



**SIXTH REGULAR SESSION**  
Papeete, Tahiti, French Polynesia  
6 -11 December 2009

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**SUMMARY REPORT AND RECOMMENDATIONS OF THE THIRD  
SESSION OF THE FINANCE AND ADMINISTRATION COMMITTEE  
(FAC3)**

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**WCPFC6-2009/27  
11 December 2009**

**Introduction**

1. The Finance and Administration Committee (FAC) was convened by Chairman Mr Tapusalaia Terry Toomata (Samoa) on 06-11 December 2009. Representatives of Australia, Canada, China, Cook Islands, Chinese Taipei, European Commission, Federated States of Micronesia, Fiji, France, French Polynesia, Japan, Kiribati, Korea, New Caledonia, New Zealand, Papua New Guinea, Philippines, Samoa, United States of America and Vanuatu attended the meetings together with observers from Greenpeace, the Pacific Islands Forum Fisheries Agency and the Secretariat of the South Pacific Community. Meeting support was provided by the Commission Secretariat. A participants list is at Appendix A. The Committee agreed by consensus to present to the Commission the decisions and recommendations set out below.

**Agenda item 1. Adoption of agenda.**

2. Samoa asked that the matter of meeting observers be added to the agenda under Other Matters. Accordingly the Agenda attached as Annex I was adopted, as revised.

**Agenda item 2. Auditor's report for 2008 and General Account Financial Statements for 2008.**

3. The Committee recommends the Commission accept the audited financial statements for 2008 as set out in paper WCPFC6-2009-FAC3/04. It also noted that the current auditor appointment was for the two years, 2009 and 2010, after which the appointment will be subject to an open tender exercise.

**Agenda item 3. Status of the Commission's Funds.**

**3.1 Report on General Account Fund for 2009 – contributions and other income.**

4. The Committee accepted the report in WCPFC6-2009-FAC3/05, noting the status of member contributions at the date of the meeting. Subsequently Federated States of Micronesia and Niue advised their outstanding contributions had been paid and as a consequence the level of outstanding contributions is that: USD57,864 remains outstanding for 2009 assessed contributions from four Members and that a further USD24,776 remains outstanding for 2008 from one member. The Committee recommends that all Members pay their contributions on time and in full, otherwise

the Commission will most likely face cash flow problems in 2010 that would adversely impact on the timely delivery of the work programme. It was noted that by the end of 2009 advances from the Working Capital Fund to cover the extra budgetary expenses of the VMS operations would deplete the Fund to an extremely low level and create additional uncertainty for the Commission's cash flow in 2010 if not replenished.

### **3.2 Report on the Status of Other Funds for 2009.**

5. The Committee noted the status of the Commission's Funds as set out in WCPFC6-2009-FAC3/06.

#### **Agenda item 4. Draft Strategic Plan for the Commission**

6. The Committee noted the draft strategic plan (WCPFC6/2009-FAC3/07) prepared by the small working group established at WCPFC5 and chaired by Canada, considered it would benefit from further informal small group work at WCPFC6 and following that work and highlighting that the Strategic Plan is a living document that will guide the Commission's work programme, recommends the Commission consider for adoption the draft Strategic Plan at Attachment 1 to this report.

#### **Agenda item 5. Business Plan for the Secretariat.**

7. The Committee noted with appreciation the revised Business Plan for the Secretariat and the related implementation report.

#### **Agenda item 6. Headquarters Issues, Staff Establishment and Conditions of Service.**

##### **6.1 Headquarters matters**

8. The Committee noted the developments set out in WCPFC6-2009-FAC/09.

##### **6.2 Council of Regional Organisations in the Pacific (CROP) – Triennial Review and decisions on harmonised staff conditions.**

9. The Committee received the report on the Triennial Review and decisions on harmonised staff conditions. It was noted that the review endorsed the current conditions' frame work and level of entitlements. In regard to CROP Heads decisions, the Committee recommends that the Commission's Staff Regulations be revised to make the freight entitlement for professional staff on recruitment and repatriation equivalent to a 20 foot container. This will be at no additional cost to the Commission as it only recognises current forced practise.

##### **6.3 Executive Director Appointments – Draft Selection Process and Procedures.**

10. Following consideration of WCPFC6-2009/DP20 the Committee discussed a small working group proposal for the selection, interview and decision making process for the Commission's Executive Director. The small working group, chaired by the EU, developed the proposal and the Committee now recommends that the Commission adopt the selection process and procedures set out at Attachment 2 to this report and approve the consequential changes to the Staff Regulations. An additional item has been added to the proposed 2010 budget to fund the interview travel of shortlisted candidates.

#### **6.4 Staff establishment and recruitment**

11. The Committee considered the proposed recruitment plan set out in WCPFC6-2009-FAC3/11 and endorsed the terms of reference for the Compliance Officer position. In regard to the proposed recruitment schedule, the Committee recommends it be given in principle approval subject to the provision of funds in an approved budget.

#### **Agenda item 7. Proposed Budget for the Commission's Work Programme for 2010 and indicative budgets for 2011 and 2012.**

12. The Committee expressed concern about the impact of the cost associated with higher than forecast up take of the Commission VMS and the recommendations of the Technical and Compliance and Scientific Committees on the level of increase in the proposed 2010 budget over the 2010 indicative budget. The Committee also considers that a study should be undertaken to identify opportunities for cost recovery and alternate sources of funding as well as review the possibility of Cooperating Non-Members and Observers making financial contributions.

13. After detailed examination, the provision of a range of supplementary information by the Secretariat, a series of small group reviews of the budget items, as well as reprioritisation and rescheduling of a number of activities by the Committee and taking into consideration a contribution by New Caledonia to Regional Observer Programme data entry support as set out in the advice letter at Attachment 3, it is recommended that the Commission adopt the budget set out in Annexes II, III, and IV.

