 3NO cod and American Plaice should be strengthened and CPRS should be developed for all depleted stocks and newly opened fisheries such as Flemish Cap cod and 3LN redfish. Due to uncertainties in the predictions of newly opened fisheries and based on best practices such as the yellowtail flounder fishery, TACs for 3M cod and 3LN redfish should be set at the lower end of the spectrum.

Furthermore, bycatch continues to jeopardize the recovery of Grand Bank cod and the lucrative fishery it once did – and once again could – support. Bycatch is still a rampant problem slowing the rebuilding of depleted stocks and must be factored into fishery management decisions more prominently, especially if limits are exceeded.

#### **3 Vulnerable Marine Ecosystems**

NAFO considers itself to be a front runner in the protection of VMEs. It has closed 12 areas and, last year, agreed to undertake a comprehensive impact assessment by 2016. WWF urges the Fisheries Commission to

- Endorse the VME indicator species and elements identified by the Scientific Council and

- Make available the necessary resources and data required for the completion of the 2016 impact assessment.

#### **4 NAFO's Performance review**

NAFO took a major step last year in completing an independent performance review that resulted in 162 recommendations. This goes a long way towards modernizing NAFO. This week, WWF looks to NAFO to adopt the Action Plan addressing those recommendations in a timely manner.

Last year, we were pleased about the increased transparency in NAFO decision-making. As recommended by the Performance Review Panel, the rationale for all adopted measures should be provided in plenary, especially if such measures are not entirely consistent with scientific advice.

**Annex 14. Opening Statement by the PEW Environment Group and the Ecology Action Centre  
to the 34<sup>th</sup> Annual Meeting of the Northwest Atlantic Fisheries Organization  
St. Petersburg, Russia 17-22 September 2012**

Madam Chair, Distinguished Delegates, Fellow Observers, it is exciting to be in the beautiful city of St. Petersburg this year. We regret however that some of our colleagues were unable to be here as a result of the visa process. On behalf of the Pew Environment Group and the Ecology Action Centre we appreciate the opportunity to once again attend NAFO as observers.

As many of you know our primary concern is the mitigation of fishing impacts on the marine ecosystem for which NAFO has competence. In 2011, the UN reviewed the progress of all RFMOs in implementing the provisions of UNGA Resolutions 61/105 and 64/72—resolutions aimed at minimizing the impact of fishing activities on deep sea ecosystems and species. The outcome of that review process was a new Resolution 66/68 which reiterated the urgency of protecting vulnerable marine ecosystems and sustainably managing fisheries for deep-sea species, in particular through improving procedures for conducting impact assessments.

Pew and the Ecology Action Center recognize the efforts of Contracting Party scientists to collect data, conduct research cruises with a focus on sea floor communities, and to analyze this data in a manner that can be directly applicable to NAFO management measures.

Both the NAFO WGEAFM, through the Scientific Council and the NAFO WGFMS, have put significant work in over the past year to ensure that data and advice are put forward to further NAFO's compliance with the UNGA Resolutions. Over the years, we have commended NAFO on its significant progress in protecting many VME species and areas.

At this year's meeting we expect NAFO to act on scientific advice and expand existing closures based on new information obtained by data collection and modeling.

We strongly encourage NAFO to ensure that an adequate data collection protocol is put in place so that VME encounters are collected and reported appropriately. However, we continue to advocate for more reliable management measures than existing encounter protocols--measures that would reduce the risk of encounters taking place at all.

We also continue to advocate that any fishing in an existing closed area is met with compliance consequences.

As you know, we are concerned about the slow progress on impact assessments. We urge NAFO immediately begin using available NERIEDA data as well as fishing activity information and the NAFO WGEAFM process and framework for these assessments. It is important that the impact assessments be completed in time for management measures to be adopted in 2014. If this is not done, NAFO will have not made progress on this issue since the 2011 UN General Assembly Review and will have little to report at the next UNGA review in 2015.

In June of this year, the Rio + 20 meeting had a significant focus on the oceans where the protection of biodiversity beyond national jurisdiction was of great concern. Increasingly, NAFO's management measures for marine living resources will be affected by and linked to other international agreements.

As emphasized at last years' NAFO meeting, we strongly encourage NAFO Contracting Parties to collaborate with the Secretariat of the Convention on Biological Diversity to organize a workshop or workshops to identify Ecologically and Biologically Significant Areas. NAFO has already done much of the required work, but there is a conspicuous gap in information in the Northwest Atlantic. We encourage coastal states to take the lead in ensuring that these gaps are filled and that the appropriate information is collected and submitted to the CBD Secretariat.

NAFO Contracting Parties continue to catch deep sea fish species for which there is no regulation. NAFO has yet to adopt a comprehensive bycatch policy or develop TACs for many vulnerable fish species. We know that these species cannot sustain current levels of fisheries exploitation.

We support the recommendations of our colleagues at WWF, particularly on improving the transparency and accountability of NAFO and implementing the recommendations of the performance review in a timely manner.

We urge delegations to read specific recommendations in the written submission from the Ecology Action Centre, the Pew Environment Group, and the Deep Sea Conservation Coalition. We look forward to this week's meeting and seeing progress on our specific recommendations.

Thank you.

Susanna Fuller and Andrea Kavanagh on behalf of the EAC and PEW

## **Annex 15. Agenda**

### **I. Opening Procedure**

1. Opening by the Chair, Veronika Veits (EU)
2. Appointment of Rapporteur
3. Adoption of Agenda
4. Admission of Observers
5. Publicity
6. Guidance to STACFAD necessary for them to complete their work (Monday)

### **II. Supervision and Coordination of the Organizational, Administrative and other Internal Affairs**

7. Review of Membership of the General Council and Fisheries Commission
8. Status of ratification process resulting from the adoption of the amended Convention and presentation of progress reports
9. Status of NAFO Headquarters Agreement
10. Report of the GC WG on Development of Plans of Action for the Implementation of Recommendations of the NAFO Performance Review Panel (GC Doc. 12/1) and adoption of the Plan of Action
11. Report of external experts on Peer Review of the method of catch estimation of NAFO stocks by STACFIS
12. Administrative Report
13. Consideration of the Renewal of the Executive Secretary's contract

### **III. Coordination of External Affairs**

14. Report of Executive Secretary on external meetings
15. International Relations
16. Amendment to the NAFO/FIRMS Partnership Agreement

### **IV. Finance**

17. Report of STACFAD at the Annual Meeting
18. Adoption of the Budget and STACFAD recommendations for 2013

### **V. Closing Procedure**

19. Election of Vice-Chair
20. Time and Place of Next Annual Meeting
21. Other Business
22. Press Release
23. Adjournment

**Annex 16. Amended Annex 2 to the Partnership Arrangement between the  
Northwest Atlantic Fisheries Organization and the  
Food and Agriculture Organization of the United Nations  
(representing the FIGIS-FIRMS Partnership)**

***1. Data and statistical information***

**The following applies to the stocks managed by NAFO** (Table 1 provides a list of stocks and fisheries managed by NAFO.)

**Scope of information to be contributed**

NAFO is mandated by its Contracting Parties to provide scientific advice and implement management measures for the NAFO Regulatory Area in the Northwest Atlantic (defined by the NAFO Convention). NAFO will contribute to FIGIS/FIRMS information on stocks for which it provides management advice as provided by NAFO Scientific Council to the NAFO Fisheries Commission. NAFO will also contribute information relating to fisheries taking place in the NAFO Regulatory Area.

**Types of information to be contributed:**

- **Reports:** NAFO Scientific Council Summary Sheets containing information on stock status, assessments and management advice for NAFO managed fish stocks (see Table 1) will be made available for upload to FIGIS. Links to supporting scientific documents, such as stock assessment documents, will be provided.
- **Data:** Catch and fishing effort data will be provided at public domain resolution as determined under the policies of NAFO. These data will be available for use by FIGIS in development of summary plots and statistics elsewhere presented within the FIGIS system.
- **Biology, ecology, fisheries, and other information:** Summary information from research and investigations specific to stocks and resources managed by NAFO will be provided in the form of links to reports available on the NAFO website.
- **Fishery Regulation and Management Measures:** Information on regulation and management of fisheries in the NAFO Regulatory Area will be included on FIGIS with links to relevant sections of the NAFO Conservation and Enforcement Measures and Fisheries Commission reports maintained on the NAFO website.

**Documentation and Standards to be used in this Partnership Agreement**

Sources of information will be documented, and links to electronic versions of source material will be provided when available. A link to the NAFO website will be provided for detailed information not suitable for posting to FIGIS. The information to be contributed will conform to NAFO policy guidelines for confidentiality and information release and to the Information Management Policy established by the FIRMS Steering Committee.

***2. Metadata and information management***

**Methods of collection and processing:** Details of the NAFO data collection and compilation are provided in the various Scientific Council reports, studies, and documents accessible on the NAFO website. NAFO management measures can be found in the NAFO Conservation and Enforcement Measures (NCEM), updated annually and available on the NAFO website

**Bibliographical sources:** Bibliographical sources for the NAFO reports are listed in the stock summary sheets, the Scientific Council Summary Documents, Fisheries Commission reports and NCEM. Most of the bibliographical source documents are stored on the NAFO website. From the FIGIS fact sheets, links will point to the relevant NAFO source documents.

**Ownership and responsibilities:** The information contributed to FIRMS resides under the full ownership and responsibility of NAFO. Therefore, the ownership presented as header of each stock fact sheet will clearly include

### 3. Data and information security

#### 4. Collaborative institutions

### 5. Additional entitlements

When required, this Annex may be revised by mutual consent.

