



COMMISSION
NINETEENTH REGULAR SESSION
Danang, Vietnam
27 November - 3 December 2022

**SUMMARY REPORT AND RECOMMENDATIONS OF THE SIXTEENTH SESSION OF THE
FINANCE AND ADMINISTRATION COMMITTEE (FAC16)**

WCPFC19-2022-FAC16
3 December 2022

INTRODUCTION

1. The Sixteenth Finance and Administration Committee (FAC16) was convened by the FAC Co-Chairs Mr. Michael Brakke (USA) and Mr David Power (AU) on Sunday, 27th November 2022. Subsequent sessions of FAC were held on 1st and 3rd December 2022. Representatives of American Samoa, Australia, Canada, China, Cook Islands, European Union, French Polynesia, Federated States of Micronesia, Fiji, Indonesia, Japan, Kiribati, Republic of Korea, Republic of the Marshall Islands, New Caledonia, New Zealand, Niue, Palau, Philippines, Samoa, Solomon Islands, Chinese Taipei, Tonga, Tokelau, Tuvalu, United States of America, Curaçao, Ecuador, El Salvador, Liberia, FFA, PEW, PNA, Conservation International, MSC, The Ocean Foundation, SPC, and WWF were in attendance. Meeting support was provided by the Secretariat. The list of participants is attached as Annex A. The Committee agreed by consensus to present to the Commission the decisions and recommendations set out below.

AGENDA ITEM 1. OPENING OF MEETING

2. FAC Co-Chairs Mr. Michael Brakke (US) and Mr David Power (AU) called the 16th Session of the Finance and Administration Committee (FAC16) to order at 10:00 AM on 27 November. The Co-Chairs welcomed all participants, thanked Vietnam for hosting and making this in-person meeting possible, and also thanked the Secretariat for organizing and leading preparations this meeting, and acknowledge the significance of the first in-person meeting of the Committee since 2019.

3. Dr Tuikolongahau Halafihi (Tonga) led the opening prayer.

4. The Executive Director (ED), Feleti Teo, gave a brief opening message, welcoming all participants to FAC16 and also recognizing that some delegates are participating virtually. The ED further explained the protocols for participants participating virtually, noting that they could only be allowed to make an intervention if their head of delegation is not physically present at this meeting in Da Nang, Vietnam. The ED also highlighted two items in

the agenda, namely, Agenda 4.2 (Triannual Salary Report) and Agenda 4.3 (Establishment of Professional Staff) that merit considerable discussion at FAC16. He wished the Committee well in its deliberations.

1.1 Adoption of agenda

5. The FAC16 agenda set out in WCPFC19-2022-FAC16-01_rev1 was adopted without revision.

1.2 Meeting arrangements

6. The Secretariat Finance and Administration Manager (FAM) Aaron Nighswander gave an overview of the meeting arrangements.

7. The Co-Chairs noted they would trade responsibilities for leading each agenda item, while supporting each other as well as the Committee on each item. As suggested by the Co-Chairs, the report format will be consistent with the previous approach wherein it summarizes the outcomes of the meeting discussions and minimizes characterization of interventions unless specifically requested. The Co-Chairs encouraged CCMs to inform the Committee if they wanted their interventions specifically reflected in the report.

AGENDA ITEM 2. AUDIT

2.1 Auditor Report for 2021 and General Account Financial Statements for 2021

8. The FAM summarized the information in WCPFC19-2022-FAC16-06, noting the 2021 audit report was circulated to the Commission members on 13th October 2022, with delays in the audit report due to COVID-19 situation. The FAM noted that based on the auditor's report, all financial statements were fair and that there were no instances of non-compliance with the Commission's Financial Regulation 12.4 (c) regarding income, expenditure, investment and asset management nor with Financial Regulation 12.4 (d) pertaining to financial procedures, accounting, internal controls and administration.

9. The FAM reported that for the General Account Fund, the financial statements showed that there was deficit of income over expenditure of USD432,184. In addition, prior years' contributions of USD474,085 were paid by some Members in 2021. In accordance with Financial Regulation 4.4, the balance was transferred to the Working Capital Fund.

10. FAC16 recommended that the Commission accepts the audited financial statements for 2021 as set out in paper WCPFC19-2022-FAC16-06.

2.2 Appointment of Auditor

11. The FAM introduced WCPFC19-2022-FAC16-05. The FAM reported that the tender for audit services to audit the 2022 and 2023 financial statements and accounts of the Commission was posted on the WCPFC website 12 October 2022. The Secretariat received one quote from Ernst & Young, a well-known auditing firm that will be establishing an office in Pohnpei, FSM in early January 2023. The proposed audit cost is USD7,000 per year.

12. It was also clarified that the current auditor Deloitte no longer provide audit services in the Pacific.

13. FAC16 recommended that the Commission support the appointment of Ernst & Young as auditor for the next 2-years to undertake the audits of the Commission's 2022 and 2023 financial statements and accounts.

AGENDA ITEM 3. STATUS OF THE COMMISSION'S FUNDS

3.1 Report on General Account Fund for 2022 – Contributions and Other Incomes

14. The FAM introduced paper WCPFC19-2022-FAC16-04_rev1 issued on 25 Nov 2022. The assessed contributions for 2022 were USD6,967,452 and the outstanding 2022 unpaid contributions stand at USD650,308 from nine members as of 25 November 2022. The FAM stated there is no member that has 2 full years in arrears noting Article 18, paragraph 3 of the Convention.

15. Some members raised concerns on the continued increase in members contributions as a result of continued increases in budget and this will be further considered under Agenda 5.

16. **FAC16 noted the report in WCPFC19-2022-FAC16-04 Rev1.**

3.2 Report on the Status of Other Funds for 2022

17. The FAM introduced paper WCPFC19-2022-FAC16-08_rev1, noting the balances in i) the Special Requirements Fund (SRF); ii) the Japan Trust Fund; iii) the Chinese Taipei Trust Fund; iv) the CNM Contributions Fund; v) the Voluntary Contributions Fund; vi) the West Pacific East Asia Project Fund; and vii) the Working Capital Fund.

18. Some CCMs thanked Australia and China for their contribution to the SRF, Japan and Chinese Taipei for their respective trust funds, and USA for their voluntary contributions. With respect to one of the originally intended purposes of a U.S. voluntary contribution, some CCMs do not support extending the number of days for TCC19. These CCMs also acknowledged that SIDS have benefited from the use of SRF to fund their meeting participation and suggested streamlining the process on the use of the SRF funds to support SIDS travel to meetings of the Commission and its subsidiary bodies, by waiving reporting requirements for such purposes.

19. The FAM clarified that in the current financial regulation 7.8, the Commission has made such exemption on the reporting requirement if the fund was used to finance participation of WCPFC subsidiary bodies Chairpersons and the Commission Vice Chair to attend the annual meeting. The FAM noted that one option was to extend this exemption for individual delegates from all SIDS and Participating Territories.

20. USA noted it gave a voluntary contribution to WCPFC ahead of the TCC meeting, anticipating the additional day/s needed to progress the CMS process in 2023. Since this funding is no longer needed based on TCC18 outcomes, the USA welcomes suggestions from other CCMs on how best to utilize these funds, and the USA will communicate separately with the Secretariat to repurpose them. A second part of the USA voluntary contribution was to support migration of the new Record of Fishing Vessels (RFV) and training for WCPFC-IATTC cross-endorsed observers.

21. Noting the discussions, there was a suggestion to amend the financial regulation 7.8 to also waive the SRF application and reporting requirements to fund one traveler from SIDS and participating territories to participate in meetings of the WCPFC and its Subsidiary bodies. SIDS and participating territories may still submit an application for SRF funding to support participation by more than one traveler and this will be considered by the Secretariat on a case-by-case basis in accordance with established SRF terms of reference.

22. **FAC16 noted the report in WCPFC19-2022-FAC16-08 Rev1.**

23. FAC16 recommends to the Commission that financial regulation 7.8 be amended to read:

7.8 Financial Regulation 7.5 and 7.7 on the application process and reporting requirements, respectively, shall be waived for:

- a) one traveler from each small island developing States and Participating Territories delegation to meetings of the Annual Session of the Commission and its subsidiary bodies; and**
- b) the travel for the Chairs of SC, TCC, FAC Co-Chair and the WCPFC Vice Chair from SIDS to the Annual Session.**

AGENDA ITEM 4. HEADQUARTERS ISSUES

4.1 Headquarters Matters

24. The FAM presented paper WCPFC19-2022-FAC16-09 highlighting the issues at headquarters arising in 2022. The FAM highlighted with concern the following: i) medical care, ii) telecommunication and internet, iii) travel, iv) security and v) housing in Pohnpei.

25. FAC16 noted the report in WCPFC19-2022-FAC16-09.

4.2. Triannual Salary Review

26. The ED presented WCPFC19-2022-FAC16-10, wherein under the Staff Regulation 19, professional staff salaries are to be reviewed every three years. The ED explained that there are three applicable salary scales used at the Secretariat: the ED using the UN-D1 scale; professional staff aligned with Council of Regional Organizations in the Pacific (CROP); and support staff, based on local salary market in Pohnpei (PNI). Focusing only on the Professional Staff salary, in 2019, the consultant that prepared the current survey recommended consideration of a relatively large increase of over 20% for Bands M-J, noting this level of increase may not be financially feasible. The report further noted that if the band increase was not approved a 5% increase was recommended for professional staff to align with the 6.7% increase to the UN-D1 salary scale provided to the Director for 2020-2023 minus the 1.7% increase that was provided to professional staff in 2020.