14. Annex II includes a list of priority activities that were unable to be directly funded by the 2010 budget but which will provide guidance for Members and others in respect of voluntary contributions consistent with the Commission's policies, aims and activities, as well as the redistribution of any savings realised in 2010.

15. It is also recommended that the approval given at WCPFC5 for the Executive Director to draw on Working Capital Funds in the event that VMS costs exceed the budgeted amount be extended.

16. The Committee further recommends that in future each new proposal brought to the FAC by subsidiary bodies should include the detail of the budget implications of those proposals. Decisions of the Commission should also be thoroughly costed so that adequate funds may be secured for their implementation

#### **Agenda item 8. Other Matters**

##### **8.1 Contribution formula**

17. The Committee received a request from France that the Commission's contributions formula be amended so that where a member belongs to both the Inter-American Tropical Tuna Commission and the Western and Central Pacific Fisheries Commission only 50% of catches in the overlap between the areas be included in the calculation of a member's contributions. This request was subsequently amended to read:

“In the case of a member that has part of its EEZ inside the overlapping area, and is a member of the Inter-American Tropical Tuna Commission and contributes to the budgets of both IATTC and WCPFC, only 50% of catches made by its flag vessels in

the overlap area between the two Commissions shall be included in the calculation of a member's contribution based on catch.”

18. After consideration of the catch levels likely to be involved and the impact on other Members' contributions the Committee recommends this change to the contribution formula be approved by the Commission.

## **8.2 Meeting Observers**

19. The Committee considered a proposal by Samoa on behalf of the FFA Group that Observers to WCPFC meetings, including subsidiary bodies, be charged a registration fee to offset the additional costs incurred by the Commission as a result of their participation, and recommends this be included in the cost recovery study.

## **Recommendation**

20. The Committee invites the Commission to accept this report and to endorse its recommendations as set out above.



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**AGENDA**

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**AGENDA ITEM 1. OPENING OF MEETING**

- 1.1 Adoption of agenda**
- 1.2 Meeting arrangements**

**AGENDA ITEM 2. AUDITORS REPORT FOR 2008 AND GENERAL ACCOUNT FINANCIAL STATEMENTS FOR 2008.**

**AGENDA ITEM 3. STATUS OF THE COMMISSION'S FUNDS**

- 3.1 Report on General Account Fund for 2009 - contributions and other income.**
- 3.2 Report on the status of other funds.**

**AGENDA ITEM 4. DRAFT STRATEGIC PLAN FOR THE COMMISSION**

**AGENDA ITEM 5. BUSINESS PLAN FOR THE SECRETARIAT - IMPLEMENTATION REPORT**

**AGENDA ITEM 6. HEADQUARTERS ISSUES, STAFF ESTABLISHMENT AND CONDITIONS OF SERVICE**

- 6.1 Headquarters matters.**
- 6.2 Council of Regional Organisations in the Pacific (CROP) – Triennial Review and decisions on harmonised staff conditions.**
- 6.3 Executive Director Appointments – Draft Selection Process and Procedures.**
- 6.4 Staff Establishment and Recruitment.**

**AGENDA ITEM 7. WORK PROGRAMME AND BUDGET FOR 2010 AND INDICATIVE WORK PROGRAMME AND BUDGET FOR 2011 AND 2012.**

**AGENDA ITEM 8. OTHER MATTERS**

- 8.1 Contributions formula.**
- 8.2 Meeting Observers**

**AGENDA ITEM 9. ADOPTION OF REPORT**

**AGENDA ITEM 10. CLOSE OF MEETING**

## ANNEX II

**Western and Central Pacific Fisheries Commission**  
**General Fund**

**Summary of budgetary requirements for the period from 01 January to 31 December 2010**  
**& indicative budgets for 2011 & 2012** (United States dollars)