(+ is full assessment year, i is interim monitor, - no assessment undertaken or currently planned). The i (+) is a specially requested full assessment instead of a planned interim monitoring.

[illegible]

Cod in Div. 3NO	2	3	+	i	i	+	i
Redfish in Div. 3LN	2	2	+	i	+	i	+
Redfish in Div. 3O	2	3	+	i	i	+	i
American plaice in Div. 3LNO	2	2	i(+)	+	i	+	i
Witch flounder in Div. 2J + 3KL	2	3	+	i	i	+	i
Witch flounder in Div. 3NO	2	3	i	+	i	i	+
Greenland halibut in SA 2 + Div. 3KLMNO*	1	1	+	+	+	+	+
Yellowtail flounder in Div. 3LNO	2	2	i	+	i	+	i
Squid ( <i>Illex</i> ) in SA 3+4	2	3	+	i	i	+	i
Capelin in Div. 3NO	2	2	i	+	i	+	i
Thorny skate in Div. 3LNOPs	2	2	+	i	+	i	+
White hake in Div. 3NOPs	2	2	i	+	i	+	i
NAFO shrimp fisheries							
Northern shrimp in Div. 3M	1	1	+	+	+	+	+
Northern shrimp in Div. 3LNO	1	1	+	+	+	+	+
NAFO pelagic fisheries							
Oceanic redfish (not assessed by NAFO)							

\* The Greenland halibut fishery takes place over both the Flemish Cap and the Grand Bank



## **Annex 17. 2012 Annual Meeting Press Release**

### **NAFO CONTINUES TO MOVE FORWARD**

FOR IMMEDIATE RELEASE: St. Petersburg, Russian Federation, 21 September 2012

The 34th Annual Meeting of NAFO concluded successfully today, making positive decisions for the management of fish stocks and protection of ecosystems in the Northwest Atlantic Area.

NAFO continues to address issues raised in the Performance Review conducted in 2011 by setting priorities and timelines to implement the recommendations contained in the report and took action to implement them.

Taking into account the scientific advice, Total Allowable Catches (TAC) were set for fishing on ten stocks while a further ten stocks remain under moratoria, including the shrimp on the Flemish Cap.

NAFO has moved to strengthen its protection of vulnerable marine ecosystems (VME) by introducing a raft of measures aimed at clarifying existing provisions, strengthening others and introducing new catch limits for fragile organisms, such as sea pens, on the seabed.

NAFO continues the closure of 11 areas of coral/sponge concentrations and six seamounts to bottom fishing. These areas contain significant concentrations of VME indicator species.

Drawing on the latest scientific information, NAFO expanded the list of VME indicator species (now recognizing 67 species which signal a potential VME) and adopted a new list of VME elements in line with the FAO International Guidelines.

NAFO continues to develop Conservation Plans and Rebuilding Strategies frameworks for commercially important stocks, such as American plaice and Cod on the Grand Bank. When the objectives of the Rebuilding Plan are met these stocks can again be fished by the international community. Efforts will continue to develop frameworks for Witch Flounder on the Grand Bank, and the initial development of CPRS for both northern Grand Bank Redfish and Flemish Cap Cod, which have only recently been re-opened for directed fishing.

NAFO took steps to ensure the quality of its scientific advice for fish stocks by engaging in an independent peer review of the way catches are estimated in stock assessment. This examination will continue with further investigation into the reasons for the discrepancy between official catch figures and scientific estimates.

Additional highlights of the meeting can be found in the attached backgrounder.

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Northwest Atlantic Fisheries Organization

2012 Annual meeting Press Release

21 September 2012

## Background

NAFO is an international intergovernmental fisheries science and management body that manages the fishery in the international portion of the Northwest Atlantic. The 34<sup>th</sup> Annual Meeting was held during 17-21 September 2012 at the Pribaltiyskaya Park Inn Hotel, St. Petersburg, Russian Federation. The meeting was attended by 160 delegates from all Contracting Parties (Canada, Cuba, Denmark (in respect of Faroe Islands and Greenland), European Union, France (in respect of St. Pierre et Miquelon), Iceland, Japan, Republic of Korea, Norway, Russian Federation, Ukraine and United States of America).

The meeting was also attended by observers from the Northeast Atlantic Fisheries Commission (NEAFC), North Atlantic Marine mammal Commission (NAMMCO), International Commission Conservation of the Atlantic Tunas (ICCAT), Southeast Atlantic Fisheries Organisation (SEAFO) and Conservation of Antarctic Marine Living Resources (CCAMLR), the World Wildlife Fund (WWF), and Pew Environment Group.

The three bodies of NAFO, General Council (chaired by Veronika Veits, EU), Fisheries Commission (chaired by Sylvie Lapointe, Canada) and Scientific Council (chaired by Carsten Hvingel, Norway) and their subsidiary bodies met over the course of a week to deliberate on management measures and scientific assessment regarding the international fisheries of the Northwest Atlantic. The scientific advice and a quinquennial review of environmental conditions were presented.

Five NAFO Contracting Parties have now ratified the amended NAFO Convention and others were strongly encouraged to continue their efforts to do so in their respective governments.

The main function of NAFO is to regulate fisheries in the Northwest Atlantic consistent with advice from an international panel of scientists. Total allowable catches (TACs) are set in accordance with the precautionary principle. NAFO agreed on management measures for the 20 fish, shrimp and squid stocks. For the recently reopened stock of Redfish in the northern Grand Bank caution was considered for this slow-growing species. While shrimps on the Flemish Cap remain below their precautionary threshold and are closed to fishing, the latest data on the Grand Bank Shrimp stock suggests the decline in this stock has been halted and a TAC of 8 600 tons was set. For Thorny Skate on the Grand Bank, catch limits were reduced to be more in line with recent catches to encourage stock rebuilding.

Stocks which until recent years have been depleted and closed to fishing are now performing well. Yellowtail Flounder on the Grand Banks was closed to fishing between 1995 and 1997, but is now well above precautionary thresholds and a TAC of 17 000 tons was set. Cod on the Flemish Cap (Div. 3M), which was at very low levels and under a moratorium to fishing between 1994 and 2009 continues to grow at a remarkable rate, and a TAC of 14 113 tons was set. Other stocks are recovering at a slower rate, and fishing on stocks such as American Plaice and Cod on the Grand Bank remains suspended.

NAFO has been amongst the most proactive of RFMOs when it comes to protection of vulnerable marine ecosystems which can be harmed by fishing, closing over 360 000km<sup>2</sup> to bottom fishing since 2006. At their latest meeting NAFO took steps to enhance this protection, in accordance with UNGA Resolution 61/105, by lowering the catch of sponges and corals needed to trigger "move-on" rules, requiring fishing vessels to move away from areas where there may be high densities of these creatures. Positions of these vulnerable marine indicators must be reported.

Catch thresholds for "sea-pens", a long, frond-like type of soft coral, have been introduced for the first time. NAFO also revised its rules on fishing outside of currently fished areas, requiring national administrations to submit a plan of any bottom fishing in exploratory and new areas to be submitted for review by NAFO's scientific and management bodies, which can result in permission to fish being granted, prohibited or requiring specific measures to protect marine life.

Conservation Plans and Rebuilding Strategies (CPRS) were developed and established in order to bring or maintain the stocks at levels that can support sustainable fishing. Stocks under CPRS are constantly assessed and monitored. Harvesting strategies are determined and adjusted accordingly. Currently two stocks on the Grand Bank, American Plaice and Cod, which have been under moratoria since 1995 are managed under CPRS. The moratoria continue on these stocks.

NAFO also established priorities for developing CPRS for other stocks: continuing efforts for southern Grand bank Witch Flounder which has been under moratorium since 1995, and initial development for both northern Grand Bank Redfish and Flemish Cap Cod which were re-opened in 2010 after a decade of closure.

NAFO has continued the process of reforming itself following the 2011 Performance Assessment Report. Following a working group session, which looked into the best way forward in March 2012, the General Council of NAFO adopted its plans, particularly endorsing those which enable closer working relationships between scientists and managers and ensuring best data and science are available. Consequently, a number of working groups on conservation and rebuilding of fish stocks, management strategies and vulnerable marine ecosystems, which were previously held under the auspices of the Fisheries Commission, will become joint working groups of the Scientific Council and Fisheries Commission.

The number of fishing vessels in the Regulatory Area has recently increased but still remains much lower than historical numbers. The inspection rate has remained stable since 2006.

NAFO has established a fund to continue to support mapping vulnerable marine ecosystems (VMEs) in the NAFO Regulatory Area (NAFO Potential Vulnerable Marine Ecosystems Impacts of Deep-sea Fisheries – NEREIDA).

NAFO Secretariat updated its website with a modern look and feel. A new “Data” section has been created to provide easier access to statistical and geo-spatial information. Material on frameworks, such as the Precautionary Approach, Ecosystem Approach, CPRS and MSE has been added. A new ICNAF section includes a history of the predecessor of NAFO and the ICNAF publications which have been digitized. ICNAF meeting and research documents are also being scanned and will be uploaded as they are finalized.

A new secured area for NAFO Inspectors was also introduced to allow comprehensive access to important official fisheries documentation.