27. The report also suggested that the Commission may consider pegging the professional staff salary scales to the annual adjustments in the UN-D1 salary scale which averages to 1.7% a year. This would allow the professional staff to keep the salary scales in relative alignment with the ED's salary, adjust for inflation, and avoid larger increases that may put more pressure on the budget once every three years. If this was to be implemented, the need for tri-annual reviews currently required as per the Staff Regulations may no longer be needed or could be conducted less frequently. The cost of providing a 5% increase for professional staff would be USD78,003 in 2023.

28. Some CCMs stated the Tri-annual Salary Review report is hard to interpret and acknowledged the need to balance Secretariat professional staff salaries with actual salaries in the current market, indicating the salary review provided comparison to potential salaries in CROP agencies rather than salaries as actually paid. CCMs noted that WCPFC is not a CROP agency and there was a suggestion to also consider reviewing WCPFC professional staff salaries relative to other RFMO salaries in the future. Some CCMs also recommended that the impact of inflation be considered.

29. Cook Islands thanked the ED for the background information and the suggested recommendations but noted there is a need for further consideration on the elements and fundamentals of the tri-annual salary review report. After meeting with the informal small working group and interested CCMs on the margins, the Cook

Islands gave further updates on the intersessional work on the tri-annual salary review. Some CCMs suggested a salary system be developed that is appropriate for WCPFC, simple to understand and implement, and allows automatic adjustments due to inflation. The intersessional work might also consider moving from a SDR to a USD salary scale and adjusting the salary review period or need for a review.

30. FAC16 recommends the Commission approve a 5% increase in professional staff salary from 2023, excluding the Executive Director, to align with the recent increase in other WCPFC staff salaries and account for cost of living increases due to inflation.

31. With respect to broader issues related to the tri-annual market review and professional staff remuneration, FAC16 notes WCPFC19-2022-FAC16-10 but determined that additional information on relevant salary benchmarks and further discussion among CCMs is needed to reach consensus on future changes to professional staff salaries. FAC16 recommends that FAC Co-Chairs work intersessionally with the Secretariat and interested CCMs to identify potential recommendations for consideration of FAC17 on the following issues, without prejudice to future decision-making process:

- a) Options to align staff salary including the Executive Director, on a single simplified salary scale and/or other improvements related to the salary scale structure;**
- b) The advantages and disadvantages of changing the denomination of professional staff salaries from IMF Special Drawing Rights (SDR) to U.S. Dollars for greater clarity and to align with the currency of the Commission's budget and financial accounts;**
- c) Options to establish automatic cost-of-living increases for staff salaries which could minimize the need for future salary reviews;**
- d) Changes to the content and frequency of salary market reviews including ensuring clearer comparison to the actual salary ranges of comparable positions in CROP agencies as well as remuneration of other relevant RFMO secretariats;**
- e) Methods to ensure any changes to staff salaries do not result in lower remuneration for existing professional staff;**
- f) Any necessary changes to the Commission's Staff Regulations or Financial Regulations to accomplish any resulting recommendations.**

4.3. Staff Establishment

32. The ED presented WCPFC19-2022-FAC16-11, which seeks endorsement on the establishment of new professional staff (Compliance and Monitoring Analyst), noting the substantial increase in the commitment of the Secretariat in support of the Technical and Compliance Committee (TCC).

33. CCMs acknowledge the Secretariat's workload but requested additional information from the Secretariat for this new position. They also acknowledged that this new position could support capacity building of SIDS in terms of WCPFC related work. Some CCMs suggested that the Secretariat consider internships as an approach to increase staff capacity while also providing development opportunities, particularly for SIDS. Noting the streamlined reporting process, it was viewed that this increase in workload might not continue in the coming years. Some CCMs expressed reservations about adding the permanent professional staff position as proposed, without more time to consider the need as well as the budgetary implications.

34. The FAM provided an update on the increased workload in 2023 and proposed that a short-term consultancy be supported at a minimum for 2023 to ensure that secretariat has the necessary capacity to support the Commission and TCC over the coming year. The estimated cost of the short-term consultancy is \$80,000 and it was proposed that this be included as a new budget line under 2.3 in the budget. There was a suggestion that this

be considered on a one-year trial basis with an evaluation review to be provided at the next session of the FAC and the Commission.

35. FAC16 recommends the Commission approve \$80,000 for a short-term consultancy to support the increase in the Secretariat's workload in the coming year. FAC16 included this cost in the budget recommended to the Commission. FAC16 recommends the Secretariat report to TCC19 and FAC17 with its views on the necessity of continuing this consultancy or seeking other arrangements for future years, in order to inform further consideration as appropriate at FAC17.

**AGENDA ITEM 5. WORK PROGRAMME AND BUDGET FOR 2023 AND INDICATIVE
WORK PROGRAMME AND BUDGET FOR 2024 AND 2025**

36. The FAM presented paper WCPFC19-2022-FAC16-07 Rev1, detailing the proposed 2023 budget based on recommendations from SC, TCC, Intersessional Working Groups, and the operations of the WCPFC Secretariat. The FAM highlighted items that have not yet been included in the draft budget pending FAC deliberations and Commission decisions. The FAM noted that the proposed rev1 budget represents a 4.3% increase from the indicative 2023 budget and a 4.7% increase from the 2022 budget. The FAM noted that there were significant savings in the 2022 expenditures due to continued travel restrictions and the inability to undertake certain activities due to the COVID-19 pandemic.

37. The Co-Chair requested CCMs first focus their questions and comments on general issues and budget figures related to the paper, followed by a more detailed line-item discussion on Annex 3 that was organized according to major parts of the budget.

38. Some CCMs raised concerns on maintaining hybrid meetings, mindful of the additional costs as described by the Secretariat and that some SIDS could encounter challenges hosting hybrid meetings due to bandwidth concerns. Some CCMs expressed a preference to retain hybrid meetings noting it may be too soon to revert back to meeting in person only.

39. Some CCMs sought clarifications related to parts 1 and 2 of the budget, including on ED discretion, increase in rapporteur services, official hospitality, increase in information and communication technology, cross-endorsement training, ER-EM, and VMS Capital cost items, which were addressed by the FAM.

40. The Secretariat introduced a revised draft budget on November 29 to reflect preliminary deliberations from the first session of the FAC, including a proposed 5% increase in professional staff salary, reduced audit cost, reduced VMS costs, and a 1.8% increase in salaries for local staff to account for inflation.

41. In response to the Staff Establishment paper (WCPFC19-2022-FAC16-11) and based on feedback from CCMs under agenda item 4.3, a short-term consultancy was included in the revised budget with \$80,000 allocated.

42. After considerable discussion, FAC16 revised the draft budget to delay the implementation of the three lowest-ranked SC projects (P68-estimate of seabird mortality; P18X7-Pacific whale shark assessment; and P18X6-Pacific silky shark assessment) for another year. In this regard, P18X7-whale shark (\$85,000) would be included in the indicative budget for 2024. P68-Seabirds would be pushed back by one year, with \$25,000 included in the indicative budget for 2024 and \$40,000 included in the indicative budget for 2025. P18X6-silky shark had no proposed budget for 2023 and \$30,000 was retained for inclusion in the indicative budget for 2024. This has the combined effect of reducing the proposed 2023 budget by \$110,000. FAC16 discussed that these projects should be considered by SC19 in its ranking of projects, with the understanding that SC may re-consider their prioritization of projects again in 2023.

43. The Co-Chairs presented options for accommodating potential changes to the budget based on Commission decisions that may be taken between the adoption of the FAC report and the close of the Commission meeting. The FAM noted that it may be advisable to reduce the amount that is offset by the Working Capital Fund under Annex 4 of WCPFC19-2022-FAC16-07 Rev1, which would allow the FAC to finalize the budget and use the Working Capital Fund to fund any outstanding items that may need to be funded based on Commission decisions.

44. FAC16 recommended to the Commission a 2023 budget of USD8,819,999 (Annexes 1-3). FAC16 recommended that any additional costs related to Commission decisions that are not already included in the budget recommend by the FAC, such as relating to costs for hosting potential meetings in 2023, will be added to the draw down from the Working Capital Fund.

AGENDA ITEM 6. OTHER MATTERS

45. No items were raised under other matters.

AGENDA ITEM 7. ADOPTION OF REPORT

46. FAC16 adopted this summary report which was tabled as WCPFC19-2022-FAC16.

47. FAC16 invites WCPFC19 to consider this report and to endorse its recommendations.

AGENDA ITEM 8. CLOSE OF MEETING

48. FAC Co-Chairs Mr. Michael Brakke (USA) and Mr David Power (AU) closed the final session of FAC16 at 9.25am on 3rd December 2022.