	<i>Approved budget 2009</i>	<i>Estimated expenditure 2009</i>	<i>Indicative budget 2010</i>	<i>Proposed budget 2010</i>	<i>Indicative budget 2011</i>	<i>Indicative budget 2012</i>
<b>Part 1 - Administrative expenses of the Secretariat</b>						
<b>Section 1 (Item 1)</b>						
<b>Sub-Item 1.1</b>	<i>Staff Costs</i>					
Established Posts	1,617,565	1,547,565	2,248,856	1,971,889	2,085,828	2,392,838
General Temporary Assistance	2,000	2,000	2,000	2,000	2,000	2,000
Overtime	5,000	5,000	5,000	5,000	5,000	5,000
Executive Director interview travel				24,000		
Chairman's Expenses	20,000	20,000	20,000	20,000	20,000	20,000
Consultants	200,000	200,000	139,000	84,000	127,000	127,000
<b>Total, sub-item 1.1</b>	<b>1,844,565</b>	<b>1,774,565</b>	<b>2,414,856</b>	<b>2,106,889</b>	<b>2,239,828</b>	<b>2,546,838</b>
<b>Sub-item 1.2</b>	<i>Official travel</i>					
	186,000	200,000	186,000	200,000	200,000	200,000
<b>Sub-item 1.3</b>	<i>General operating expenses</i>					
Electricity, water, sanitation	117,300	80,300	117,300	117,300	117,300	117,300
Communications/Courier	30,000	30,000	30,000	53,000	30,000	30,000
Office Supplies & fuel	31,000	31,000	31,000	31,000	31,000	31,000
Publications and printing	27,000	27,000	27,000	27,000	27,000	27,000
Audit	9,000	7,000	9,000	9,000	9,000	9,000
Bank charges	5,200	7,200	5,200	7,200	7,200	7,200
Official hospitality	15,600	15,600	15,600	10,000	15,600	15,600
Miscellaneous services	10,000	10,000	10,000	10,000	10,000	10,000
Security	40,000	60,000	45,000	45,000	45,000	45,000
Training	6,000	6,000	7,000	7,000	7,000	7,000
<b>Total, sub-item 1.3</b>	<b>291,100</b>	<b>274,100</b>	<b>297,100</b>	<b>316,500</b>	<b>299,100</b>	<b>299,100</b>
<b>Sub-item 1.4</b>	<i>Capital Expenditure</i>					
Vehicles					30,000	
Information technology	51,000	51,000	40,000	50,200	50,200	50,200
Fencing	50,000	50,000	15,000	15,000	15,000	15,000
Furniture and equipment	25,000	40,000	30,000	30,000	55,000	55,000
<b>Total, sub-item 1.4</b>	<b>126,000</b>	<b>141,000</b>	<b>85,000</b>	<b>95,200</b>	<b>150,200</b>	<b>120,200</b>
<b>Sub-item 1.5</b>	<i>Maintenance</i>					
Vehicles	5,000	5,000	5,000	5,000	3,500	3,500
Information and Communication Technology	15,000	15,000	15,000	51,900	51,900	51,900
Buildings & grounds	94,000	166,000	75,000	100,000	173,600	106,800
Insurance	36,000	36,000	36,000	36,000	36,000	36,000
<b>Total, sub-item 1.5</b>	<b>150,000</b>	<b>222,000</b>	<b>131,000</b>	<b>192,900</b>	<b>265,000</b>	<b>198,200</b>
<b>Sub-item 1.6</b>	<i>Meeting services</i>					
Annual session	146,001	160,000	122,000	129,000	129,000	129,000
Scientific Committee	151,000	140,000	156,000	158,000	158,000	158,000
Northern Committee	10,000	8,000	10,000	10,000	10,000	10,000
Technical and Compliance Committee	127,000	127,000	127,000	130,000	130,000	130,000
Management Objectives Workshop				90,000		
IWG-ROP	60,000	45,000	60,000			
<b>Total, sub-item 1.6</b>	<b>494,001</b>	<b>480,000</b>	<b>475,000</b>	<b>517,000</b>	<b>427,000</b>	<b>427,000</b>
<b>TOTAL, Section 1/Item 1</b>	<b>3,091,665</b>	<b>3,091,665</b>	<b>3,588,956</b>	<b>3,428,489</b>	<b>3,581,128</b>	<b>3,791,338</b>

	<i>Approved budget 2009</i>	<i>Estimated expenditure 2009</i>	<i>Indicative budget 2010</i>	<i>Proposed budget 2010</i>	<i>Indicative budget 2011</i>	<i>Indicative budget 2012</i>
<b>ANNEX II (continued)</b>						
<b>Part 2 - Science &amp; Technical &amp; Compliance Programme</b>						
<b>Section 2 (Item 2)</b>						
<b>Sub-item 2.1</b>	<i>Scientific services (SPC)</i>					
	550,000	550,000	605,000	700,000	720,000	792,000
<b>Sub-item 2.2</b>	<i>Scientific research</i>					
Regional tagging	10,000	10,000	10,000	10,000	10,000	
Training publications and education materials	7,500	7,500	7,500			
Refinement of BE tuna biological parameters	30,000	30,000	30,000	30,000	62,000	50,000
Stock structure and life history of S. Pacific Albacore	25,000	25,000	25,000	25,000		
FAD related tuna composition & distribution	2,000	2,000		2,000		
Scoping the use of reference points & MSE	10,000		10,000	20,000	20,000	20,000
Indonesia/Philippines data collection project	100,000	100,000	75,000	75,000	25,000	25,000
High priority project(s) - unallocated			12,050	12,050	280,050	318,556
Collection/evaluation: PS species data	60,500	60,500	54,500	54,500		
<b>Total, sub-item 2.2</b>	<b>245,000</b>	<b>235,000</b>	<b>224,050</b>	<b>228,550</b>	<b>397,050</b>	<b>413,556</b>
<b>Sub-item 2.3</b>	<i>Technical &amp; Compliance work programme</i>					
Reg. Observer Programme - audit/remediation	10,000	10,000	10,000		10,000	15,000
Reg. Observer Programme - special circumstances	30,000	30,000	30,000		30,000	30,000
Reg. Observer Programme - Training, assistance & development					20,000	22,000
Reg. Observer Programme - data entry support *	40,000	40,000	40,000	40,000	844,000	730,000
<i>New Caledonia is to contribute 115,000 euros (USD170,000) in 2010 for data entry support provided through SPC Noumea and is prepared to make a longer term commitment for ongoing support. Funds will be contributed to the Commission's Regional Observer Programme Support Fund.</i>						
Record of F/Vessels - database & website	5,000	5,000	5,500	10,000	15,000	15,000
By-catch mitigation - website	7,500	7,500	7,500	7,500	7,500	7,500
Vessel Monitoring System - capital costs	93,290	63,272	35,000	35,000	35,000	35,000
Vessel Monitoring System - operating costs †	382,700	753,500	400,200	659,060	721,080	785,350
Vessel Monitoring System - annual security audit			25,000	25,000	25,000	30,000
CCM VMS Training					100,000	100,000
VMS redundancy provision				30,000	15,000	10,000
Information Management System	60,000	60,000	65,000	20,000	5,000	5,000
<b>Total, item 2.3</b>	<b>628,490</b>	<b>969,272</b>	<b>618,200</b>	<b>826,560</b>	<b>1,827,580</b>	<b>1,784,850</b>
<b>TOTAL, Section 2/Item 2</b>	<b>1,423,490</b>	<b>1,754,272</b>	<b>1,447,250</b>	<b>1,755,110</b>	<b>2,944,630</b>	<b>2,990,406</b>
<b>Total, Parts 1 &amp; 2</b>	<b>4,515,155</b>	<b>4,845,937</b>	<b>5,036,206</b>	<b>5,183,599</b>	<b>6,525,758</b>	<b>6,781,744</b>
<b>Working Capital</b>				230,000		
<b>Total, Parts 1 &amp; 2 and Working Capital</b>				<b>5,413,599</b>	<b>6,525,758</b>	<b>6,781,744</b>