The 35<sup>th</sup> Annual Meeting will be held in Halifax, NS, Canada,

#### **Meetings:**

Prior to the Annual Meeting, the following NAFO meetings were held: Scientific Council/NIPAG Meeting on Shrimp Assessment, Dartmouth, NS, Canada, 19-26 October 2011; Scientific Council WGEAFM, Dartmouth, NS, Canada, 30 November-09 December 2011; Scientific Council Ad hoc Working Group on Exceptional Circumstances (by correspondence), January-March 2012; GC Working Group on the Development of Plans of Action for the Implementation of the Recommendations of the NAFO Performance Review Panel, Halifax, NS, Canada, 20-22 March 2012; Joint NAFO/ICES Working Group on Deep-water Ecology (WGDEC), Copenhagen, Denmark, 26-30 March 2012; International Fisheries Commissions Pension Society Annual Meeting, Washington, DC, USA, 19-20 April 2012; Standing Committee on International Control (STACTIC), Brussels, Belgium, 2-4 May 2012; Scientific Council Working Group on Reproductive Potential (by correspondence and ad hoc meetings); Scientific Council and its Standing Committees, Dartmouth, Nova Scotia, Canada, 1-14 June 2012. Reports of all NAFO meeting are finalized following the meeting end and are posted on the public NAFO website. Reports from General Council and Fisheries Commission (and Standing Committees) can be accessed at <http://www.nafo.int/publications/frames/fish-proc.html> and Scientific Council Reports at <http://www.nafo.int/science/frames/sci-rep.html>.

The table of NAFO TACs and quotas agreed at the 34<sup>th</sup> Annual meeting can be found at <http://www.nafo.int/fisheries/quota.pdf>

Dr. Vladimir Shibanov

NAFO Executive Secretary – 21 September 2012, St. Petersburg, Russian Federation

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## Annual Quota Table - 2013

**QUOTA TABLE. Total allowable catches (TACs) and quotas (metric tons) for 2013 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		Yellowtail
Division/Contracting Party	3L	3M	% of 3M Cod TAC	3NO	3LN	% of 3LN Redfish TAC	3M	3O	Sub-Area 2 and Div. 1F+3K	3LNO	3M	3LNO
Canada		113	0.80	0	2769	42.60	500	6000	0 <sup>2,4</sup>	0	0	16575 <sup>5</sup>
Cuba		522	3.70	-	637	9.80	1750		0 <sup>2,4</sup>	-	-	-
Denmark (Faroe Islands and Greenland)		3154	22.35	-	-		69 <sup>19</sup>		0 <sup>2,3</sup>	-	-	-
European Union		8049 <sup>25</sup>	57.03	0 <sup>11</sup>	1185 <sup>26</sup>	18.23	7813 <sup>12</sup>	7000	0 <sup>2,3</sup> 0 <sup>2,15</sup>	0	0 <sup>11</sup>	-
France (St. Pierre et Miquelon)		-		-	-		69 <sup>19</sup>		0 <sup>2,4</sup>	-	-	340 <sup>5</sup>
Iceland		-		-	-		-		0 <sup>2,3</sup>	-	-	-
Japan		-		-	-		400	150	0 <sup>2,4</sup>	-	-	-
Korea		-		-	-		69 <sup>19</sup>	100	0 <sup>2,4</sup>	-	-	-
Norway		1305	9.25	-	-		-		0 <sup>2,3</sup>	-	-	-
Russian Federation		913	6.47	0	1870	28.77	9137	6500	0 <sup>2,3</sup>	-	0	-
Ukraine								150	0 <sup>2,4</sup>			
United States of America		-		-	-		69 <sup>19</sup>		0 <sup>2,4</sup>	-	-	-
Others		57	0.40	0	39	0.60	124	100	-	0	0	85 <sup>5</sup>
TOTAL ALLOWABLE CATCH	*9	14113 <sup>23</sup>	100.0	*20,9	6500 <sup>24</sup>	100.0	6500 <sup>8</sup>	20000	0 <sup>10,17</sup>	*21	*9,16	17000 <sup>21,22</sup>

Species	Witch		White hake	Capelin	Skates	Greenland halibut	Squid (Illex) <sup>1</sup>	Shrimp	
Division/Contracting Party	3L	3NO	3NO	3NO	3LNO	3LMNO	Sub-areas 3+4	3L	3NO
Canada		0	294	0	1167	1724	N.S. <sup>6</sup>	7160	
Cuba		-		0		-	510	96	
Denmark (Faroe Islands and Greenland)		-		-		199	-	96	
European Union		0 <sup>11</sup>	588	0 <sup>11</sup>	4408	6738 <sup>18</sup>	<u>N.S.</u> <sup>6</sup> 611 <sup>13</sup>	480 <sup>14</sup>	
France (St. Pierre et Miquelon)		-		-		188	453	96	
Iceland		-		-		-	-	96	
Japan		-		0		1178	510	96	
Korea		-		-		-	453	96	
96*10Norway		-		0		-	-	96	
Russian Federation		0	59	0	1167	1466	749	96	
Ukraine						-		96	
United States of America		-		-		-	453	96	
Others		0	59	-	258	0 <sup>7</sup>	794	0	
TOTAL ALLOWABLE CATCH	*9,20	*9	1000 <sup>27</sup>	*9,20	7000 <sup>16</sup>	11493	34000 <sup>20</sup>	8600	*9

\* Ban on fishing in force.

- Any quota listed for squid may be increased by a transfer from any "coastal state" as defined in Article 1, paragraph 3 of the NAFO Convention, provided that the TAC for squid is not exceeded. Transfers made to Contracting Parties conducting fisheries for squid in the Regulatory Area shall be reported to the Executive Secretary, and the report shall be made as promptly as possible.
- The Executive Secretary shall notify without delay all Contracting Parties the dates on which accumulated reported catch taken by vessels of Contracting Parties estimated equal to 50% and then 100% of that allocation.
- Quota to be shared by vessels from Denmark (Greenland and Faroe Islands), European Union, Iceland, Norway and Russia. Catches in the NAFO Convention Area shall be deducted from the quotas allocated in the NEAFC Convention Area.
- Quota to be shared by vessels from Canada, Cuba, France (St. Pierre et Miquelon), Japan, Korea, Ukraine and USA.
- Contracting Parties shall inform the Executive Secretary before 01 December 2012 of the measures to be taken to ensure that total catches do not exceed the levels indicated.
- The allocation to these Contracting Parties are as yet undetermined, although their sum shall not exceed the difference between the total of allocations to other Contracting Parties and the TAC (= 29.458 tons).

7. In 2005, the previous 935 t “Others” quota was assigned to three Contracting Parties. When the TAC exceeds 30,000 t the next 1,300 t beyond 30,000 will be allocated to an Others quota which can be accessed by those who do not hold Greenland halibut allocation. In deciding the relevant contributions of Contracting Parties to the 1,300 t Others quota, the Fisheries Commission will take into account the fact that some Contracting Parties received a benefit from the 935 t quota which was reassigned in 2005.
8. Not more than 3250 tons may be fished before 01 July 2013.
9. The provisions of Article 6, paragraph 1.b) of the Conservation and Enforcement Measures shall apply.
10. In the case of the NEAFC decision which modifies the level of TAC in 2013 as compared to 2012, these figures shall be accordingly adjusted by NAFO and formalized through a mail vote.
11. Including fishing entitlements of Estonia, Latvia, and Lithuania following their accession to the European Union and in accordance with sharing arrangements of the former USSR quota adopted by the Fisheries Commission at its Annual Meeting in 2003 (FC Working Paper 03/7).
12. Including allocations of 1571 tonnes each for Estonia, Latvia and Lithuania out of a sharing of 20,000 tonnes, following their accession to the European Union.
13. Allocations of 128 tonnes each for Estonia, Latvia and Lithuania as well as 227 tonnes for Poland out of a TAC of 34,000 tonnes, following their accession to the European Union.
14. Including allocations of 96 tonnes each for Estonia, Latvia, Lithuania and Poland out of a TAC of 8,600 tonnes, following their accession to the European Union.
15. Allocation of 17.85% to Lithuania and 2.15% to Latvia following their accession to the European Union.
16. Applicable to 2013 and 2014.
17. The quota shares in footnotes 4 and 15 can only be fished in the NAFO Regulatory Area. If an increase in the overall TAC as defined in footnote 10 leads to an increase in these shares, the first 500 tonnes of that increase shall be added to the quota share referred to in footnote 4.
18. Including an allocation of 377 tonnes for Estonia, Latvia, and Lithuania following their accession to the European Union.
19. Notwithstanding the provisions of footnote 8 and Article 5.2 (b) and without prejudice to future agreements on allocations, these quotas may be fished in their entirety by these Contracting Parties.
20. Applicable until at least 2013.
21. In lieu of Article 6.1 (a) and (b) of the CEM, the following by-catch provisions for American plaice only in the 3LNO yellowtail fishery shall apply: Contracting Parties fishing for yellowtail flounder allocated under the NAFO allocation table will be restricted to an overall Am. plaice by-catch harvest limit equal to 15% of their total yellowtail fishery as calculated in accordance with Article 6.1 (c). If a Scientific Council projection indicates that this rate is likely to undermine stock recovery or cause an unreasonable delay in reaching  $B_{lim}$ , this rate may be subject to a reassessment by the Fisheries Commission.
22. Following the NAFO annual meeting and prior to January 1 of the succeeding year, at the request of the USA, Canada will transfer 1000 tonnes of its 3LNO yellowtail quota to the USA.
23. The allocation key of this stock is based on the 1998 Quota Table. In 1999, a moratorium on cod in Division 3M was declared.
24. The allocation key of this stock is based on the 1997 Quota Table. In 1998, a moratorium on redfish in Division 3LN was declared.
25. Including fishing entitlements of 157 tons each for Estonia, Latvia, and Lithuania in accordance with sharing arrangements of the former USSR quota adopted by the Fisheries Commission at its Annual Meeting in 2003 (FC Working Paper 03/7) and allocation of 536 tons for Poland following their accession to the European Union.
26. Including fishing entitlements of 322 tonnes each for Estonia, Latvia, and Lithuania in accordance with sharing arrangements of the former USSR quota adopted by the Fisheries Commission at its Annual Meeting in 2003 (FC Working Paper 03/7) following their accession to the European Union.
27. Should a Contracting Party experience higher than normal catches per unit of effort (CPUE) and conclude that a shift to high availability levels of white hake during the fishing season - such as what apparently was the case in 2002 and 2003 – is taking place, then that Contracting Party shall notify the Executive Secretary. Upon this notification, the TAC is increased to 5,000 metric tons. The Executive Secretary shall notify all Contracting Parties of the increased TAC. Within one month that Contracting Party shall submit a summary of evidence for its conclusion (higher than normal CPUE and any other additional relevant information). On this basis, a mail vote will be submitted to the Fisheries Commission as to whether an exceptional increase in the availability of fish occurs. In case of a positive vote, the TAC is confirmed to be 5,000 metric tons. In case of a negative vote, the TAC is 1,000 metric tons and catches between the notification of high availability and the notification to Contracting Parties of the result of the vote will not be accounted for the catch limitation provided in Article 5 of the NCEM.