19TH REGULAR SESSION OF THE COMMISSION

DA NANG, VIETNAM

27 November - 3 December 2022

FAC16 LIST OF PARTICIPANTS

AUSTRALIA

Emma Campbell

Department of Agriculture, Fisheries and Forestry

First Assistant Secretary

emma.campbell@aff.gov.au**David Ellis**

Tuna Australia

Chief Executive Officer

ceo@tunaaustralia.org.au**David Power**Department of Foreign Affairs and Trade
Fisheries Specialistdavid.power2@dfat.gov.au**James Larcombe**

Department of Agriculture, Fisheries and Forestry

Principal Scientist

james.larcombe@agriculture.gov.au**James van Meurs**Australian Government Department of
Agriculture, Fisheries and Forestry
Assistant Directorjames.vanmeurs@agriculture.gov.au**Kate Martin**Australian Fisheries Management Authority
Tropical Tuna Managerkate.martin@afma.gov.au**Mat Kertesz**

Department of Agriculture, Fisheries and Forestry

Assistant Director, Regional Fisheries

mat.kertesz@agriculture.gov.au**Viv Fernandes**Australia Fisheries Management Authority
Senior Manager, International Compliance
Policyviv.fernandes@afma.gov.au

CANADA

Amber Lindstedt

Fisheries and Oceans Canada

Deputy Director, Pacific & Arctic,
International Fisheries PolicyAmber.Lindstedt@dfo-mpo.gc.ca**Robynn Smith Laplante**

Fisheries and Oceans Canada

Advisor

Robynn-Bella.Smith-Laplante@dfo-mpo.gc.ca

CHINA

Liu Xiaobing

Shanghai Ocean University

Visiting Professor

xiaobing.liu@hotmail.com**Sun Haiwen**

Ministry of Agriculture and Rural Affairs

Director, Bureau of Fisheries

bofdwf@126.com**Dr. Xiaojie Dai**

Shanghai Ocean University

Professor

xjdai@shou.edu.cn**Feng Wu**

Shanghai Ocean University

Lecturer

fwu@shou.edu.cn**Hong Zhang**

Zhangyu Global Seafood Corporation

Staff

zhanghong@cnfc.com.cn**Huang Xiangjun**

Zhongyu Global Seafood Corporation

Deputy Business Manager

huangxiangjun@cnfc.com.cn

Li Yan

China Overseas Fisheries Association
Deputy Director of High Seas Fisheries
liyancnfj@outlook.com

Wang Shi Gang

China Overseas Fisheries Association
Delegation Member
matthewwang@ptrcn.com

Xiao Mengjie

China Overseas Fisheries Association
Advisor
xiaomengjie@cofa.net.cn

Yan Luxin

Qingdao Haoyang Ocean Fishery Company,
Ltd.
Delegation Member

Yuchen Huang

Shanghai Ocean University
Research Associate
yuchenhuang0111@163.com

Zhao Gang

China Overseas Fisheries Association
Secretary General
zhaogang@cofa.net.cn

Zhe Geng

Shanghai Ocean University
Delegation Member
zhengeng1993@foxmail.com

COOK ISLANDS**Pamela Maru**

Ministry of Marine Resources
Secretary
P.Maru@mmr.gov.ck

Kerrie Robertson

Ministry of Marine Resources
Director, Offshore Fisheries Division
K.Robertson@mmr.gov.ck

Tepaeru Herrmann

Ministry of Foreign Affairs and Immigration
Secretary of Foreign Affairs and Immigration,
Cook Islands
tepaeru.herrmann@cookislands.gov.ck

Tiare Nicholas

Ministry of Marine Resources Cook Islands
Data Manager
t.nicholas@mmr.gov.ck

EUROPEAN UNION**Stamatis Varsamos**

European Commission, Directorate General
for Maritime Affairs and Fisheries, Unit B2:
RFMOs
Head of the European Union Delegation
Stamatios.VARSAMOS@ec.europa.eu

Daniel Calvo Buron

Trimarine
Fleet Director European Union
dclvo@boltonfood.com

Francisco J. Abascal

Spanish Institute of Oceanography
Fisheries Scientist
francisco.abascal@ieo.csic.es

Ignacio De Leiva Moreno

European Union
Fisheries Attache
Ignacio.de-leiva@eeas.europa.eu

FEDERATED STATES OF MICRONESIA**Limanman Helgenberger**

FSM National Oceanic Resource Management
Authority
Assistant Director
liman.h@norma.fm

Angelina T. Tretnoff

FSM National Oceanic Resource Management
Authority
Senior Fisheries Economist
angelina.tretnoff@norma.fm

Camille Inatio

FSM Department of Resources and
Development
Fisheries Adviser
cinatio86@rd.gov.fm

Jamel James

FSM National Oceanic Resource Management
Authority
Assistant Fisheries Biologist

Julian Tharngan

Diving Seagull, Inc.
Office Operations Manager
julian.divingseagull@gmail.com

Youky Susaia Jr.

FSM National Oceanic Resource Management
Authority
Assistant Director, Fisheries Compliance
Division
youky.susaia@norma.fm

FIJI**Neomai Ravitu**

Ministry of Fisheries
Director for Fisheries
neomai.ravitu@govnet.gov.fj

Moses Nainoka Mataika

Ministry of Fisheries Fiji
Fisheries Assistant Offshore Fisheries
Management Division
mataika.moses@gmail.com

Unaisi Biddy Rabici

Ministry of Fisheries Fiji
Fisheries Officer
rabici.unaisi1@gmail.com

FRANCE**Rémi Quilliot**

French Maritime Affairs Office in French
Polynesia
Deputy head
remi.quilliot@affaires-maritimes.pf

INDONESIA**Putuh Suadela**

Ministry of Marine Affairs and Fisheries
Deputy Director of Fish Resources
Management in IEEZ and High Seas,
Directorate General of Capture Fisheries
putuhsuadela@gmail.com

Ade Setia Januar

Ministry of Marine Affairs and Fisheries
Capture Fisheries Production Management
Senior Officer
januar.ade@gmail.com

Alza Rendian

Ministry of Marine Affairs and Fisheries of the
Republic of Indonesia
Regional Cooperation Analyst
alzarendian@gmail.com

Diky Suganda

Ministry of Marine Affairs and Fisheries of the
Republic of Indonesia
Cooperation Analyst
superdiky.fisheries@gmail.com

Dzulfiqar Bonict Prasetyo

Cooperation and Public Relation Bureau,
Ministry of Marine Affairs and Fisheries of the
Republic of Indonesia
Regional Cooperation Analyst
dzulfiqarbp@gmail.com

Fayakun Satria

Ministry of Marine Affairs and Fisheries
Director of Research Institute of Marine
Fisheries
fsatria70@gmail.com

Lilis Sadiyah

Center for Fisheries Research (CFR)
Researcher
sadiyah.lilis2@gmail.com

Mumpuni Cyntia Pratiwi

Ministry of Marine Affairs and Fisheries of the
Republic of Indonesia
Capture Fisheries Production Management
Officer
mumpuni.cpratiwi@gmail.com

Rista Devi Juniar

Ministry of Marine Affairs and Fisheries of the
Republic of Indonesia
Capture Fisheries Production Management
Junior Officer
devikp17@gmail.com

Saraswati

Ministry of Marine Affairs and Fisheries of the
Republic Indonesia
Capture Fisheries Production Management
Junior Officer
cacasaras@gmail.com

JAPAN

Miwako Takase

Fisheries Agency of Japan
Councillor, Resources Management
Department
miwako_takase170@maff.go.jp

Aya Matsushima

Fisheries Agency of Japan
Staff, International Affairs Division
aya_matsushima190@maff.go.jp

Daisuke Nakajima

Fukuichi Cooperation
Chief
da-nakajima@fukuichi.gr.jp

Daisuke Nakamura

Kochi Offshore Tuna Fisheries Association
Advisor
k-nakamura@kogyoren.jf-net.ne.jp

Fumihiko Ichikawa

Kochi Sustainable Skipjack Association
Committee
machi@town.nakatosa.lg.jp

Hiroaki Onda

Fisheries Agency of Japan
Staff, International Affairs Division

Hiromu Yoshida

Fisheries Agency of Japan
Staff

Hiroyuki Yoshida

Japan Tuna Fisheries Co-operative
Association
Director
yoshida@japantuna.or.jp

Iwao Fujii

Japan NUS Company Ltd.
Staff
fujii-iwo@janus.co.jp

Junpei Hinata

Fisheries Agency of Japan

Kaoru Kawamoto

Fisheries Agency of Japan
Interpreter
dvorjakkawamoto@ybb.ne.jp

Katsuma Hanafusa

Ministry of Agriculture, Ministry of
Agriculture
Advisor to the Minister of Agriculture,
Forestry and Fisheries
hanafusa@ofcf.or.jp

Kazushige Hazama

National Offshore Tuna Fisheries Association
of Japan
Chief
hazama@kinkatsukyo.or.jp

Kei Hirose

Taiyo Micronesia Corporation
FSM-National Fisheries Corporation/ TMC
Director
k-hirose@maruha-nichiro.co.jp

Keiko Ikeda

Ministry of Economy, Trade and Industry of
Japan
Agricultural and Marine Products Office,
Trade control Department
ikeda-keiko@meti.go.jp

Masanori Miyahara

Fisheries Agency of Japan
Advisor to the Minister of Agriculture,
Forestry and Fisheries
masamiyafaj1@gmail.com

Masayuki Yanagida

Taijin Fisheries Company, Ltd.
Fishery Operations Department Manager
ma-yanagida@fukuichi.gr.jp

Meiko Kawahara

Taiyo A & F Co., Ltd.
Manager
m-kawahara@maruha-nichiro.co.jp

Minoru Honda

Japan Far Seas Purse Seine Fishing
Association
Adviser
honda@kaimaki.or.jp

Muneharu Tokimura

JOP (The Overseas Fishery Cooperation
Foundation of Japan)
Adviser
tokimura@ofcf.or.jp