*Priority activities currently unfunded but for which voluntary contributions will be sought:*

Regional Observer Programme data entry support	190,000
CCM VMS Training	100,000
Study on FAD management and monitoring	25,000
Register of Fishing Vessels	5,000
Network Administrator	174,802
Buildings and grounds - aircondition 50% of headquarters building and repair stand by power system	66,800

ANNEX III

**Western & Central Pacific Fisheries Commission**

**General Account Fund**

**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2010**

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<b>Proposed budget expenditure total</b>		5,413,599
less		
<b>Estimated interest and other income</b>	<u>36,000</u>	(36,000)
<b>Total assessed contributions</b>		<u><u>5,377,599</u></u>

(see detailed schedule at Annex III)

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**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2011**

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<b>Proposed budget expenditure total</b>		6,525,758
less		
<b>Estimated interest and other income</b>	<u>36,000</u>	(36,000)
<b>Total assessed contributions</b>		<u><u>6,489,758</u></u>

(see detailed schedule at Annex III)

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**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2012**

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<b>Proposed budget expenditure total</b>		6,781,744
less		
<b>Estimated interest and other income</b>	<u>36,000</u>	(36,000)
<b>Total assessed contributions</b>		<u><u>6,745,744</u></u>

(see detailed schedule at Annex III)



## ANNEX IV

### Western and Central Pacific Fisheries Commission Indicative schedule of contributions based on proposed 2010 and indicative 2010 & 2012 budgets

Member	2010 Proposed					2011 indicative		2012 indicative	
	Base fee component: uniform share 10% of budget	National wealth component: 20% of budget	Catch component: 70% of budget	Total of components: 100% of budget	% of budget by member	Total of components: 100% of budget	% of budget by member	Total of components : 100% of budget	% of budget by member
Australia	21,510	68,883	14,602	104,996	1.95%	126,710	1.95%	131,708	1.95%
Canada	21,510	77,688	126	99,324	1.85%	119,866	1.85%	124,594	1.85%
China	21,510	42,233	186,346	250,089	4.65%	301,811	4.65%	313,716	4.65%
Cook Islands	21,510	12,064	3,206	36,780	0.68%	44,386	0.68%	46,137	0.68%
European Community	21,510	241,649	61,262	324,421	6.03%	391,515	6.03%	406,958	6.03%
Federated States of Micronesia	21,510	3,799	29,727	55,036	1.02%	66,418	1.02%	69,038	1.02%
Fiji	21,510	5,860	18,946	46,317	0.86%	55,896	0.86%	58,101	0.86%
France	21,510	92,261	8,759	122,530	2.28%	147,871	2.28%	153,704	2.28%
Japan	21,510	119,784	1,056,204	1,197,498	22.27%	1,445,157	22.27%	1,502,160	22.27%
Kiribati	21,510	2,324	11,724	35,559	0.66%	42,913	0.66%	44,606	0.66%
Korea	21,510	42,744	652,876	717,131	13.34%	865,443	13.34%	899,580	13.34%
Marshall Islands	21,510	4,933	101,198	127,641	2.37%	154,039	2.37%	160,115	2.37%
Nauru	21,510	2,528	0	24,039	0.45%	29,010	0.45%	30,154	0.45%
New Zealand	21,510	45,766	78,027	145,304	2.70%	175,354	2.70%	182,271	2.70%
Niue	21,510	4,144	181	25,836	0.48%	31,179	0.48%	32,409	0.48%
Palau	21,510	13,120	0	34,630	0.64%	41,792	0.64%	43,441	0.64%
Papua New Guinea	21,510	1,456	271,099	294,065	5.47%	354,882	5.47%	368,880	5.47%
Phillipines	21,510	4,367	158,024	183,902	3.42%	221,935	3.42%	230,689	3.42%
Samoa	21,510	3,954	3,147	28,612	0.53%	34,529	0.53%	35,891	0.53%
Solomon Islands	21,510	1,372	13,546	36,429	0.68%	43,963	0.68%	45,697	0.68%
Chinese Taipei	21,510	31,896	633,852	687,259	12.78%	829,394	12.78%	862,109	12.78%
Tonga	21,510	3,725	781	26,016	0.48%	31,396	0.48%	32,635	0.48%
Tuvalu	21,510	2,408	0	23,918	0.44%	28,865	0.44%	30,003	0.44%
United States of America	21,510	243,453	304,741	569,704	10.59%	687,527	10.59%	714,646	10.59%
Vanuatu	21,510	3,109	155,944	180,563	3.36%	217,906	3.36%	226,502	3.36%
Totals	537,760	1,075,520	3,764,319	5,377,599	100.00%	6,489,758	100.00%	6,745,744	100.00%

**STRATEGIC PLAN 2010-2012**

**Prepared by the Chair of the Strategic Plan Small Working Group (Canada)**

**1. Introduction**

1.1. Context

***STRATEGIC VISION:***

Effective management, long-term conservation and sustainable use of highly migratory fish stocks in the WCPO for present and future generations through the application of precautionary fisheries management, based on the best scientific information available, while minimizing adverse social and environmental impacts and giving full recognition to the special requirements of developing States Parties to the Convention, in particular of Small Island Developing States (SIDS) and territories.