## **PART II**

### **Report of the Standing Committee on Finance and Administration (STACFAD)**

**34<sup>th</sup> Annual Meeting, September 17-21, 2012  
St. Petersburg, Russian Federation**

#### **1. Opening by the Chair**

The first session of STACFAD was opened by the GC Chair (Veronika Veits, EU) on 17 September 2012, who informed the Committee that the Chair of STACFAD, Deirdre Warner-Kramer (USA) and the Vice-Chair Olga Sedykh (Russian Federation) were unable to attend this year's meeting. As a result, the Committee elected Fred Kingston (EU) to serve as interim Chair. The Chair welcomed delegates and members of the NAFO Secretariat to the meeting.

Present were delegates from Canada, Denmark (in respect of Faroe Islands and Greenland), European Union, France (in respect of Saint-Pierre et Miquelon), Iceland, Japan, Norway, Russian Federation, and the United States of America and members of the NAFO Secretariat (Annex 1).

#### **2. Appointment of Rapporteur**

Stan Goodick of the NAFO Secretariat was appointed as Rapporteur.

#### **3. Adoption of Agenda**

The provisional agenda was adopted noting that the EU request for STACFAD to consider the establishment of a framework in order to manage a fund for the NEREIDA project would be discussed under agenda item 19 "Other Matters" (Annex 2). STACFAD noted that the issues of controlling the 2013 budget and addressing the Performance Review Panel (PRP) recommendations in the area of finance and administration, which were discussed at General Council, are already anticipated to be addressed in the Agenda.

#### **4. Auditors' Report for 2011**

The auditing firm of WBLI Chartered Accountants performed the audit of the financial statements of the Organization for the fiscal year ended December 31, 2011. The financial statements and report to the General Council were circulated to the Heads of Delegation of the General Council and to STACFAD delegates in advance of the Annual Meeting.

The Senior Finance and Staff Administrator for NAFO presented the Draft Independent Auditors' Report and Financial Statements of the Northwest Atlantic Fisheries Organization for the year ended December 31, 2011. Changes to auditing standards in recent years no longer permit Auditors to sign and date the Auditors' Report until after the body responsible for approving the statements has reviewed and approved the statements. The NAFO financial statements as at December 31, 2011 will be shown as draft statements until they are reviewed by STACFAD and approved by the Organization at the Annual Meeting. It was noted that the total expenditures incurred for the fiscal period ending 2011 amounted to \$1,857,610, which was \$28,390 under the approved budget of \$1,886,000. It was also noted that only one Contracting Party had a partial contribution outstanding on December 31, 2011 in the amount of \$2,306.

The balance in the accumulated surplus account at year end amounted to \$518,583. At the 2011 Annual Meeting, General Council approved maintaining the level in the accumulated surplus account for 2012 at \$285,000 of which \$200,000 would be sufficient to finance operations during the first three months of 2012, and of which \$85,000 would be available for use in emergency situations. The remaining \$233,583 (\$518,583 - \$285,000) would be used to reduce annual contributions for 2012.

The Independent Auditors' Report noted that the Organization: (1) has not recorded or met all disclosure requirements for employee future benefits, including the pension plan assets, liabilities and unfunded deficit, and (2) has a policy not to capitalize its capital assets. The audit determined the financial affairs of the Organization had been conducted in accordance with the Financial Regulations and budgetary provisions of NAFO and presented, in all material respects, a fair and accurate accounting of the financial affairs of the Organization.

**STACFAD recommends that the 2011 Auditors' Report be adopted.**

The Report to the General Council states that the Accounting Standards Board of the Canadian Institute of Chartered Accountants recently issued and implemented new accounting frameworks and Not-For-Profit organizations must choose between International Financial Reporting Standards (IFRS) and the Accounting Standards for Not-For-Profit Organizations with Accounting Standards for Private Enterprises as the underlying framework.

As NAFO is an international organization, **STACFAD recommends that the Organization choose the International Financial Reporting Standards (IFRS) as its accounting framework as of 2013.**

## **5. Administrative and Activity Report by Secretariat**

Under this item, the Executive Secretary highlighted NAFO administrative matters and activities for the period September 2011 to August 2012 (GC Doc. 12/2-Revision 2).

## **6. Financial Statements for 2012**

The NAFO Senior Finance and Staff Administrator presented the Financial Statements for the fiscal year ending 31 December 2012.

### Budgetary Expenses

The approved operating budget for 2012 was set at \$1,875,000. It was noted in the financial statements that expenditures for the year are projected to be \$1,908,000, over the approved budget by \$33,000. This was due to the non-budgeted expenses for the creation of an external expert panel to review the issue of catch discrepancy between STATLANT 21A catch estimates and those of STACFIS. The additional funds required to conduct the external review came from the contingency fund, as approved by General Council.

All remaining 2012 operating expenses are anticipated to be on or near budget for the year.

### Assessed Contributions

The 2012 operating budget was set at \$1,875,000. The prior years' accumulated surplus balance had \$233,533 deemed to be in excess of the needs of the Organization, which was allocated to the operating budget. As a result, annual contributions issued to Contracting Parties for the 2012 fiscal year were \$1,641,467.

### Balance Sheet

The Organization's cash position at December 31, 2012 is estimated to be \$553,315, which is sufficient to finance appropriations in early 2013 pending the receipt of annual payments by Contracting Parties in the spring of 2013.

It was noted that only one Contracting Party (Cuba) had a partial contribution outstanding in the amount of \$1,033.

## **7. Review of Accumulated Surplus and Contingency Funds**

According to the Financial Regulations of the Organization, STACFAD and General Council shall review the amount available in the accumulated surplus account during each annual meeting. The accumulated surplus account shall be set at a level sufficient to temporarily finance operations during the first three months of the year, plus an amount up to a maximum of 10% of the annual budget for the current financial year to be used for unforeseen and extraordinary expenses to the good conduct of the business of the Organization.



The Secretariat noted the accumulated surplus account at December 31, 2012 is estimated to be \$459,000.

**STACFAD recommends that the amount maintained in the accumulated surplus account be set at \$285,000 of which \$200,000 would be sufficient to finance operations during the first three months of 2013, and of which \$85,000 would be a contingency fund available to be used for unforeseen and extraordinary expenses.**

## **8. Personnel Matters**

It was noted last year that there was the need to update the current Secretariat HR structure for data management and analysis, for instance for catch and effort data analysis and presentation services and to maintain the “footprint” map. The responsibility for these tasks and also for developing and designing NAFO’s databases are not properly allocated in the current NAFO job descriptions. Therefore, the Executive Secretary asked STACFAD to consider the creation of a Data Manager position (CS Computer Systems Group Payroll Category) to be implemented in 2013. The Committee requested the Secretariat to draft a proposal for a new Data Manager Job Description for presentation at the 2012 annual meeting.

In line with this request, the Secretariat presented a proposed Data Manager Job Description and Salary Category (Annex 3).

The Committee recognized the urgent need for such a position in light of the diverse and increasing requests made to the Secretariat for data analysis by the various bodies within the Organization and agreed in principal to include the Data Manager Job description and salary category to the Secretariat’s HR staff classification system. It was recalled that the establishment of this position was recommended by the PRP. However, due to the world economic climate and the mandate by certain Contracting Parties to maintain expenditures at levels consistent with those of the previous year, the hiring of a Data Manager should be deferred from January 2013 to mid-April 2013.

**STACFAD recommends the adoption of a new position of Data Manager within the NAFO Secretariat.**

## **9. Preliminary Decision on Contract Renewal of present Executive Secretary**

The contract of the Executive Secretary (ES) will be up for renewal at the 2013 Annual Meeting for the period 2014-2017, therefore a preliminary decision by Heads of Delegation on this matter is needed. A course of action for 2013 (draft renewal contract or recruitment process) may need to be developed dependent on the decision of Heads on this matter. The cost for the recruitment of a new ES and the relocation costs of the incoming and outgoing ES could reach up to \$100,000 which has not been provided for in the 2013 budget estimate.