Saori Kenmochi

Agricultural and Marine Products Office,
Trade control Department, Ministry of
Economy, Trade and Industry
Deputy Director
kenmochi-saori@meti.go.jp

Shinji Hiruma

Fisheries Agency of Japan
International Affairs Division
shinji_hiruma150@maff.go.jp

Suzune Umeda

Fisheries Agency of Japan
Staff, International Affairs Division

Taichi Arakawa

Japan Tuna Fisheries Co-operative
Association
Adviser
eiseimaru-yaizu@yr.tnc.ne.jp

Takumi Fukuda

Fisheries Agency of Japan
Resource Management Department
takumi_fukuda720@maff.go.jp

Tokimasa Kobayashi

JOP (The Overseas Fishery Cooperation
Foundation of Japan)
Adviser
tokimasa0610@yahoo.co.jp

Yoko Yamakage

Fisheries Agency of Japan
Interpreter
yamakageyoyo@gmail.com

Yuji Uozumi

Japan Tuna Fisheries Co-operative
Association
Adviser
uozumi@japantuna.or.jp

Yumi Okochi

Japan NUS Company, Ltd.
Staff
okochi-y@janus.co.jp

KIRIBATI**Dr. Agnes Yeeting**

Ministry of Fisheries & Marine Resources
Development
Secretary
agnesy@mfmrd.gov.ki

Du Xuejun

Ministry of Fisheries and Marine Resources
Development
Chief Executive Officer
duxuejun@goldenoceantuna.com

Kaon Tiamere

Ministry of Fisheries and Marine Resources
Development
Acting Director, Offshore Fisheries Division
kaont@mfmrd.gov.ki

Li Changhong

JV - Kiribati Fish Limited
Chief Executive Officer
lichanghong@goldenoceantuna.com

Tim Adams

Kiribati Ministry of Fisheries & Marine
Resources Development
Offshore Fisheries Management Adviser
tim.adams@gonedau.com

Uati Tirikai

Ministry of Fisheries and Marine Resources
Development
Senior Compliance Officer, Licensing
Compliance Division
uatit@mfmrd.gov.ki

NAURU**Camalus Reiyetsi**

Nauru Fisheries Marine and Resources
Authority
Senior Oceanic Fisheries Officer
camalus.reiyetsi@gmail.com

Charleston Debye

Nauru Fisheries and Marine Resources
Authority (NFMRA)
Chief Executive Officer
cdebye@gmail.com

Howard Tsai

Ocean Pride Company, Ltd. and Ocean Ranger
Company, Ltd.
Operations Manager
a7220363@yahoo.com.tw

Jasmina Jones

Nauru Fisheries and Marine Resources
Authority
Policy and Legal Manager
jasminajones78@gmail.com

Peter Diema

Nauru Fisheries and Marine Resources
Authority
Chairman
peterdiema@gmail.com

NEW ZEALAND**Heather Ward**

Ministry for Primary Industries
Principal Advisor

Andy Smith

Talley's Group ltd
Consultant
andy@latsouth.co.nz

Hilary Ayrton

Ministry for Primary Industries
Senior Fisheries Analyst
hilary.ayrton@mpi.govt.nz

Leyla Knittweis

Ministry for Primary Industries
Principal Scientist

Rio Yoon

Ministry of Foreign Affairs and Trade
Senior Advisor Pacific Fisheries
Rio.Yoon@mfat.govt.nz

Sarah McAvinchey

Ministry of Foreign Affairs and Trade
Lead Adviser

NIUE**Hon Esa-Sharon Mona Ainu'u**

Department of Agriculture, Forestry and
Fisheries, Ministry of Natural Resources
Minister
mona.ainuu@mail.gov.nu

Josie M M M Tamate

Ministry of Natural Resources, Government of
Niue
Director-General
josie.tamate@mail.gov.nu

Launoa Gataua

Department of Agriculture, Forestry and
Fisheries
MCS Officer
Launoa.Gataua@mail.gov.nu

Poi Okesene

Government of Niue
Director, Department of Agriculture, Forestry
and Fisheries; Ministry of Natural Resources
poi.okesene@mail.gov.nu

Quentin Hanich

Australian National Centre for Ocean
Resources and Security (ANCORS) - Uni of
Wollongong
Advisor
hanich@uow.edu.au

PALAU**Kathleen Sisor**

Bureau of Fisheries, Ministry of Agriculture,
Fisheries and Environment
Acting Chief / Fisheries Policy Advisor
utau.sisor@gmail.com

Persis Omelau

Ministry of Agriculture, Fisheries, and the
Environment
Fisheries Specialist
omelaupersis@gmail.com

Zilah Dirremeang Oiterong

Ministry of Agriculture, Fisheries and
Environment
Licensing and Revenue Officer
dirremeang@gmail.com

PAPUA NEW GUINEA**Buri Gari**

Department of Foreign Affairs
Director Regional Economic Affairs Branch
burigari80@gmail.com

Simon Kaumi

Department of Foreign Affairs
Foreign Service Officer
simon.kaumi3@gmail.com

Thomas Usu

PNG National Fisheries Authority
Acting Executive Manager - Fisheries
Management Business Unit
tusu@fisheries.gov.pg

PHILIPPINES

Isidro M Velayo Jr

DA-Bureau of Fisheries and Aquatic Resources
Assistant Director for Technical Services
sidvelayo@gmail.com

Lilian Cruz Garcia

National Fisheries Research and Development Institute
Executive Director
liliangarcia60@yahoo.com.ph

Alma C. Dickson

Bureau of Fisheries and Aquatic Resources
Development Management Officer IV
alma_dickson@yahoo.com

Asis Perez

SACOPA
Legal Adviser
perezasis@yahoo.com

Isidro Tanangonan

Bureau of Fisheries and Aquatic Resources
Aquaculturist I
itanangonan@bfar.da.gov.ph

Marlo Demo-os

DA-Bureau of Fisheries and Aquatic Resources
Aquaculturist II
mbdemoos@gmail.com

Rafael Ramiscal

Bureau of Fisheries and Aquatic Resources (BFAR)
Chief, Capture Fisheries Division
rv_ram55@yahoo.com

Severino Escobar Jr.

Bureau of Fisheries and Aquatic Resources
Chief, Capture Fisheries Licensing Section-
Fisheries Regulatory and Licensing Division
jojo_escobar@yahoo.com

Suzette Barcoma

National Fisheries Research and Development Institute (NFRDI)
Science Research Specialist II
suzette_barcoma@yahoo.com

REPUBLIC OF KOREA

GeunRyeong Kim

Ministry of Oceans and Fisheries
Deputy Director
geunryeongkim@korea.kr

Mi Kyung Lee

National Institute of Fisheries Science
Distant Water Fisheries Resources Division
ccmklee@korea.kr

Seunghyun Kim

Fisheries Monitoring Center
Busan, Republic of Korea
whizksh@korea.kr

REPUBLIC OF MARSHALL ISLANDS

Hon. John M. Silk

Marshall Islands Marine Resources Authority
Minister of Natural Resources and
Commerce/Chairman - MIMRA Board
johnsilk302@gmail.com

Asia Chong Gum

Ministry of Foreign Affairs and Trade
Foreign Service Officer
asiachonggum@gmail.com

Barbara Hanchard

c/o Marshall Islands Marine Resources
Authority
Consultant
barbara@hanchard.net

Beau Bigler

Marshall Islands Marine Resources Authority
Chief Fisheries Officer
bbigler@mimra.com

Berry Muller

Marshall Islands Marine Resources Authority
Deputy Director - Oceanic and Industrial
Affairs Division
bmuller@mimra.com

Bobby Muller

Marshall Islands Marine Resources Authority
Vice Chair, Board of Directors
bobbysmuller@gmail.com

Caleb Joseph

Marshall Islands Marine Resources Authority
IT Officer
cjoseph@mimra.com

Danny Wase
Marshall Islands Marine Resources Authority
Board of Directors
danny.wase@gmail.com

Davey Yu
c/o Marshall Islands Marine Resources
Authority
Fleet Manager
yuyirong@skmic.sh.cn

Francisco Blaha
MIMRA
Offshore Fisheries Advisor
fbblaha@mimra.com

Glen Joseph
Marshall Islands Marine Resources Authority
Executive Director
gjoseph@mimra.com

Junjie Pan
Pan Pacific Food(RMI) Inc.
General Manager Assistant
panjunjie@skmic.sh.cn

Rhea Moss-Christian
Marshall Islands Marine Resources Authority
Adviser
rhea.moss@gmail.com

Wanjun Yang
Pan Pacific Fishing (RMI) Inc.
General Manager
ywj_tuna@163.com

SAMOA

Grace Pativaine Elaine Faaiuga
Ministry of Foreign Affairs and Trade
Foreign Service Officer
grace.faaiuga@mfat.gov.ws

Moli Amosa Iakopo
Ministry of Agriculture Fisheries
Fisheries Officer
moli.iakopo@maf.gov.ws

SOLOMON ISLANDS

David Fatai
Ministry of Fisheries and Marine Resources
Chief International policy officer
dfatai@fisheries.gov.sb