The Commission for the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean (the Commission) is the custodian of the world's largest tuna fishery. The harvest of tunas from the WCPO in **2008 was 2.426 million tonnes**. This harvest represents just over 81% of the Pacific Ocean tuna catch and supplies approximately 56% of the global demand for canning grade tuna.

The principal fishing methods in this fishery are purse seine (74%), pole and line (7%), and longline (10%). The remainder of the harvest is taken by a variety of commercial and artisanal gears including troll and hand-line principally in eastern Indonesia and the Philippines.

The tuna catch is dominated by skipjack, accounting for approximately 67% of the harvest, yellowfin (17%), bigeye (4%) and albacore (5%). Non-target associated or dependent species taken in association with tuna fishing operations include billfish, turtles, sharks, rays and sea birds.

A substantial portion of the WCPO falls under the national jurisdiction of coastal States that exercise sovereignty over their Exclusive Economic Zones (EEZs). The majority of these coastal States in the WCPO are Small Island Developing States (SIDS) and Territories. Unique among tuna Regional Fisheries Management Organizations (RFMOs), approximately 80% of the catch of species under the purview of the Commission is taken within EEZs.

In addition to national and regional socio-economic importance within the WCPO, the region's tuna resource makes a major contribution to global food security. Since 2000 the tuna harvest from the WCPO has increased by approximately 50% with vessels based

in developing coastal States in the region gradually accounting for a larger proportion of the catch.

The Commission's membership exhibits a range of cultural, social and economic diversity. It includes some of the world's largest industrialized economies and some of the least developed. Coastal States, some with developing fleets and fishing industries, as well as the traditional distant water fishing nations that have operated in the area for many years participate in the Commission on an equal footing. Although the Commission's small island State members are currently reliant on revenue from the licensing of foreign fleets they have aspirations to maximize long term sustainable returns from the harvest of tuna resources, including developing their own domestic fisheries in high seas waters of the WCPO.

## 1.2. Purpose

This Strategic Plan (the Plan) has been prepared to provide a structured guide that will help both the Commission and the Secretariat to identify how the actions will be taken, tasks accomplished and challenges met in an efficient and timely way so as to provide the best possible support to the Commission and its Members, Cooperating non-Members and Participating Territories (CCMs).

This first Plan has been prepared to guide the development of the Commission and the activities of the Secretariat through until 2012. It describes the priority tasks and principle strategies for the effective and efficient implementation of the Convention. Without prejudice to future decisions of the Commission, it elaborates on the objectives and direction that are necessary to address these priorities, the benchmarks (performance indicators) against which an assessment of progress towards achieving objectives can be measured, and the relationships and partnerships that will assist in achieving the objectives for the successful implementation of the Plan.

## 2. Strategic Objectives

*Table 1 – Planned operational activities and performance measures*

<b>Objectives</b>	<b>Operational activities</b>	<b>Measure (PI)</b>
<ul style="list-style-type: none"> <li>Conservation and management measures that ensure long-term sustainability and promote optimum utilization of highly migratory fish stocks in the Convention Area</li> </ul>	<ul style="list-style-type: none"> <li>Adopt enforceable conservation and management measures that reflect the consideration and application of the advice of the Scientific Committee;</li> <li>Apply the precautionary approach in accordance with articles 5 (c) and 6 and relevant internationally agreed standards, practices and procedures;</li> <li>Prevent or eliminate overfishing and excess fishing capacity, and to ensure that levels of fishing effort do</li> </ul>	<ul style="list-style-type: none"> <li>Status of the stocks;</li> <li>Number of decisions that reflect or apply the advice of the Scientific Committee;</li> <li>Level of fishing, fishing effort/capacity as related to levels commensurate with the sustainable utilization of fisheries resources;</li> <li>Incorporation of stock specific reference points</li> </ul>

	<p>not exceed those commensurate with the sustainable use of fishery resources;</p> <ul style="list-style-type: none"> <li>• Obtain and evaluate economic and other fisheries-related data and information;</li> <li>• Take into account the special requirements of developing State Parties, in particular small island developing States, and of territories, including the interests of artisanal and subsistence fishers;</li> <li>• Without prejudice to the sovereign rights of coastal States, agree and implement criteria and procedures for the allocation of total allowable catch or total level of fishing effort.</li> </ul>	<p>into management strategies and management strategies implemented;</p> <ul style="list-style-type: none"> <li>• Level of access by developing State Parties, in particular small island developing States, and of territories, including artisanal and subsistence fishers;</li> <li>• Ensure socio-economic studies and analysis considered by the SC</li> <li>• Number of decisions that reflect agreed to allocation criteria.</li> <li>• Record of Compliance</li> <li>• Adopt reference points</li> </ul>
<ul style="list-style-type: none"> <li>• Conservation and management measures that minimize impacts on non-target species in the Convention Area.</li> </ul>	<ul style="list-style-type: none"> <li>• Fully implement the ROP at levels that provide manageable levels of uncertainty on by-catch numbers and locations.</li> <li>• Collect complete and accurate data on non-target species.</li> <li>• Assess the impacts of fishing on non-target species.</li> <li>• Adopt and implement effective measures to reduce the incidental mortality of other species, particularly, sharks, turtles, birds and mammals.</li> </ul>	<ul style="list-style-type: none"> <li>• Extent to which scientific advice and recommendations provided by the Commission are shown to be in accordance with the ecosystems-based approach, Precautionary Approach and Annex II of UNFSA</li> <li>• Number and effectiveness of measures adopted by the Commission to reduce the incidental mortality of sharks, turtles, birds and mammals and other non-target and associated species</li> <li>• Estimated proportion of fishing effort that uses selective fishing gears that minimize impacts on non-target species.</li> <li>• Record of Compliance</li> <li>• Completion of stock assessments for non-target species</li> </ul>
<ul style="list-style-type: none"> <li>• Collect and share, in a timely manner, complete and accurate data concerning fishing activities on, inter alia, vessel position, catch of target and non-target</li> </ul>	<ul style="list-style-type: none"> <li>• Adopt standards and decisions for collection, verification and for the timely exchange and reporting of data on fisheries for highly migratory fish stocks in the Convention Area.</li> <li>• Addressing identified data gaps</li> </ul>	<ul style="list-style-type: none"> <li>• Extent to which data provision and reporting decisions are complied with by CCMs</li> <li>• The number and scope of data gaps</li> </ul>