## **10. Internship Program**

At the last Annual Meeting, a NAFO Internship Program was adopted by the Organization. The Secretariat presented a report on the interns which have been hosted at the Secretariat since the formalization of the Program, including tasks performed. It was noted that the Organization expects to receive an exemption from the Canadian requirement that any non-Canadian intern would have to complete a Labour Market Opinion, which will streamline the process for interns from NAFO member countries to gain entrance in Canada (Citizenship and Immigration Canada, FW1, Temporary Foreign Worker Guidelines).

The Committee endorsed the continuation of the Internship Program. It recognized that there can be substantial benefits to the Secretariat. The Executive Secretary shall be responsible for trying to have a balanced distribution of internships amongst member countries, whenever possible, when selecting future candidates.

## **11. Rules of Procedure**

All members of the Committee agreed on the principle of openness and transparency, however, consensus could not be reached on the meetings which accredited observers shall be permitted to attend. The Committee noted that the Rule 6 of Rules of Procedure for Observers may also require additional clarity on the issues of confidentiality and media communication during meetings. The USA further requested that the requirements for observer accreditation be reviewed at its next meeting to determine if they are too burdensome. Finally, the Committee requested the

Secretariat to examine the potential of establishing an attendance fee for observers, including a comparison across RFMOs, and to report on the potential revenue that might arise.

In the interim, in the event of requests by observers to attend a session other than the a plenary session of the NAFO constituent bodies, the Chair of that body, through consultation with all Contracting Parties on a consensus basis, shall determine if that particular session could be deemed "non-restricted" according to Rule 3 of the Rules of Procedure for Observers.

## **12. Report of the Annual Meeting of the International Fisheries Commissions Pension Society (IFCPS)**

The Annual Meeting of the IFCPS was held April 19-20, 2012 in Washington, D.C. and the Secretariat provided the Committee with an update on the highlights of the meeting. A backgrounder document of the pension plan and the financing/funding issues, as well as the Annual Statistical Report for NAFO was distributed for the information of members. It was noted that there are two NAFO Staff Members who are eligible for early retirement in 2013 and one Staff Member during 2014. Costs for small plans such as the IFCPS can increase or decrease significantly (by several hundred thousand dollars) as a result of early or late retirement or a premature or late death.

## **13. Update on implementation of Performance Review Panel recommendations tasked to STACFAD**

STACFAD reviewed the progress to date on the implementation of those particular recommendations of the PRP relevant to STACFAD on the basis of a report from the Secretariat. It was noted that most of them are about to be or have already been implemented. The only exceptions relate to exploring areas of possible cost recovery measures and revisions to NAFO's communication strategy and media policy, which will be addressed at the next Annual Meeting. This progress can be summarized in STACFAD WP 12/5 (Revision 3) (Annex 4).

**STACFAD recommends that the General Council endorse the progress achieved by the Secretariat to implement the Performance Review Panel's recommendations in the area of finance and administration.**

## **14. Budget Estimate for 2013**

The Secretariat presented the 2013 budget estimate (GC Working Paper 12/1-Revision 3) to the Committee highlighting the following items:

Given the extraordinary economic situation being faced by all Contracting Parties, there was extensive discussion on maintaining the 2013 budget estimate near the 2012 approved budget. However, concern was expressed that NAFO should ensure that it has sufficient resources to meet its mandate.

<i>Approved Budget 2012</i>	<i>Preliminary Budget Forecast 2013</i>	<i>Budget Estimate 2013</i>
<i>\$1,875,000</i>	<i>\$1,984,000</i>	<i>\$1,890,000</i>

The 2013 budget estimate of \$1,890,000 represents a decrease of \$94,000 (4.7%) from the 2013 preliminary budget forecast and an increase of \$15,000 (0.8%) from the 2012 approved budget. It is also only a \$32,390 (1.7%) increase from the 2011 budget expenditures.

Following guidance from the General Council and given that a number of CPs noted that they are faced with reductions within their internal budgets, the Secretariat was also requested to propose reductions to its budget in an attempt to keep the 2013 budget estimate at or near the 2012 approved budget. Canada, reminding delegates of current global economic circumstances, and referencing cutbacks to both programming and human resources within its own civil service, asked the Secretariat to provide a 2013 proposed budget which showed zero budgetary growth

over the 2012 approved budget. In an effort to implement the request, reductions to the 2013 budget estimate were made to salaries and benefits, additional help, communications, computer services, equipment, internship, materials and supplies, annual meeting reception, other meetings and travel, professional services and publications. As the salaries and benefits associated with the approved new Data Manager position have a significant impact on the budget, the hiring of the Data Manager was delayed until mid-April 2013.

These adjustments resulted in a reduction of \$103,000 from the original budget estimate proposal. Concerns were raised by some Committee Members of the need to ensure that the core fundamentals and services of what are expected from the Secretariat are still maintained, and to not create any unfunded mandates.

**STACFAD recommends that the budget for 2013 of \$1,890,000 (Annex 5) be adopted.**

**A preliminary calculation of billing for the 2013 financial year is provided in Annex 6.** The preliminary calculation of billing is based on the budget estimate of \$1,890,000 and shall be reduced by any amount determined by the General Council to be in excess of the needs of the accumulated surplus account.

The accumulated surplus account at December 31, 2012 is estimated to be \$459,000 and the recommended minimum balance in the accumulated surplus account for operations and emergency use for the 2013 fiscal year is \$285,000. This allows for \$174,000 (\$459,000-\$285,000) to be applied towards the 2013 billing.

**Funds required to meet the 2013 administrative budget and appropriated from Contracting Parties are estimated to be \$1,716,000 (\$1,890,000 - \$174,000).**

#### **15. Budget Forecast for 2014 and 2015**

STACFAD reviewed the preliminary budget forecast for 2014 (\$1,991,000) and 2015 (\$2,008,000) (Annex 7). It was noted that financial crisis may still be ongoing next year and the budget for 2014 will be reviewed in detail at the next Annual Meeting. Canada stated that it will push for an additional zero growth budget in 2014 and 2015. Contracting Parties noted that all future budgets must enable the Organization to achieve its mandate.

#### **16. Adoption of 2013 Staff Committee Appointees**

The Secretariat re-nominated the following people to continue to serve as members of the Staff Committee for September 2012-September 2013: Bill Brodie (Canada), Estelle Couture (Canada) and Deirdre Warner-Kramer (USA).

**STACFAD recommends that General Council appoint the three nominees.**

#### **17. Time and Place of 2013 – 2015 Annual Meetings**

As previously agreed, the 2013 Annual Meeting will be held 23-27 September. The meeting will be held in Halifax, N.S., Canada, unless an invitation to host is extended by a Contracting Party and accepted by the Organization.

**STACFAD recommends that the dates of the 2014 and 2015 Annual Meetings (to be held in Halifax, N.S., Canada, unless an invitation to host is extended by a Contracting Party and accepted by the Organization) are as follows:**

<b>2014</b>	<b>-</b>	<b>22 – 26 September</b>
<b>2015</b>	<b>-</b>	<b>21 – 25 September</b>

For budgetary and meeting venue planning purposes, STACFAD urges that any invitations by a Contracting Party to host an Annual Meeting be issued as early as possible. For the annual meeting reception, the Secretariat was encouraged to pursue possible sponsorships.

## 18. Election of Chair and Vice-Chair

The Committee noted that it is awaiting decision of the Heads of Delegation.

## 19. Other Matters

The EU requested that NAFO consider a framework for NAFO Secretariat to manage funds for the NEREIDA project as outlined in STACFAD Working Paper 12/10 (Revision 2) (Annex 8).

**STACFAD recommends that, taking into account best practices of other RFMOs, General Council request the NAFO Secretariat to establish a framework in order to manage a fund for the NEREIDA project. This fund will be managed in accordance with the rules of the Organization, at no cost to the Organization. Any such framework established must be approved by the General Council.**

Contracting Parties are welcome to contribute to the financing of the NEREIDA project through this fund.

**STACFAD further recommends that the General Council amend the NAFO Financial Regulations to clarify that NAFO is allowed to receive and disperse funding for projects that fulfil NAFO's objectives.**

STACFAD noted that the Senior Personal Assistant to the Executive Secretary, Bev McLoon, will be retiring in 2013 after serving with NAFO for over 32 years. The Committee extended their sincere gratitude to Bev for her many years of devotion and commitment to NAFO, noting that even in sometime strenuous situations Bev always served the Organization in a professional and pleasant manner. We wish her a very long and happy retirement.

## 20. Adjournment

The final session of the STACFAD meeting adjourned on 20 September 2012.