Edward Honiwala
c/o Ministry of Fisheries and Marine
Resources
Director of Fisheries
ehoniwala@fisheries.gov.sb

Francis Pituvaka
Solomon Islands Government Ministry of
Fisheries and Marine Resources
Communication Officer

Francis Tofuakalo
Ministry of Fisheries and Marine Resources
Deputy Director Offshore Fisheries
ftofuakalo@fisheries.gov.sb

CHINESE TAIPEI

Kuo-Ping Lin
Fisheries Agency, Council of Agriculture
Executive Yuan
Deputy Director-General
kuoping@ms1.fa.gov.tw

Betty Ho
Fair Well Fishery
Project Manager
fw.vds.team@fairwell.com.tw

Jennifer Lai
Fair Well Fishery Co., Ltd.
Deputy General Manager
jennylai@fairwell.com.tw

Joseph Chia-Chi Fu
Overseas Fisheries Development Council
Director
joseph@ofdc.org.tw

Joy Hsiangyi Yu
Fisheries Agency, Council of Agriculture
Secretary, International Fisheries Affair
Section, Deep Sea Fisheries Division
hsiangyi@ms1.fa.gov.tw

Scott Tai-Yun Wen
Overseas Fisheries Development Council
Secretary
wty@ofdc.org.tw

Shirley Shih-Ning Liu
Overseas Fisheries Development Council
Secretary
shirley@ofdc.org.tw

TONGA

Tuikolongahau Halafihi
Ministry of Fisheries
Chief Executive Officer
supi64t@gmail.com

George Vete
Tongafish
Project Manager
siaosi.vete@gmail.com

Lavinia Vaipuna
Ministry of Fisheries
Fisheries Officer
nia.vaipuna@gmail.com

Mele Fehoko Atuekaho
Ministry of Fisheries
Deputy Chief Executive Officer
meletoaatuekaho@gmail.com

TUVALU

Isala Tito Isala
Tuvalu Fisheries Department
Legal Officer

Michael Batty
Tuvalu Fisheries Department
Adviser

Nikolasi Apinelu
Government of Tuvalu
Secretary
napinelu@gov.tv

Samasoni A Finikaso
Government of Tuvalu
Director of Fisheries
samfinikaso70@gmail.com

UNITED STATES OF AMERICA

Kelly Kryc
National Oceanic and Atmospheric
Administration
Deputy Assistant Secretary for International
Fisheries
kelly.kryc@noaa.gov

Alex Kahl
NOAA Fisheries - Pacific Islands Regional
Office
International Fisheries Division
alex.kahl@noaa.gov

Alexa Cole
NOAA Office of International Affairs &
Seafood Inspection
Director
Alexa.Cole@noaa.gov

Emily Crigler
NOAA Fisheries
Fishery Policy Analyst
emily.crigler@noaa.gov

Emily Reynolds
NOAA Fisheries, Pacific Islands Regional
Office
Fishery Policy Analyst
emily.reynolds@noaa.gov

Jason Philibotte
NOAA Fisheries
International Fisheries, Division Chief
jason.philibotte@noaa.gov

Kitty Simonds
Western Pacific Regional Fishery
Management Council
Executive Director
Kitty.Simonds@wpcouncil.org

Mark Fitchett
Western Pacific Regional Fisheries
Management Council (WPRFMC)
Pelagic Ecosystem Fisheries Scientist
mark.fitchett@wpcouncil.org

Michael Brakke
NOAA Fisheries, Office of International
Affairs and Seafood Inspection
Deputy Director
michael.brakke@noaa.gov

Rebecca Wintering
U.S. Department of State
Office of Marine Conservation
WinteringRJ@state.gov

Terry Boone
NOAA Fisheries Office of Law Enforcement,
Pacific Islands Division (NOAA OLE/PID)
VMS Manager
terry.boone@noaa.gov

Tyler Loughran
NOAA Fisheries
International Fisheries Policy Fellow
tyler.loughran@noaa.gov

Valerie Post
NOAA Fisheries
Fishery Policy Analyst
valerie.post@noaa.gov

VANUATU

Felix Toa Ngwango
Vanuatu Fisheries Department
Acting Compliance Manager
ftngwango@fisheries.gov.vu

May Mei-chin Juan
Ming Dar Fishery (Vanuatu) Co. Ltd.
Executive Assistant to the President
meichin.mdfc@gmail.com

Tony Taleo
Vanuatu Fisheries Department
Deputy Director Offshore
ttaleo@fisheries.gov.vu

PARTICIPATING TERRITORIES

FRENCH POLYNESIA

Thibaut Thellier
French Polynesia Fishery Department
Offshore Fishery Officer
thibaut.thellier@drm.gov.pf

GUAM

Michael P. Duenas
Guam Department of Agriculture DAWR
Aquatics and Wildlife AA
michael.duenas@doag.guam.gov

NEW CALEDONIA

Manuel Ducrocq
New Caledonia Government
Head of Fisheries and Marine Environment
Department
manuel.ducrocq@gouv.nc

TOKELAU

Feleti Tulafono
Tokelau Fisheries Management Agency
Director
ftulafono@gmail.com

Lesley Gould
Tokelau Fisheries Management Agency
Fisheries Advisor

lesleykgould@gmail.com

Stan Crothers
Tokelau Fisheries Management Agency
Fisheries Advisor
stan.crothers@gmail.com

COOPERATING NON MEMBERS

CURACAO

Carl Michael Suarez
Ministry of Economic Development
Operator
michael.suarez@gobiernu.cw

EL SALVADOR

Ana Galdamez
Ministry of Agriculture and Livestock -
CENDEPESCA
Head of Fisheries and Aquaculture Research
Division
ana.galdamez@mag.gob.sv

Antonio Vasquez
Ministry of Agriculture and Livestock
El Salvador Tuna Commissioner to WCPFC
antonio.vasquez@mag.gob.sv

LIBERIA

Francis Bigboy Boimah
National Fisheries and Aquaculture Authority
Republic of Liberia
Transshipment Coordinator
fboimah@nafaa.gov.lr

Ruphene Sidifall
Liberian Registry
Associate Counsel
rsidifall@liscr.com

NICARAGUA

Julio Guevara
Nicaragua
Head of Delegation
juliocgq@hotmail.com

Jimmy Villavicencio
Nicaragua
Legal Advisor
jvillavicencio@v-a.com.ec

PANAMA

Alcibiades Guerra Campos

Autoridad de los Recursos Acuáticos de Panamá

Asistente Técnico

aguerra@arap.gob.pa

Maria Sierra

Aquatics Resources Authority of Panama
Chief of Fisheries Monitoring Center

msierra@arap.gob.pa

Vivian Quiros S.

Autoridad De Los Recursos Acuaticos de Panama

Technical Assistant-International Fisheries Affairs

vquiros@arap.gob.pa

THAILAND

Sarayoot Boonkumjad

Department of fisheries Thailand

Fisheries Biologist, Senior Professional Level

sboonkumjad@yahoo.com

Sakda Arbsuwan

Department of fisheries Thailand

Fisheries Biologist, Practitioner Level

sakdaarbsuwan@gmail.com

Sawitre Yawanopas

Department of fisheries Thailand

Fisheries Biologist, Practitioner Level

sawitre_yawa@hotmail.com

Thanyalak Ratanadilok Na Phuket

Department of fisheries Thailand

Fisheries Biologist, Professional Level

trthanya@gmail.com

Thitirat Rattanawiwan

Department of fisheries Thailand

Fisheries Biologist, Practitioner Level

milky_gm@hotmail.com

Tirabhorn Yothakong

Department of fisheries Thailand

Fisheries Biologist, Professional Level

tirabhorn@gmail.com

VIETNAM

Tran Dinh Luan

Ministry of Agriculture and Rural Development

Director General, Directorate of Fisheries

tdluan.dah@gmail.com

Ha Le

Directorate of Fisheries, Ministry of Agriculture and Rural Development

Deputy Director of Fisheries Information Centre

haflee@gmail.com

Le Minh Tien

Vietnam Tuna Association

Officer

tien.le@halongdanang.com

Ngo Thi Thanh Huong

Directorate of Fisheries

Official

thanhhuong383@gmail.com

Nguyen Thi Phuong Dung

Ministry of Agriculture and Rural Development

Director of Department of Science,

Technology and International Cooperation

dzungnguyen74@gmail.com

Tran Van Hao

Vietnam Tuna Association

Assistant to the Chairman

haovinatuna@gmail.com

OBSERVERS

AGREEMENT FOR THE CONSERVATION OF ALBATROSS AND PETRELS (ACAP)

Christine Bogle

Secretariat of the Agreement on the

Conservation of Albatrosses and Petrels

Executive Secretary

christine.bogle@acap.aq

**AUSTRALIAN NATIONAL CENTRE
FOR OCEAN RESOURCES AND
SECURITY (ANCORS)**

Angela Abolhassani

Australian National Centre for Ocean
Resources and Security / Ocean Nexus
Research Scientist
aangela1@uw.edu

Bianca Haas

Australian National Centre for Ocean
Resources and Security
Research Fellow
bhaas@uow.edu.au

Hussain Sinan

Dalhousie University
PhD student
hussain.sinan@dal.ca

Joe Enlet

University of Rhode Island - Department of
Marine Affairs
Doctoral Fellow
joe_enlet@uri.edu

GLOBAL FISHING WATCH (GFW)