<p>species and fishing effort, as well as information from national and international research programmes</p>		
<ul style="list-style-type: none"> <li>• Effective monitoring, control and surveillance conservation and management measures are adopted, implemented and enforced by the Commission and its members.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish and implement appropriate cooperation mechanisms for effective MCS and enforcement;</li> <li>• Monitor the level of compliance with conservation and management measures adopted by the Commission and develop processes to address non-compliance, including through the use of sanctions;</li> </ul>	<ul style="list-style-type: none"> <li>• MCS tools are adequately funded and operational</li> <li>• Level of non-compliance and trends in contraventions;</li> <li>• Extent of detected IUU fishing activities.</li> <li>• Level of implementation of MCS measures (i.e., number of CCMs conducting port inspections, HSB&amp;Is, etc)</li> </ul>
<ul style="list-style-type: none"> <li>• Full recognition of the special requirements of developing State Parties to the Convention, in particular small island developing States, and of territories in relation to conservation and management of highly migratory fish stocks in the Convention Area and development of fisheries for such stocks</li> </ul>	<ul style="list-style-type: none"> <li>• The Conservation and Management Measures adopted by the Commission take into account the special requirements of developing State Parties, in particular small island developing States and of territories.</li> <li>• Establish mechanisms for cooperation with developing States and territories, which may include provision of financial assistance, assistance relating to human resources development, technical assistance, transfer of technology including through joint venture arrangements, and advisory and consultative services. These may be delivered on a bilateral basis with developing States and territories, or through WCPFC Special Requirements or other funds established for this purpose.</li> <li>• Adopt and implement a capacity development strategy, including a fisheries scholarship scheme, for nationals from developing States, particularly SIDS and territories</li> <li>• Distribution of funds available in the Article 30 Fund in accordance with TORs for the full range of allowable activities</li> </ul>	<ul style="list-style-type: none"> <li>• Special Requirements Fund, and other WCPFC funds established for this purpose, assessed for their contribution to capacity building for developing State members ;</li> <li>• SIDS representation among office bearers of the Commission.</li> <li>• The level of funding contributed to the Article 30 Fund or the Commission to assist developing CCMs.</li> <li>• Number of nationals from developing States, in particular from SIDS and territories, who have received scholarships and have completed degrees in the areas of fisheries science, fisheries management, fisheries MCS, fisheries development, and law</li> </ul>
<ul style="list-style-type: none"> <li>• High quality and efficient administrative and technical support to the Commission Members and</li> </ul>	<ul style="list-style-type: none"> <li>• Receive and transmit the Commission's official communications;</li> <li>• Compile and disseminate the data</li> </ul>	<ul style="list-style-type: none"> <li>• Level of satisfaction by CCMs with provision of support by Secretariat.</li> <li>• Ensure pay and</li> </ul>

<p>other stakeholders are provided by the Secretariat.</p>	<p>necessary to accomplish the objective of the Convention;</p> <ul style="list-style-type: none"> <li>• Prepare administrative and other reports for the Commission and subsidiary bodies;</li> <li>• Administer arrangements for monitoring, control and surveillance and the provision of scientific advice;</li> <li>• Publish and promote the decisions of the Commission and its subsidiary bodies;</li> <li>• Provide treasury, personnel and administrative functions that are operational and efficient;</li> <li>• Deliver the agreed annual work program of the Commission within budget;</li> <li>• Manage the logistics of the annual meeting of the Commission and any meetings of the Commission's subsidiary bodies.</li> </ul>	<p>renumeration are competitive with other regional organizations.</p> <ul style="list-style-type: none"> <li>• Ensure housing is of a standard acceptable to Secretariat staff.</li> </ul>
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*Principle strategies (2010-2012)*

- **Adopt conservation and management measures for bigeye and yellowfin tunas that will ensure long-term sustainability and promote optimum utilization.**
- **Ensuring that WCPFC conservation and management measures do not result in transferring, directly or indirectly, a disproportionate burden of conservation action onto SIDS and Territories.**
- **Ensure that Scientific Committee has appropriate capacity to provide Commission with best scientific advice available.**
- **Adopt measures to ensure that the Commission has the necessary monitoring, control and surveillance tools in place to ensure compliance with CMMs and address illegal fishing.**
- **Manage the impacts of highly migratory species fisheries on vulnerable bycatch species (sharks) and non-fish bycatch (seabirds).**
- **Ensuring that measures adopted permit or promote the development of domestic fishing and related industries of developing States, in particular the least developed SIDS and Territories, year on year, of the total Western and Central Pacific fisheries-associated industry.**

- **Provide the Secretariat with necessary capacity to support the work of the Commission, while recognizing the need for budgetary restraint.**