### **Annex 1. List of Participants**

<b>Name</b>	<b>Contracting Party</b>
Doug Twining	Canada
Rasmus Fuglholt	Denmark (in respect of Faroe Islands and Greenland)
Fred Kingston	European Union
Brynhildur Benediksdottir	Iceland
Akiko Onodera	Japan
Kazutoshi Hayashi	Japan
Nicolas Fairise	France (in respect of St. Pierre et Miquelon)
Guri Mæle Breigutu	Norway
Julia Badina	Russian Federation
Elizabethann English	United States of America
Vladimir Shibanov	NAFO Secretariat
Stan Goodick	
Bev McLoon	

**Annex 2. Agenda**

1. Opening by the Chair
2. Appointment of Rapporteur
3. Adoption of Agenda
4. Auditors' Report for 2011
5. Administrative and Activity Report by NAFO Secretariat
6. Financial Statements for 2012
7. Review of Accumulated Surplus and Contingency Fund
8. Personnel Matters
9. Preliminary Decision on Contract Renewal of present Executive Secretary
10. Internship Program
11. Rules of Procedure
12. Report of the Annual Meeting of the International Fisheries Commissions Pension Society
13. Update on implementation of PRP recommendations tasked to STACFAD
14. Budget Estimate for 2013
15. Budget Forecast for 2014 and 2015
16. Adoption of 2013 Staff Committee Appointees
17. Time and Place of 2013 - 2015 Annual Meetings
18. Election of Chair and Vice-Chair
19. Other Matters
  - i. Framework for NAFO Secretariat to manage funds for the NEREIDA project
20. Adjournment

### **Annex 3. Proposed Data Manager Position** (STACFAD Working Paper 12/1)

The Data Manager is responsible for managing data housed at the Secretariat. He/she ensures that data and metadata are appropriately stored, processed and available for dissemination. He/she acts as the main representative of the Secretariat for data related requests, and advises the Executive Secretary on best practices for managing fisheries, geospatial and other data. The Data Manager is responsible for application and web development within the Secretariat, and is responsible for technical aspects of NAFO's VMS. The Data Manager leads the team on *Data Management* and is a core member on the teams on *Science*, *Fisheries*, *Information*, *Fisheries Monitoring* and *Information Technology*. The Data Manager works under the supervision of the Executive Secretary and carries out the following tasks:

- (1) The Data Manager is responsible for the NAFO relational databases, in particular:
  - develops and designs NAFO databases using state-of-the-art software tools in close cooperation with the *Fisheries* and the *Science* teams;
  - coordinates data input, processing and output procedures, ensuring quality assurance and quality control standards are met;
  - establishes and implements general policies and procedures for data access, security and availability;
  - establishes and maintains metadata information on all datasets housed at the Secretariat;
  - manages databases for the compilation of fisheries information and compliance i.e. VMS, inspectors, observers, vessel registry data (IUU, research and active vessels), in close cooperation with the *Fisheries Monitoring* and *Fisheries* teams;
  - assists the *Science* team with data input procedures and management of the STATLANT21 database;
- (2) The Data Manager is responsible for technical aspects of NAFO's vessel monitoring system, in particular:
  - liaises with the VMS software provider regarding NAFO requirements;
  - manages data authentication, authorization and accounting of NAFO's VMS database, including security certificate management;
  - attends VMS related meetings as requested by the Executive Secretary;
  - oversees NAFO's implementation of the North Atlantic Format (NAF) standard in close cooperation with the *Fisheries* and *Fisheries Monitoring* teams
- (3) The Data Manager is responsible for geospatial analysis and GIS mapping, in particular:
  - coordinates the dissemination of VMS data for internal and external information purposes;
  - collaborates with the *Fisheries* team regarding analysis of compliance information;
  - collaborates with the *Science* team regarding GIS and VMS catch and/or effort analysis;
  - maintains a geospatial database containing area closures, statistical areas, fishing footprint, concentration of effort and catch etc.
- (4) The Data Manager is responsible for web programming and application development, in particular:
  - application development and maintenance of an internal Fisheries Information System in close cooperation with the *Fisheries* and *Fisheries Monitoring* teams ;
  - web development, including the development and maintenance of NAFO's online inspection extranet;
  - development of scripts and tools for internal workflow automation and report generation;
  - manages an indexed catalog of NAFO and other documents using a web-enabled search, in close cooperation with the *Publications* and *Information* teams;
  - coordinates the NAFO databases for internal and public use, including the development of user-friendly search and reporting tools
- (5) The Data Manager participates in continuous education to update his/her professional knowledge and skills with consent of the Executive Secretary and on his/her own initiative or upon request.
- (6) The Data Manager will perform other tasks upon request of the Executive Secretary

**Core competencies required by the Data Manager are:**

- Successful completion of a post-secondary program in a field related to Computer Science or an acceptable combination of education, training and/or experience.
- At least 5 years of experience as a Data Manager or Data Analyst
- Proven expertise in managing and administering relational database management systems (RDBMS) including: SQL Server, Oracle, and Access
- Ability to create stored procedures, CRUD queries and user-defined functions
- Proficient in GIS mapping and analysis using ArcGIS (Spatial Analyst)
- Ability to programme using Visual Studio in C#, VB.net, ADO.net, ASP.net and HTML
- Background or knowledge relevant for an international fisheries body (e.g. languages, work experience abroad, familiarity with fishery matters, etc.)
- Very good organization and communication skills
- Very good spoken and written command of the English language
- Familiarity with and willingness to work under a teamwork approach

**Senior Data Manager**

The Data Manager can be promoted to Senior Data Manager based on:

- Excellent over all work performance
- Advanced familiarity with NAFO matters
- Superior expertise in more than one of the qualifications described above
- A minimum of 10 years work experience with at least 5 at the NAFO Secretariat
- Very good team working capabilities (as team leader and team member)
- Ability to work unsupervised
- Advanced university degree in computer sciences or equivalent
- Competence in database development and web design
- Knowledge of statistical analysis and data visualization through GIS applications
- Background or knowledge relevant for an international fisheries body (e.g. work experience abroad, familiarity with fisheries matters, etc.)
- Excellent communication and organization skills

The Senior Data Manager will take added responsibilities according to agreement with the Executive Secretary. These may include:

- Cooperation with other organizations on dissemination of data and IT
- Analysis of fishery and other NAFO data for publication and presentation to NAFO delegates and the general public
- Training of NAFO employees in the use of web and database software
- Liaising with other organizations

The need to implement the option for the Senior Data Manager to be promoted to a Data Coordinator is not considered necessary or an urgent issue at this time and this may be revisited at a later stage, if necessary.



### Proposed Data Manager Pay Scale

Position	Category	Salary range (Based on 2009 values)
Data Manager	CS 02	62065 – 75964
	CS 03	73262 – 90922
Senior Data Manager	CS 04	83884 – 104130

### CS - Computer Systems Group Annual Rates of Pay

#### CS-02 - Annual Rates of Pay (in dollars)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$) December 22, 2006	58890	60774	62658	64543	66426	68310	70193	72077
A) December 22, 2007	60244	62172	64099	66027	67954	69881	71807	73735
B) December 22, 2008	61148	63105	65060	67017	68973	70929	72884	74841
C) December 22, 2009	62065	64052	66036	68022	70008	71993	73977	75964

#### CS-03 - Annual Rates of Pay (in dollars)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$) December 22, 2006	69513	71906	74301	76697	79089	81484	83877	86270
A) December 22, 2007	71112	73560	76010	78461	80908	83358	85806	88254
B) December 22, 2008	72179	74663	77150	79638	82122	84608	87093	89578
C) December 22, 2009	73262	75783	78307	80833	83354	85877	88399	90922

#### CS-04 - Annual Rates of Pay (in dollars)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$) December 22, 2006	79592	82338	85080	87824	90568	93313	96058	98803
A) December 22, 2007	81423	84232	87037	89844	92651	95459	98267	101075
B) December 22, 2008	82644	85495	88343	91192	94041	96891	99741	102591
C) December 22, 2009	83884	86777	89668	92560	95452	98344	101237	104130

#### Annex 4. STACFAD Responses to PRP Recommendations

PA Report Chapter/Numbers	Recommendations	2011 Preliminary Response: STACFAD...	2012 Response by the Secretariat to STACFAD: The Secretariat...	Committee Response to GC
<b>Chapter 4, 4.4.3</b>	Recommends that the Secretariat develop documentation to outline its data consolidation processes and the steps it takes to check data, including the continuation of communication with data providers after data have been submitted/used, if necessary.	recommends that the Secretariat undertake this work and report back to the Committee on its progress.	notes that during the process of transferring responsibility for maintenance of the STATLANT 21 database of catches from the FC Coordinator to the SC Coordinator, documentation covering the consolidation and checking of data was produced, and communication with data providers to ensure the quality of submissions is ongoing.	Item completed and no further action necessary
<b>Chapter 4</b>	The PRP would like to see a user-friendly NAFO data manual being produced and this could also set out a full meta-data record for all NAFO's data holdings and database.	notes that work on several elements of this recommendation is already underway and the proposed creation of a new Data Management team within the Secretariat will further support it. STACFAD recommends that the Secretariat determine how best to address the financial and human resources implications of this work.	proposes the creation of a new Data Manager position at the Secretariat to lead Data Management team. The new employee will be responsible for the development of the documentation as recommended.	To create a Data Manager position to be effective mid-April 2013.
<b>Chapter 4, 4.4</b>	Concludes that the potential utility of information presented on the NAFO Website could be enhanced by improving the clarity, and user friendliness, of linkages. In this respect, some thought could be given to providing a clear	endorses the Secretariat's ongoing work in this regard and encourages that the Secretariat seek additional feedback from the Contracting Parties as	notes that the Secretariat has been working on revamping the public web pages throughout the last year; creating a secure inspectors website area; continuing to	Ongoing process and no further action necessary