Sarah Lenel

Global Fishing Watch
Program Manager Oceania
sarah.lenel@globalfishingwatch.org

**INTER-AMERICAN TROPICAL TUNA
COMMISSION (IATTC)**

Brad Wiley

IATTC
Policy Specialist
bwiley@iattc.org

INTERNATIONAL MCS NETWORK

Damian Johnson

International MCS Network
Senior MCS Specialist
djohnson@imcsnet.org

**INTERNATIONAL POLE AND LINE
FOUNDATION (IPNLF)**

Roy Bealey

IPNLF
Fisheries Director
roy.bealey@ipnlf.org

**INTERNATIONAL SEAFOOD
SUSTAINABILITY FOUNDATION (ISSF)**

Holly Koehler

International Seafood Sustainability
Foundation
Vice President for Policy and Outreach
hkoehler@iss-foundation.org

Victor Restrepo

ISSF
Vice-President, Science
vrestrepo@iss-foundation.org

**NORTH PACIFIC FISHERIES
COMMISSION (NPFC)**

Judy Dwyer

North Pacific Fisheries Commission
Compliance Manager
jdwyer@npfc.int

Natsuki Hosokawa

North Pacific Fisheries Commission
Compliance Assistant

**ORGANISATION FOR THE
PROMOTION OF RESPONSIBLE TUNA
FISHERIES (OPRTF)**

Shingo Ota

Organization for the Promotion of Responsible
Tuna Fisheries(OPRT)
Managing Director
ota@opr.or.jp

**ORGANIZATION FOR REGIONAL AND
INTER-REGIONAL STUDIES (ORIS)**

Yasuhiro Sanada

Waseda Institute for Global Governance
Researcher

PACIFIC COMMUNITY (SPC)

Finlay Scott

Pacific Community
Fisheries Scientist
finlays@spc.int

Graham Pilling

Pacific Community (SPC)
Deputy Director FAME (OFP)
grahamp@spc.int

Paul Hamer
Pacific Community
Principal Scientist
paulh@spc.int

Peter Williams
Secretariat of the Pacific Community
Principal Fisheries Scientist (Data Mgmt.)
peterw@spc.int

Robert Scott
Pacific Community
Senior Fisheries Scientist
robertsc@spc.int

Steven Hare
Pacific Community
Senior Scientist
stevenh@spc.int

William John Hampton
Pacific Community
Chief Scientist
johnh@spc.int

PACIFIC ISLANDS FORUM FISHERIES AGENCY (FFA)

'Ana F. Taholo
Pacific Islands Forum Fisheries Agency
Compliance Policy Advisor
ana.taholo@ffa.int

Adele Dutilloy
FFA
Fisheries Management Advisor
adele.dutilloy@ffa.int

Allan Rahari
Pacific Islands Forum Fisheries Agency
Director of Fisheries Operations
allan.rahari@ffa.int

Dr Manumatavai Tupou-Roosn
Pacific Islands Forum Fisheries Agency
Director General
manu.tupous-roosen@ffa.int

Hugh Walton
Pacific Island Forum Fisheries Agency
OFMP project adviser
hugh.walton@ffa.int

Jason Raubani
Pacific Islands Forum Fisheries Agency
MCS Policy Advisor
jason.raubani@ffa.int

Joyce Samuelu-Ah Leong
Pacific Islands Forum Fisheries Agency
Fisheries Management Adviser
joyce.samuelu-ahleong@ffa.int

Lianos Triantafillos
Pacific Islands Forum Fisheries Agency
Fisheries Management Adviser
lianos.triantafillos@ffa.int

Matthew Hooper
Pacific Islands Forum Fisheries Agency
Deputy Director General
matt.hooper@ffa.int

Taro Kawamoto
Pacific Islands Forum Fisheries Agency
Tuna Industry Adviser
taro.kawamoto@ffa.int

Wetjens Dimmlich
Pacific Islands Forum Fisheries Agency
Director Fisheries Management
wetjens@ffa.int

PARTIES TO THE NAURU AGREEMENT (PNA)

Brian Kumasi
Office of the Parties to the Nauru Agreement
Policy Manager
Brian@pnatuna.com

Joseph Kendou
PNA Office
Compliance Officer
joseph@pnatuna.com

Kaili Mae Kramer Andrike
Parties to the Nauru Agreement
Senior Accountant
kaili@pnatuna.com

Les Clark
PNA
Adviser
les@pnatuna.com

Sangaalofa Clark

Parties to the Nauru Agreement
Chief Executive Officer
sangaa@pnatuna.com

Stephen Brouwer

Parties to the Nauru Agreement
Consultant
steve@saggitus.co.nz

PEW CHARITABLE TRUST**Glen Holmes**

The Pew Charitable Trusts
Officer
gholmes@pewtrusts.org

Laura Eeles

The Pew Charitable Trusts
Associate
leeles@pewtrusts.org

THE GLOBAL TUNA ALLIANCE (GTA)**Steven Adolf**

Global Tuna Alliance
Member
stevenadolff@gmail.com

Tom Pickerell

Global Tuna Alliance
Executive Director
tom@globaltunaalliance.com

THE OCEAN FOUNDATION**Dave Gershman**

The Ocean Foundation
Officer, International Fisheries Conservation
dgershman@oceanfdn.org

**WORLD WIDE FUND FOR NATURE
(WWF)****Astrid Natasha O. Ocampo**

WWF-Philippines
Policy, Governance, and Partnerships
Specialist
aocampo@wwf.org.ph

Bubba Cook

World Wide Fund for Nature
Western and Central Pacific Tuna Programme
Manager
acook@wwf.org.nz

Duncan Williams

WWF
Programme Manager, Sustainable Fisheries
and Seafood Programme
dwilliams@wwfpacific.org

Patricia Joan Kailola

Human Dignity Group Ltd
Acting Chief Executive Officer
pkailola@gmail.com

Pita Ligaiula

Pacific Islands News Association (PINA)
Senior Journalist
kaisawaieke@gmail.com

Raisa Pandan

World Wide Fund for Nature (WWF)
Technical Operation Manager
rpandan@wwf.org.ph

Vilisoni Kotobalavu Tarabe

WWF-Pacific
Fisheries Policy Officer
vtarabe@wwfpacific.org

William N Kostka

Micronesia Conservation Trust
Executive Director
director@ourmicronesia.org

Zheng Guang Zhu

WWF
Ocean Policy Manager
zhgzhu@wwfchina.org

WCPFC SECRETARIAT**Aaron Nighswander**

Western and Central Pacific Fisheries
Commission (WCPFC)
Finance and Administration Manager
aaron.nighswander@wcpfc.int

Albert Carlot

Western and Central Pacific Fisheries
Commission (WCPFC)
VMS Manager
albert.carlot@wcpfc.int

Arlene Takesy

Western and Central Pacific Fisheries
Commission (WCPFC)
Executive Assistant
arlene.takesy@wcpfc.int

Donald David

Western and Central Pacific Fisheries
Commission (WCPFC)
Data Quality Officer
donald.david@wcpfc.int

Eidre Sharp

Western and Central Pacific Fisheries
Commission (WCPFC)
Assistant Compliance Manager
Eidre.Sharp@wcpfc.int

Elaine G. Garvilles

Western and Central Pacific Fisheries
Commission (WCPFC)
Assistant Science Manager
Elaine.Garvilles@wcpfc.int

Feleti Teo

Western and Central Pacific Fisheries
Commission (WCPFC)
Executive Director
feleti.teo@wcpfc.int

Jeannie Marie Nanpei

Western and Central Pacific Fisheries
Commission (WCPFC)
RFV Officer
jeannie.nanpei@wcpfc.int

Joseph Jack

Western and Central Pacific Fisheries
Commission (WCPFC)
Compliance Officer
Joseph.Jack@wcpfc.int

Karl Staisch

Western and Central Pacific Fisheries
Commission (WCPFC)
ROP Coordinator
karl.staisch@wcpfc.int

Kilafwasru Albert

Western and Central Pacific Fisheries
Commission (WCPFC)
ROP Data Entry Technician
Kilafwasru.Albert@wcpfc.int

Lara Manarangi-Trott

Western and Central Pacific Fisheries
Commission (WCPFC)
Compliance Manager
Lara.Manarangi-Trott@wcpfc.int

Lars Olsen

WCPFC WPEA-ITM Project
Project Manager
olsenpacific@gmail.com

Lucille Martinez

Western and Central Pacific Fisheries
Commission (WCPFC)
Administrative Officer
lucille.martinez@wcpfc.int

Mark Smaalders

Western and Central Pacific Fisheries
Commission (WCPFC)
Meeting Rapporteur
marksmaalders@gmail.com

Merisa Delcampo

Western and Central Pacific Fisheries
Commission (WCPFC)
Finance Officer
Merisa.Delcampo@wcpfc.int

Samuel T. Rikin

Western and Central Pacific Fisheries
Commission (WCPFC)
IT Officer
samuel.rikin@wcpfc.int

SungKwon Soh

Western and Central Pacific Fisheries
Commission (WCPFC)
Science Manager
sungkwon.soh@wcpfc.int

Tim Jones

Western and Central Pacific Fisheries
Commission (WCPFC)
IT Manager
tim.jones@wcpfc.int