*Table 2 – Associated program of work (2010-2012)*

<b>2010</b>	<b>2011</b>	<b>2012</b>
<ul style="list-style-type: none"> <li>• Obtain and review full assessment for bigeye tuna</li> <li>• Workshop on management objectives (\$)</li> <li>• Cost recovery options VMS</li> <li>• Control of nationals</li> <li>• Improve procedures for budget approval</li> <li>• Improve procedures for authorizing vessels to fish in Convention Area</li> <li>• Port state measures (\$)</li> <li>• Consider additional measures for non-target species</li> <li>• Compliance with conservation and management measures (CCMM) working group</li> </ul>	<ul style="list-style-type: none"> <li>• Conservation and management measures for bigeye and yellowfin tunas</li> <li>• External peer review of bigeye tuna (\$)</li> <li>• Obtain and review full assessment for north Albacore tuna</li> <li>• Obtain and review full assessment for striped marlin</li> <li>• Obtain and review shark assessments</li> <li>• CNM application process for carriers and/or bunkers</li> <li>• Catch documentation scheme (\$)</li> <li>• Port state measures (cont'd) (\$)</li> <li>• Performance review (\$)</li> <li>• ROP fully implemented (\$)</li> <li>• Development of allocation mechanisms</li> <li>• Consideration of Kobe II</li> <li>• Compliance with conservation and management measures (CCMM) working group</li> </ul>	<ul style="list-style-type: none"> <li>• Obtain and review full assessment for Pacific bluefin tuna (NC)</li> <li>• Adopt management measures for sharks</li> <li>• Adopt reference points for assessing the status of the main multispecies tuna fisheries</li> <li>• Development of allocation mechanisms</li> <li>• Action plan to respond to performance review (\$)</li> <li>• Compliance with conservation and management measures (CCMM) working group</li> </ul>

### **3. Monitoring and Review**

Every other regular session of the subsidiary bodies of the Commission will review the elements of this Strategic Plan that relate to its functions. The outcomes of the review in each subsidiary body will be consolidated by the Secretariat in a concise summary report that identifies the achievements and challenges associated with the implementation of this Strategic Plan. The report will be presented to the next regular session of the Commission.

The report will identify those tasks and strategies described in the Strategic Plan that have been successfully completed, progress with implementation of those tasks that are on-going and those tasks scheduled for future implementation. The Commission will consider options for addressing constraints and challenges associated with implementation of this Strategic Plan.

A comprehensive review of this Strategic Plan will be undertaken by the Commission in the third year of its implementation. The review will assess the content of the Strategic Plan, and progress with its implementation, against international obligations and the provisions of the Convention. On the basis of the review the Commission will adopt a revised Strategic Plan to serve the subsequent 3 years.





**SIXTH REGULAR SESSION**  
Papeete, Tahiti, French Polynesia  
7-11 December 2009

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**EU PROPOSAL TO AMEND WCPFC STAFF REGULATIONS TO PROVIDE FOR  
THE SELECTION OF EXECUTIVE DIRECTOR**

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**WCPFC6-2009/DP20 (Rev. 5)**  
**10 December 2009**

**Submitted by the EU**

Regulation 11(a) of WCPFC Staff Regulations provides that the Executive Director is to be appointed by the Annual Session of the Commission. The Staff Regulations do not provide for a detailed procedure for such appointment. Furthermore, the only situation foreseen is how to provisionally fill an unexpected vacant position in between Annual Sessions. In this respect Regulation 11(b) defers to a decision of the Chair of the Commission. This proposal is intended to make detailed provisions to be inserted into the Staff Regulation to address the gap.

It is, therefore, proposed that the following provisions are adopted by the Commission with immediate effect:

i) Article 11 (a) is amended as follows:

The Executive Director is appointed by the Annual Session or by a special session or by intersessional decision under such terms and conditions as the Commission determines. The selection, interview and appointment process for the Commission's Executive Director is contained in Schedule 3 to the Staff Regulations.

ii) Article 11 (b) is amended as follows :

If a vacancy for Executive Director occurs unexpectedly and the new Executive Director cannot be elected before the departure of the incumbent, the Chairperson of the Commission shall, after consultation with Members and Participating Territories, decide on an interim Executive Director, preferably from the existing professional staff of the WCPFC Secretariat, until the earliest time the process under paragraph (a) can be undertaken.

iii) Schedule 3 is added to the Staff Regulations with the following content:

**Schedule 3. Selection, interview and appointment process for the Commission's  
Executive Director**

**Position documentation and advertisement**

1. Prior to advertising the vacancy, the Secretariat will prepare, on the basis of Rule 11 of the Commission's Rules of Procedure, a draft position description for the post of Executive Director and a draft advertisement. These will be provided to the Chair for review and approval in consultation with Members and Participating Territories.

2. The Secretariat will post the approved advertisement and position description on the WCPFC web-site and highlight it on the homepage. The recruitment page on the WCPFC web-site will include relevant information regarding the vacancy and the application process. The deadline for applications to be received by the WCPFC Secretariat shall be no less than 60 days after the advertisement has been placed on the web-site.

3. The approved advertisement will be placed by the Secretariat at the direction of the Chair in national and international publications and web-sites. Members and Participating Territories may also place the advertisement in appropriate national publications and web-sites provided they have coordinated with the Secretariat to avoid duplication of placement. Whenever websites are used, they should be linked to the WCPFC recruitment website page.

#### **Submission of applications**

4. Applications, as well as referee comments, must be submitted in English language by eligible persons to the Chair through the Secretariat in electronic format. Applications submitted by mail or in another language will be returned.

#### **Acknowledgement of receipt**

5. Each applicant will be notified by the WCPFC Secretariat by electronic means of the receipt of his/her complete application. The WCPFC Secretariat will also request the applicant to acknowledge a receipt of their electronic notification.

#### **Availability of applications**

6. Each application, including referee comments, received by the Chair will be made available through a secure section of the WCPFC website to all Members and Participating Territories of the Commission.