PA Report Chapter/Numbers	Recommendations	2011 Preliminary Response: STACFAD...	2012 Response by the Secretariat to STACFAD: The Secretariat...	Committee Response to GC
	'information map' on the Website to direct those seeking specific types of information to their source(s) more efficiently.	necessary.	digitize historic documents; and that the usage of WebEx and SharePoint by is increasing.	
<b>Chapter 4, 4.6.2</b>	Concludes that a clearly designated, and easily accessible, area of the NAFO website should set out a brief history of the PAF's development and a detailed explanation of its key contents and use, particularly in relation to recovery plans as well as new and exploratory fisheries.	notes that the Scientific Council Coordinator has already begun this work in cooperation with the Scientific Council and welcomes its conclusion.	notes that a summary of the implementation of the Precautionary Approach in the NAFO context was prepared by the Secretariat and was posted on the revamped NAFO Website in advance of the 34 <sup>th</sup> Annual Meeting.	Item completed and no further action necessary
<b>Chapter 7, 7.1</b>	Suggests that application of cost-recovery measures could be considered as a way of alleviating potential financial stress on NAFO Contracting Parties.	recommends that the Secretariat provide to STACFAD's next meeting suggestions for areas where cost recovery measures could be implemented.	notes that although any potential cost-recovery measures are negligible, options for observer attendance fees, data access and document user fees for NCPs taking into account transparency concerns and sponsorship for social events, etc. may be explored.	The Secretariat will report to STACFAD at the next Annual Meeting.
<b>Chapter 7, 7.1</b>	Suggests that NAFO apply accrual accounting principles to manage its budget to be in conformity with the international norm as well as to provide a more accurate and contemporary picture of the Organization's financial standing.	requests that the Secretariat provide to STACFAD's next meeting guidance on the pros and cons of this approach.	the use of accrual accounting principles is being used in NAFO's financial records. The general idea is to recognize revenue and expenses at the time in which the transaction occurs rather than when payment is made (or received).	Item already implemented and no further action necessary

PA Report Chapter/Numbers	Recommendations	2011 Preliminary Response: STACFAD...	2012 Response by the Secretariat to STACFAD: The Secretariat...	Committee Response to GC
Chapter 7, 7.2	Suggests developing a <i>NAFO Staff Contract</i> to provide a more formal standing to the various Staff position descriptions, working conditions and appraisal procedures outlined in <i>NAFO Secretariat Staff Structure</i> (Fischer & Goodick, 2009) document, the PRP. In particular, a <i>Contract</i> would provide an opportunity to formally outline procedures for dealing with Staff grievances and dismissal specifically.	*	that Staff contracts have been implemented for all new employees (SC Coordinator and IT Manager). All current employees have a signed Employment Agreement which outlines the appointment in accordance with the appropriate section of the Rules of Procedure and Staff Rules and it also covers the nature of employment, remuneration, terms and conditions, etc.	Item implemented and no further action necessary
Chapter 7, 7.2	Concludes that there is a need to amend certain <a href="#">NAFO Staff Rules</a> (NAFO, 2010a) provisions pertaining to the rights and obligations of NAFO Secretariat Staff, particularly for dismissal or termination of appointment conditions. Such amendment should take into account relevant existing best practices. Given the Organization's intergovernmental nature, special attention should be given to relevant, and applicable, Canadian legislative provisions, as well as international law, in terms of Secretariat staff employment rights, obligations and conditions.	recognizes the ongoing work to keep the Staff Rules current and requests the Secretariat to compile relevant best practices in this area and provide a report to its next meeting.	notes that the expansion of this particular staff rule is under review by the Secretariat, although, in light of the current legal case before the Supreme Court of Canada; it is felt that this matter should be deferred until after the conclusion of the legal case.	The Secretariat will present proposed changes to the Staff Rules upon conclusion of the current legal case.
Chapter 7, 7.2	Concludes that failure to provide additional Secretariat staff capacity will compromise service delivery in the not-too-distant future and should be addressed as a matter of urgency. The Panel also urges that clear guidance should be given by the General	*  Also highlights the recommendations to institute a formal internship program and to create a new Data	notes a comprehensive review of all staff duties/tasks was performed in 2012, that there is an urgent requirement to hire a Data Manager in 2013 to meet needs of the Organization; a	To create a Data Manager position to be effective mid-April 2013.

PA Report Chapter/Numbers	Recommendations	2011 Preliminary Response: STACFAD...	2012 Response by the Secretariat to STACFAD: The Secretariat...	Committee Response to GC
	Council to ensure that work priorities can be identified and that the need for any additional resources (human or fiscal) are adequately addressed sooner rather than later.	Management team within the Secretariat. Also consideration could be given to part-time employees or service contracts.	Formal Internship program commenced in 2012;  Service contracts and temporary help are being utilized when necessary i.e. – archival of historic documents, public relations/web pages, inspectors web page.	
<b>Chapter 7, 7.2</b>	Suggests that metrics be developed for various Secretariat duties/tasks to better determine the efficiency of Secretariat service delivery in particular. The metrics could be based on a schedule of tasks/activities to be undertaken, the completion of tasks against identified guidelines/deadlines, and the final service outputs delivered in terms of delivery efficiency/standards.	*  While recognizing the potential benefits of this sort of performance management approach, STACFAD also cautions that any implementation should minimize both resource and bureaucratic burdens.	notes various planning and scheduling tools/methods are being utilized by the Executive Secretary and Secretariat Staff;  A Comprehensive review of all staff duties/tasks was performed in 2012.	No further action necessary
<b>Chapter 7, 7.2</b>	Concludes that there is a need to ensure that a ‘critical mass’ of essential Secretariat skills is sustained and that functional continuity should be maintained whenever senior staff leave. To this end, the professional development of Staff and the sharing of essential task skills must continue to be encouraged.	*	notes the Secretariat recognizes the importance of the team work structure in place, professional development and training of staff in various tasks/departments, and to ensure a well-organized recruitment plan is in place for upcoming staff retirements.	No further action necessary
<b>Chapter 7, 7.2</b>	Further recommends that NAFO consider enhancing its Organizational communications strategy and media policy. In this context, it should also explicitly	will review and, as appropriate, recommend revisions to the NAFO media	The Secretariat is currently researching the media/press release policies of other	The Secretariat will report to STACFAD at the next Annual

PA Report Chapter/Numbers	Recommendations	2011 Preliminary Response: STACFAD...	2012 Response by the Secretariat to STACFAD: The Secretariat...	Committee Response to GC
	clarify the Executive Secretary's responsibilities, along with those of other office bearers, for the communication of such information.	policy at its next meeting.	RFMO's.	Meeting.
<b>Chapter 7, 7.2</b>	Recommends that the Secretariat be requested to scope and project its future accommodation needs.	*	<p>notes as per the NAFO Convention "The headquarters of the Organization shall be in Dartmouth, Nova Scotia, Canada, or at such other place as may be decided by the General Council"</p> <p>The current accommodations are sufficient for the Secretariat to meet the needs of the Organization and to house its current staff members plus one intern. Some office modifications will have to be done to accommodate the proposed additional staff member (Data Manager).</p> <p>Boardroom facilities are sufficient to host a meeting up to a maximum of 20-25 people.</p>	In the event that the new Data Manager position is approved, the current budget allows for the Secretariat to make office modifications to accommodate a new staff member.
<b>Chapter 7, 7.4</b>	Recommends timely, and adequate, planning to provide the Secretariat with appropriate human, financial and other resources for its future work.	will continue this process with the input and guidance of the Secretariat.	will continue this process with the input and guidance of STACFAD.	This an ongoing process and no further action necessary.

STACFAD recommends that consideration of the recommendations marked with \* be addressed as part of an overall review of the Secretariat's staff structure and needs to ensure that it can continue to meet the growing workload into the future.

## Annex 5. Budget Estimate for 2013

### NORTHWEST ATLANTIC FISHERIES ORGANIZATION

#### Budget Estimate for 2013

(Canadian Dollars)

	Approved Budget 2012	Projected Expenditures 2012	Preliminary Budget Forecast 2013	Budget Estimate 2013
1. Personal Services				
a) Salaries	\$923,000	\$925,000	\$1,010,000	\$983,000
b) Superannuation and Annuities	288,000	288,000	295,000	294,000
c) Medical and Insurance Plans	83,000	83,000	99,000	90,000
d) Employee Benefits	86,000	87,000	68,000	66,000
Subtotal Personal Services	1,380,000	1,383,000	1,472,000	1,433,000
2. Additional Help	20,000	20,000	20,000	15,000
3. Communications	28,000	29,000	28,000	28,000
4. Computer Services	42,000	42,000	42,000	39,000
5. Equipment	36,000	35,000	36,000	31,000
6. Fishery Monitoring	35,000	35,000	35,000	35,000
7. Hospitality Allowance	3,000	3,000	3,000	3,000
8. Internship	21,000	17,000	18,000	16,000
9. Materials and Supplies	34,000	34,000	34,000	30,000
10. NAFO Meetings				
a) Sessional	93,000	96,000	108,000	94,000
b) Inter-sessional Scientific	30,000	30,000	40,000	40,000
c) Inter-sessional Other	30,000	26,000	30,000	30,000
Subtotal NAFO Meetings	153,000	152,000	178,000	164,000
11. Other Meetings and Travel	50,000	50,000	50,000	35,000
12. Performance/External Reviews	0	35,000	0	0
13. Professional Services	56,000	56,000	51,000	46,000
14. Publications	17,000	17,000	17,000	15,000
	\$1,875,000	\$1,908,000	\$1,984,000	\$1,890,000