**Summary of estimated General Fund budgetary requirements for 2023
and indicative figures for 2024 and 2025 (USD)**

	<i>Approved budget 2022</i>	<i>Estimated expenditure 2022</i>	<i>Indicative budget 2023</i>	<i>Proposed budget 2023</i>	<i>Indicative budget 2024</i>	<i>Indicative budget 2025</i>
Part 1 - Administrative Expenses of the Secretariat						
Sub-Item 1.1	<i>Staff Costs</i>					
Professional Staff Salary	974,552	959,010	980,393	1,021,558	1,027,522	1,031,060
Professional Staff Benefits and Allowances	861,608	881,809	865,054	1,010,690	1,014,209	1,016,296
Professional Staff Insurance	163,638	152,800	166,005	182,106	185,173	188,824
Recruitment/Repatriation	37,565	36,583	45,130	45,130	25,565	0
Support Staff	467,792	476,347	478,056	527,023	532,611	538,358
Total, sub-item 1.1	2,505,155	2,506,549	2,534,638	2,786,507	2,785,080	2,774,538
Sub-Item 1.2	<i>Other Personnel Costs</i>					
Temporary Assistance/Overtime	16,500	5,256	16,500	16,500	16,500	16,500
Chairs Expenses <i>see note 1</i>	0	0	0	20,000	20,000	20,000
Consultants <i>see note 2</i>	138,000	131,020	138,000	153,000	153,000	153,000
Total, sub-item 1.2	154,500	136,276	154,500	189,500	189,500	189,500
Sub-item 1.3	<i>Official Travel</i>					
	122,500	76,509	210,000	210,000	210,000	210,000
Sub-item 1.4	<i>General Operating Expenses</i>					
Electricity, Water, Sanitation	42,000	38,889	42,000	42,000	42,000	42,000
Communications/Courier	84,000	81,464	82,000	84,000	82,000	82,000
Office Supplies & Fuel	41,000	36,741	41,000	41,000	41,000	41,000
Audit	7,000	7,000	7,500	7,000	7,000	7,000
Bank Charges	10,000	8,705	10,000	10,000	10,000	10,000
Official Hospitality	10,000	8,207	10,000	10,000	10,000	10,000
Community Outreach	8,000	7,500	8,000	8,000	8,000	8,000
Miscellaneous Services	6,000	7,179	6,000	6,000	6,000	6,000
Security	100,500	98,861	100,500	105,525	105,525	105,525
Training	12,000	10,596	12,000	12,000	12,000	12,000
Total, sub-item 1.4	320,500	305,142	319,000	325,525	323,525	323,525
Sub-item 1.5	<i>Capital Expenditure</i>					
Vehicles	0	0	22,000	22,000	0	0
Information Technology	49,373	46,235	49,373	48,400	48,400	48,400
Furniture and Equipment	32,000	28,184	32,000	32,000	32,000	32,000
Total, sub-item 1.5	81,373	74,419	103,373	102,400	80,400	80,400
Sub-item 1.6	<i>Maintenance</i>					
Vehicles	6,000	6,515	6,000	6,000	6,000	6,000
Information and Communication Technology	156,653	153,880	156,653	167,863	167,863	167,863
Website Hosting	13,320	16,701	13,320	20,130	20,130	20,130
Buildings & Grounds	60,000	60,257	60,000	60,000	60,000	60,000
Gardeners and Cleaners	82,500	82,837	82,500	88,110	88,110	88,110
Insurance	28,400	28,458	28,400	28,500	28,500	28,500
Total, sub-item 1.6	346,873	348,648	346,873	370,603	370,603	370,603
Sub-item 1.7	<i>Meeting Services</i>					
Annual Session <i>see note 3</i>	165,000	202,500	165,000	195,000	195,000	195,000
Scientific Committee <i>see note 3</i>	212,000	5,158	192,000	232,000	192,000	192,000
Northern Committee <i>see note 4</i>	18,000	124	18,000	18,000	18,000	18,000
Technical and Compliance Committee <i>see note 3</i>	159,800	2,873	159,800	174,800	174,800	174,800
Support for IWGs and Science Managers Dialog	162,500	370	0	0	0	0
Total, sub-item 1.7	717,300	211,025	534,800	619,800	579,800	579,800
Sub-item 1.8	<i>Future Work - Commission note 4</i>					
	0	0	220,000	0	220,000	220,000
TOTAL, Section 1/Item 1	4,248,202	3,658,568	4,423,184	4,604,335	4,758,908	4,748,366

ANNEX 3 (continued)	Approved budget 2022	Estimated expenditure 2022	Indicative budget 2023	Proposed budget 2023	Indicative budget 2024	Indicative budget 2025
Part 2 - Science & Technical & Compliance Programme						
Section 2 (Item 2)						
Sub-item 2.1	Scientific Services (SPC)	961,875	961,875	981,112	981,112	1,000,734
Sub-item 2.2	Scientific Research					
Additional Resourcing SPC	173,206	173,206	176,670	176,670	180,204	183,808
P35b Maintenance of WCPFC Tissue Bank	103,204	103,204	105,268	105,268	107,373	109,520
P42 Pacific Tuna Tagging Project	730,000	730,000	730,000	730,000	730,000	730,000
P65 Peer review of Stock Modelling	50,000	37,882	0	0	0	0
P68 Estimation of Seabird Mortality	0	0	25,000	0	25,000	40,000
P90 Fish weights/lengths for scientific analyses	75,000	75,000	0	0	0	0
P108 WCPO silky shark assessment	0	0	50,000	50,000	50,000	0
P111 (P17X2) SWP Mako Shark SA	105,000	105,000	0	0	0	0
P100c (P17X3) WCP tuna fisheries for CKMR	40,000	40,000	0	0	0	0
P107b (P17X5) Advice for SWP blue shark	40,000	40,000	0	0	0	0
P18X1 (P17X1) Billfish Research Plan 2023 - 2027	0	0	55,000	55,000	0	0
P18X2 (P17X4) Ensemble model SA uncertainty	0	0	20,000	30,000	0	0
P18X3 Improved coverage of cannery receipt data	0	0	0	35,000	60,000	35,000
P18X4 Evidence for increasing trend in SKJ rec.	0	0	0	20,000	0	0
P18X6 Pacific silky shark assessment	0	0	0	0	30,000	0
P18X7 Pacific whale shark assessment	0	0	0	0	85,000	0
P18X8 Shark Research Plan midterm review	0	0	0	30,000	0	0
Total, sub-item 2.2	1,316,410	1,304,292	1,161,938	1,231,938	1,267,577	1,098,328
Sub-item 2.3	Technical & Compliance Programme					
ROP - Audit/Remediation	15,000	0	15,000	15,000	15,000	15,000
ROP - Training, Assistance & Development	10,000	0	10,000	10,000	10,000	10,000
ROP Data Management	923,904	923,904	923,904	923,904	923,904	923,904
Vessel Monitoring System - Capital Costs	20,000	0	20,000	20,000	20,000	20,000
Vessel Monitoring System	300,000	150,000	300,000	200,000	200,000	200,000
Vessel Monitoring System - Airtime	204,846	202,755	208,942	206,810	210,946	215,165
Vessel Monitoring System - Security Audit	8,400	0	8,400	11,900	11,900	11,900
CCM/Staff VMS Training	25,000	0	25,000	25,000	25,000	25,000
Information Management System	100,000	118,979	120,000	120,000	120,000	120,000
Workshops/IATTC Cross Endor. Train.	10,000	0	10,000	10,000	10,000	10,000
AR Part 2/CMS Online Host. and Pub.	18,000	20,800	18,000	20,000	40,000	20,000
Targeted Capacity Building	40,000	0	40,000	40,000	40,000	40,000
Enhance Secretariat Analytical Capacity <i>see note 6</i>	80,000	78,000	80,000	80,000	40,000	40,000
E-Monitoring and E-Reporting Activities	30,000	8,800	30,000	30,000	30,000	30,000
CMS Future Work <i>see note 7</i>	30,000	36,226	0	80,000	50,000	30,000
Compliance and Monitoring Analyst Consultant	0	0	0	80,000	0	0
Regional Capacity Building Workshops <i>see note 8</i>	130,000	130,000	130,000	130,000	130,000	130,000
Total, item 2.3	1,945,150	1,669,464	1,939,246	2,002,614	1,876,750	1,840,969
TOTAL, Section 2/Item 2	4,223,435	3,935,631	4,082,295	4,215,664	4,145,061	3,960,046
Total, Parts 1 & 2	8,471,636	7,594,199	8,505,479	8,819,999	8,903,970	8,708,412

Note 1: Chairs Expenses

If the Chair of the Commission is from a developing state USD20,000 will be included in the budget for the Chairs travel.

Note 2: Consultancies proposed are:

Legal support services	\$65,000
ED Discretion	\$25,000
Meetings' rapporteur	\$63,000
	<u>\$153,000</u>

Note 3: Meeting Services

Increased costs for hosting hybrid meetings for the SC, TCC and the Annual meeting. The costs for the annual meeting adjust once a final decision is reached on the hosting arrangements for WCPFC20

Note 4: Northern Committee

As per WCPFC9, an additional \$25,000 will be assessed from non-developing state members of the NC to fund attendance at the NC meeting by developing states and territories if needed.

Note 5: Sub-item 1.8 Future Work - Commission

Budget line added in 2020 to account for unidentified future work that may be required by the Commission. Amount reduced to \$0 for the proposed 2022 budget with the additional projects under Scientific Research.