#### **Ranking of applicants**

7. Each Member and Participating Territory will notify the Secretariat of no more than 5 preferred candidates in order of preference. On receipt of all preferences, the Chair, assisted by the Secretariat, will aggregate individual applicants' rankings, awarding 5 points for a first preference, 4 points for a second preference etc.

#### **Short list**

8. The candidates with the five highest aggregate scores will be shortlisted for selection. Should the application of any candidate be withdrawn, the next ranking candidate will be substituted. In case of a tie for the fifth place, all candidates with equal scores will be included in the short list. Candidates not on the short list shall be notified by the WCPFC Secretariat that they have not been selected.

#### **Interview process**

9. The short-listed candidates will be notified to the Commission's members and participating territories, and will be invited to the next meeting of the Commission. They will be interviewed by the Contracting Parties during a meeting of their Heads of Delegation, observed by Members and Participating Territories that so desire. The Chair of the

Commission will make such practical arrangements for the interviews as agreed with these Heads of Delegation.

10. Travel and per diem expenses of candidates invited for final selection will be reimbursed by the Commission except where a Member of the Commission pays for these costs directly. Members are strongly urged to assume these costs. A line item has to be included in the budget for these costs. Where Members assume these costs for shortlisted candidates, no draw against this line item will be made.

11. It is proposed that the Heads of Delegation meeting of the Contracting Parties adopts the following procedure for the questioning of the short-listed candidates:

The Chair will begin each interview by asking the candidate a general question which has been given to the candidate in advance.

The others will follow with questions either of their own or drawn from some draft questions prepared by the Chair and circulated to them in advance. These questions will not have been shared with the candidates.

The duration of each interview shall be no more than 45 minutes.

### **Appointment Process for the Executive Director**

12. After the questioning of all candidates, it is proposed that there should be a general discussion among the Contracting Parties during their Heads of Delegation meeting, which would then adopt the following procedure for the appointment of a candidate:

- Polling will be done by secret ballot by the Contracting Parties represented by Heads of Delegation
- There will be at least four rounds of polling<sup>1</sup>
- In each round each Head of Delegation will select one candidate. The candidate with the lowest number of votes each round will drop out of the ballot process.
- A tie between candidates that affects their inclusion in the subsequent round of voting, including the final round, will result in a re-ballot, which will include only those candidates whose results are tied.

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<sup>1</sup> The advantages of proceeding in this way through rounds of polling is to allow the Contracting Parties to adjust their preferences during the process should their most preferred candidate be eliminated. It will also provide a preferred ranking of all candidates to cover the contingency that the top candidate does not, for whatever reason, take up the position.

- The candidate that polls the highest in the final round (including additional rounds needed in the event of a tie) will be offered the position, and the candidate that polls the lowest in the final round will be the second preferred choice.

13. A copy of this Schedule is made available to each of the candidates so that they are aware of the process being followed.

14. The chosen candidate will be notified at the conclusion of the Commission's meeting. Contact negotiations are to be conducted by the Commission's Chair.

**Start date**

15. If possible, the chosen candidate will report to the Secretariat Headquarters two full weeks before the departure of the incumbent Executive Director in order to allow for a transition.



**SIXTH REGULAR SESSION**  
Papeete, Tahiti, French Polynesia  
7-11 December 2009

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**NEW CALEDONIA – ROP DATA MANAGEMENT**

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**WCPFC6-2009/DP39**  
**10 December 2009**

**Submitted by New Caledonia**

The New Caledonia delegation would like to comment on the issue of costing in relation to the observer data administration and management within the Commission.

The delegations to this year's SC and the TCC were presented several tables scaling various options for these data entry.

Following the recommendations made, the Secretariat has shortened the list of options to 3 scenarios with the following respective annual costs for data entry in full year:

- Observer Providers, FFA Secretariat and SPC: 692,000 US\$ (option 5.1)
- Observer Providers, FFA Secretariat and WCPFC Secretariat: 508,000 US\$ (option 5.3)
- Observer Providers, FFA Secretariat, SPC and WCPFC Secretariat: 637,000 US\$

The latter is a hybrid of the first two options, based on a 30%-13% sharing of entry activity between the SPC and the Secretariat respectively.

At TCC5, the Executive Director pointed out that the Secretariat's current capability to process raw data is limited.

The New Caledonian delegation believes that the difference in cost between the options should be considered in light of their respective cost-effectiveness and not on raw figures only. This is our understanding of article 13.1 of the Honolulu Convention which reads that the Commission shall, to the greatest extent possible, utilize the services of existing regional organizations, in order to carry out its functions in a cost-effective manner.

With regard to the ROP data management, the New Caledonian delegation is convinced that a high involvement of the SPC-OFP in this data management under option 5.1 would help provide the Commission with best-value data.

To initiate this process, New Caledonia is in a position to contribute voluntarily with a significant amount of 115,000 Euros to the Regional Observer Program Support Fund so as to have the SPC-OFP in New Caledonia participating in the ROP data management. We will work closely with the Secretariat to identify the fields where this contribution could be used at the best in the mutual interest of both the WCPFC and

New Caledonia.

Moreover, New Caledonia is ready for making a similar voluntary contribution on a longer term to ensure that the Commission manage the ROP data efficiently through a constant level of involvement of the SPC-OFP in Noumea.

In recognition of recommendations stated in several WCPFC-FAC papers, notably 2009-FAC3/06, this strong and active participation of New Caledonia to support the work of the WCPFC derives from a voluntary approach of its government in accordance with the policy initiated by France.



**SIXTH REGULAR SESSION**  
**FINANCE AND ADMINISTRATION COMMITTEE**  
**Third Session**  
 Papeete, French Polynesia  
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