**Notes on Budget Estimate 2013  
(Canadian Dollars)**

Item 1(a)	<b>Salaries</b>		\$983,000
	Salaries budget estimate for 2013 including the implementation of a new data manager position.		
Item 1(b)	<b>Superannuation and Annuities</b>		\$294,000
	Employer's pension plan which includes employer's contributions, administration costs and actuarial fees. Also includes the required annual payment towards the pension plan deficit.		
Item 1(c)	<b>Group Medical and Insurance Plans</b>		\$90,000
	Employer's portion of Canada Pension Plan, Employment Insurance, Group Life Insurance, Long Term Disability Insurance and Medical Coverage.		
Item 1(d)	<b>Employee Benefits</b>		\$66,000
	Employee benefits as per the NAFO Staff Rules including overtime, repatriation grant, termination benefits, vacation pay, and travel to home country for internationally recruited members of the Secretariat.		
Item 2	<b>Additional Support</b>		\$15,000
	Digitization of historical documents, translation of NAFO Fisheries Information (e.g. Observer Reports) and other assistance as required.		
Item 3	<b>Communications</b>		\$28,000
	Phone, fax and internet services	\$18,000	
	Postage	7,000	
	Courier/Mail service	3,000	
Item 4	<b>Computer Services</b>		\$39,000
	Computer hardware, software, supplies and support.	\$26,000	
	Inspectors Website (Possible proposal to come from STACTIC to implement a secure website area)	13,000	
Item 5	<b>Equipment</b>		\$31,000
	Leases (print department printer, photocopier and postage meter)	\$21,000	
	Purchases	5,000	
	Maintenance	5,000	



Item 6	<b>Fishery Monitoring</b>		\$35,000
	Vessel Monitoring System (VMS) annual maintenance fee including programming changes as required due to changes to CEM	\$35,000	
Item 10(a)	<b>NAFO Sessional Meetings</b>		\$94,000
	Annual Meeting, September 2013, Halifax, Canada		
	SC Meeting, June 2013, Dartmouth, Canada		
	SC Meeting, September 2013, Dartmouth, Canada		
Item 10(b)	<b>NAFO Inter-sessional Scientific Meetings</b>		\$40,000
	Provision for inter-sessional meetings and a general provision for unforeseen expenses necessarily incurred by SC required for the provision of answering requests for advice from FC.		
Item 10(c)	<b>NAFO Inter-sessional Other</b>		\$30,000
	General provision for GC and FC inter-sessional meetings.		
Item 11	<b>Other Meetings and Travel</b>		\$35,000
	International Meetings regularly attended by the NAFO Secretariat:		
	1. Aquatic Sciences and Fisheries Abstracts (ASFA)		
	2. Co-ordinating Working Party on Fishery Statistics (CWP),		
	3. Fisheries Resources Monitoring Systems (FIRMS)		
	4. International Fisheries Commissions Pension Society (IFCPS)		
	5. NEAFC Advisory Group for Data Communication (AGDC)		
	6. Regional Fishery Body Secretariats Network (RSN)		
	7. United Nations Fish Stock Agreement (UNFSA)		
Item 13	<b>Professional Services</b>		\$46,000
	Professional Services (audit, consulting, legal fees, and insurance)	\$35,000	
	Professional Development and Training	6,000	
	Public Relations	5,000	
Item 14	<b>Publications</b>		\$15,000
	Production costs of NAFO publications which may include the following: Conservation and Enforcement Measures, Convention, Inspection Forms, Journal of Northwest Atlantic Fishery Science, Meeting Proceedings, Rules of Procedure, Scientific Council Reports, Staff Rules, Secretariat Structure, etc.		

**Annex 6. Preliminary calculation of billing for Contracting Parties  
against the proposed estimate of \$1,890,000 for the 2013  
financial year (based on 12 Contracting Parties to NAFO)  
(Canadian Dollars)**

Budget Estimate	\$1,890,000
Deduct: Amount from Accumulated Surplus (pending approval from General Council)	<u>174,000</u>
Funds required to meet 2013 Administrative Budget	<u>\$1,716,000</u>

60% of funds required =	\$1,029,600
30% of funds required =	\$514,800
10% of funds required =	\$171,600

Contracting Parties	Nominal Catches for 2010	% of Total Catch in the Convention Area	10%	30%	60%	2013 Preliminary Billing
Canada	483,551	57.49%	\$104,723.64	\$42,900.00	\$591,917.04	\$739,540.68
Cuba	821	0.10%	-	42,900.00	1,029.60	43,929.60
Denmark (in respect of Faroe Islands and Greenland) (1)	166,618	19.81%	36,084.80	42,900.00	203,963.76	282,948.56
European Union	38,057	4.53%	-	42,900.00	46,640.88	89,540.88
France (in respect of St. Pierre et Miquelon)	1,190	0.14%	257.72	42,900.00	1,441.44	44,599.16
Iceland	184	0.02%	-	42,900.00	206	43,105.92
Japan	-	0.00%	-	42,900.00	-	42,900.00
Republic of Korea	-	0.00%	-	42,900.00	-	42,900.00
Norway	2,755	0.33%	-	42,900.00	3,397.68	46,297.68
Russian Federation	6,580	0.78%	-	42,900.00	8,030.88	50,930.88
Ukraine	334	0.04%	-	42,900.00	411.84	43,311.84
United States of America	140,987	16.76%	30,533.84	42,900.00	172,560.96	245,994.80
	841,077	100.00%	\$171,600.00	\$514,800.00	\$1,029,600.00	<u>\$1,716,000.00</u>
Funds required to meet 1 January - 31 December 2013 Administrative Budget						<u>\$1,716,000.00</u>

2012 Billing for comparison purposes		
Approved Budget 2012		\$1,875,000
Deduct: Accumulated Surplus		<u>233,533</u>
Funds required 2012 Budget		<u>\$1,641,467</u>
Nominal Catches for 2009	% of Total Catch in the Convention Area	2012 Annual Assessment
471,942	53.44%	\$660,099.04
1,334	0.15%	42,513.99
171,630	19.44%	266,224.78
37,954	4.30%	83,386.52
815	0.09%	42,083.22
-	-	41,036.68
-	-	41,036.68
-	-	41,036.68
2,948	0.33%	44,286.78
5,175	0.59%	46,847.47
334	0.04%	41,430.63
190,913	21.62%	291,484.53
883,045	100.00%	<u>\$1,641,467.00</u>

(1) Faroe Islands = 4,995 metric tons  
Greenland = 161,623 metric tons

## Annex 7. Preliminary Budget Forecast for 2014 and 2015

### NORTHWEST ATLANTIC FISHERIES ORGANIZATION

#### Preliminary Budget Forecast for 2014 and 2015

(Canadian Dollars)

	Preliminary Budget Forecast 2014	Preliminary Budget Forecast 2015
1. Personal Services		
a) Salaries	\$1,031,000	\$1,069,000
b) Superannuation and Annuities	298,000	301,000
c) Medical and Insurance Plans	95,000	98,000
d) Employee Benefits	103,000	74,000
Subtotal Personal Services	1,527,000	1,542,000
2. Additional Help	15,000	15,000
3. Communications	28,000	29,000
4. Computer Services	41,000	41,000
5. Equipment	32,000	32,000
6. Fishery Monitoring	36,000	36,000
7. Hospitality Allowance	3,000	3,000
8. Internship	16,000	16,000
9. Materials and Supplies	31,000	31,000
10. NAFO Meetings		
a) Sessional	95,000	96,000
b) Inter-sessional Scientific	40,000	40,000
c) Inter-sessional Other	30,000	30,000
Subtotal NAFO Meetings	165,000	166,000
11. Other Meetings and Travel	35,000	35,000
12. Professional Services	46,000	46,000
13. Publications	16,000	16,000
	\$1,991,000	\$2,008,000

## **Annex 8. NEREIDA project** (STACFAD W.P. 12/10, Revision 2)

### **BACKGROUND**

The NEREIDA project - NAFO PotEntial VulneRable Marine Ecosystems-Impacts of Deep-seA Fisheries aims at mapping vulnerable marine ecosystems (VMEs) in the NAFO Regulatory Area. This multidisciplinary project commenced in 2009, is led by IEO (Spain) and involves scientists from IEO, Canada, UK (Cefas) and Russia. This mapping project is very useful to guide the NAFO decisions on VMEs.

This mapping has been achieved by carrying out (1) sonar and seismic mapping of the area to identify potential structural features such as canyons, mounds, rock outcrops that may be potential sites of VMEs; (2) sampling of the seabed in selected areas using corers; (3) sampling of the surface organisms in selected areas using dredges; (4) camera surveys of selected sites using a remotely operated vehicle (ROV). The sampling programme has been a success generating 100% acoustic mapping of the seabed with associated ground truth sampling. However, there are many samples which remain to be fully analysed and this is the main purpose for seeking funding.

Funding for Canadian participation is available until March 31st 2014. Cefas funding is not available after 31st March 2012 and funding for IEO terminates in September 2012. Provisionally, it is anticipated that a total of circa 220,000 euro will be required to complete the project (50,000 euro required by Cefas in each of FY2012/13, and 2013/14 and 60,000 euro by IEO in each FY).

The European Union has indicated that it is ready to consider granting part of the funding necessary to complete the project through NAFO.

There are no provisions in the NAFO Financial Regulations to allow NAFO to receive and disperse this type of funding. However, Article II of the NAFO Convention gives the Organization the “legal capacity as necessary to perform its function and achieve its ends”. The NEREIDA project should fall under this objective.

### **DECISION**

Taking into account best practices of other RFMOs, STACFAD recommends that General Council request the NAFO Secretariat to establish a framework in order to manage a fund for the NEREIDA project. This fund will be managed in accordance with the rules of the Organization, at no cost to the Organization. Any such framework established must be approved by the General Council.

Contracting Parties are welcome to contribute to the financing of the NEREIDA project through this fund.

STACFAD further recommends that the General Council amend the NAFO Financial Regulations to clarify that NAFO is allowed to receive and disperse funding for projects that fulfil NAFO's objectives.