Note 6: Enhance Secretariat Analytical Capacity

Supplementary dedicated analytical capacity for the Secretariat in 2022 and 2023 (refer TCC17-2021-17).

Intended to be in the form of additional short-term resources for the Secretariat in work to

- Support continued refinements of the CMS
- Support to develop automated extraction and IT tools to support the parameters of common data requests to support MCS activities and to further enhance public access to WCPFC scientific data and information and Summary information from MCS programmes
- Support develop and integrate new processes into Secretariat workflows, and to refresh front-facing web screens and user guidance for members and, where relevant, the public

Note 7: CMS Future Work

2022 – CCFS Messaging tool feasibility/design (\$10,000), CCFS improvements (\$20,000)

2023 – TBD (refer TCC18 outcomes)

Note 8: Regional Capacity Building Workshops

FFA/SPC to advise on the use of these funds

ANNEX 2

Proposed General Fund financing table for 2023

Proposed budget expenditure total	8,819,999
less	
Estimated interest	(3,400)
Transfer from Working Capital Fund	(1,050,000)
CNM Contributions Fund	(50,000)
Total assessed contributions	<u><u>7,716,599</u></u>

Proposed General Fund financing table for 2024

Proposed budget expenditure total	8,903,970
less	
Estimated interest and other income	(3,500)
Transfer from Working Capital Fund	(900,000)
CNM Contributions Fund	(50,000)
Total assessed contributions	<u><u>7,950,470</u></u>

Proposed General Fund financing table for 2025

Proposed budget expenditure total	8,708,412
less	
Estimated interest and other income	(3,500)
Transfer from Working Capital Fund	(500,000)
CNM Contributions Fund	(50,000)
Total assessed contributions	<u><u>8,154,912</u></u>

Annex 3

Schedule of contributions based on the Commission's contribution formula

2023 Contribution Table								
<i>Member</i>	<i>Base fee component: uniform share 10% of budget</i>	<i>National wealth component: 20% of budget</i>	<i>Catch component: 70% of budget</i>	<i>Addition for Northern Committee</i>	Total Contributions by Members	<i>Percent of Budget by member</i>	<i>Offset for Small Island Developing States*</i>	<i>Total of components: 100% of budget</i>
Australia	29,679	97,339	12,577	0	139,595	1.84%	0	139,595
Canada	29,679	87,759	0	0	117,438	1.54%	0	117,438
China	29,679	191,591	118,037	0	339,307	4.46%	0	339,307
Cook Islands	29,679	895	12,175	0	42,749	0.56%	28,642	71,392
European Union	29,679	237,934	41,781	0	309,394	4.07%	0	309,394
Federated States of Micronesia	29,679	5,552	453,966	0	489,197	6.43%	0	489,197
Fiji	29,679	7,639	23,928	0	61,246	0.81%	0	61,246
France	29,679	95,997	10,414	0	136,091	1.79%	0	136,091
Indonesia	29,679	18,449	110,578	0	158,706	2.09%	0	158,706
Japan	29,679	103,791	840,434	0	973,904	12.81%	0	973,904
Kiribati	29,679	4,559	406,865	0	441,103	5.80%	0	441,103
Korea	29,679	69,844	936,416	0	1,035,939	13.63%	0	1,035,939
Marshall Islands	29,679	2,981	272,566	0	305,227	4.01%	4,353	309,580
Nauru	29,679	544	221,800	0	252,023	3.31%	24,189	276,212
New Zealand	29,679	66,664	33,139	0	129,483	1.70%	0	129,483
Niue	29,679	83	1	0	29,763	0.39%	23,789	53,552
Palau	29,679	909	1,230	0	31,818	0.42%	22,764	54,581
Papua New Guinea	29,679	4,323	246,159	0	280,162	3.69%	0	280,162
Philippines	29,679	9,904	143,461	0	183,044	2.41%	0	183,044
Samoa	29,679	5,959	4,873	0	40,511	0.53%	0	40,511
Solomon Islands	29,679	3,285	70,882	0	103,846	1.37%	0	103,846
Chinese Taipei	29,679	50,987	814,939	0	895,605	11.78%	0	895,605
Tonga	29,679	5,338	363	0	35,380	0.47%	1,788	37,168
Tuvalu	29,679	597	43,353	0	73,629	0.97%	8,347	81,976
United States of America	29,679	352,048	417,690	0	799,417	10.51%	0	799,417
Vanuatu	29,679	4,477	163,992	0	198,148	2.61%	0	198,148
Totals	771,660	1,429,448	5,401,619	0	7,602,727	100%	113,872	7,716,599

* To be offset by the CNM Contributions Fund.

Annex 3 Cont.

Offset for Small Island Developing States as per Financial Regulation 5.2(b) (ii)

<i>Member</i>	<i>Population</i>	<i>Maximum Payable for wealth component</i>	<i>National wealth component</i>	<i>Offset for Small Island Developing States</i>
Cook Islands	17,900	895	29,537	28,642
Federated States of Micronesia	116,250	5,813	5,552	0
Fiji	902,900	45,145	7,639	0
Kiribati	121,390	6,070	4,559	0
Marshall Islands	59,620	2,981	7,334	4,353
Nauru	10,870	544	24,732	24,189
Niue	1,651	83	23,872	23,789
Palau	18,170	909	23,672	22,764
Papua New Guinea	9,119,000	455,950	4,323	0
Samoa	200,140	10,007	5,959	0
Solomon Islands	704,000	35,200	3,285	0
Tonga	106,760	5,338	7,126	1,788
Tuvalu	11,930	597	8,944	8,347
Vanuatu	31,446	1,572	4,477	0
Total				113,872

Additional Funding for Northern Committee as agreed in WCPFC9-2012-22 FAC 6 Summary Report 5.4 (25)

<i>Non-developing States Members of NC</i>	<i>Percent of total budget</i>	<i>Percent of NC fund</i>	<i>Additional cost</i>
Canada	1.52%	3.5%	0
China	4.40%	10.1%	0
Japan	2.06%	4.7%	0
Korea	13.42%	31.0%	0
Chinese Taipei	11.61%	26.8%	0
United States of America	10.36%	23.9%	0
Total	43.37%	100.00%	0

Annex 3 Cont.

Schedule of contributions based on proposed 2024 budgets without the Offset for Small Island Developing States and Additional funds Assessed on Non-Developing States Members of NC

Member	2023					2024 Indicative		2025 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	29,679	97,339	12,577	139,595	1.81%	143,826	1.81%	147,524	1.81%
Canada	29,679	87,759	0	117,438	1.52%	120,997	1.52%	124,109	1.52%
China	29,679	191,591	118,037	339,307	4.40%	349,591	4.40%	358,580	4.40%
Cook Islands	29,679	29,537	12,175	71,392	0.93%	73,555	0.93%	75,447	0.93%
European Union	29,679	237,934	41,781	309,394	4.01%	318,771	4.01%	326,968	4.01%
Federated States of Micronesia	29,679	5,552	453,966	489,197	6.34%	504,024	6.34%	516,984	6.34%
Fiji	29,679	7,639	23,928	61,246	0.79%	63,102	0.79%	64,725	0.79%
France	29,679	95,997	10,414	136,091	1.76%	140,215	1.76%	143,821	1.76%
Indonesia	29,679	18,449	110,578	158,706	2.06%	163,516	2.06%	167,721	2.06%
Japan	29,679	103,791	840,434	973,904	12.62%	1,003,421	12.62%	1,029,223	12.62%
Kiribati	29,679	4,559	406,865	441,103	5.72%	454,472	5.72%	466,159	5.72%
Korea	29,679	69,844	936,416	1,035,939	13.42%	1,067,336	13.42%	1,094,782	13.42%
Marshall Islands	29,679	7,334	272,566	309,580	4.01%	318,963	4.01%	327,165	4.01%
Nauru	29,679	24,732	221,800	276,212	3.58%	284,583	3.58%	291,901	3.58%
New Zealand	29,679	66,664	33,139	129,483	1.68%	133,407	1.68%	136,837	1.68%
Niue	29,679	23,872	1	53,552	0.69%	55,176	0.69%	56,594	0.69%
Palau	29,679	23,672	1,230	54,581	0.71%	56,236	0.71%	57,682	0.71%
Papua New Guinea	29,679	4,323	246,159	280,162	3.63%	288,653	3.63%	296,075	3.63%
Philippines	29,679	9,904	143,461	183,044	2.37%	188,592	2.37%	193,442	2.37%
Samoa	29,679	5,959	4,873	40,511	0.52%	41,739	0.52%	42,812	0.52%
Solomon Islands	29,679	3,285	70,882	103,846	1.35%	106,994	1.35%	109,745	1.35%
Chinese Taipei	29,679	50,987	814,939	895,605	11.61%	922,748	11.61%	946,476	11.61%
Tonga	29,679	7,126	363	37,168	0.48%	38,294	0.48%	39,279	0.48%
Tuvalu	29,679	8,944	43,353	81,976	1.06%	84,461	1.06%	86,632	1.06%
United States of America	29,679	352,048	417,690	799,417	10.36%	823,646	10.36%	844,825	10.36%
Vanuatu	29,679	4,477	163,992	198,148	2.57%	204,154	2.57%	209,403	2.57%
Totals	771,660	1,543,320	5,401,619	7,716,599	100.00%	7,950,470	100.00%	8,154,912	100.00%