



**COMMISSION  
NINTH REGULAR SESSION**  
Manila, Philippines  
2-6 December 2012

---

**SUMMARY REPORT AND RECOMMENDATIONS OF THE SIXTH SESSION OF THE  
FINANCE AND ADMINISTRATION COMMITTEE (FAC6)**

---

**WCPFC9-2012-22  
6 December 2012**

## **Introduction**

1. The Finance and Administration Committee (FAC) was convened by co-Chairman Charleston Deiye of Nauru on 1 December and met again on 3, and 5 December. Representatives of Australia, Canada, China, European Union, Federated States of Micronesia, Fiji, France, French Polynesia, Guam, Japan, Kiribati, Korea, Marshal Islands, New Zealand, Nauru, Niue, Palau, Philippines, Samoa, Solomon Islands, Chinese Taipei, Tonga, Tuvalu, Vanuatu and United States of America attended the meetings together with observers from the Pacific Islands Forum Fisheries Agency and members the Secretariat of the Secretariat of the Pacific Community. Meeting support was provided by the Commission Secretariat. A participants list is at Annex 4. The Committee agreed by consensus to present to the Commission the decisions and recommendations set out below.

### **Agenda item 1. Opening of Meeting**

#### **1.1 Adoption of agenda.**

2. The agenda as set out in WCPFC9-2012-FAC6-01 (Rev 2) and WCPFC9-2012-FAC6-02 (Rev 2) was adopted.

#### **1.2 Meeting arrangements**

3. The indicative schedule set out in WCPFC9-2012-FAC6-03 (Rev 2) was adopted.

### **Agenda item 2. Auditor's report for 2011 and General Account Financial Statements for 2011.**

4. The Committee recommends the Commission accept the audited financial statements for 2011 as set out in paper WCPFC9-2012-FAC6-04.

- a. the external auditors opinion was that the “financial statements present fairly, in all material respects, the financial position of the general account fund of the Commission as of December 31, 2011, and the results of its operations and its cash flows for the year...”; and
- b. there was no evidence of non compliance with the Commission’s Financial Regulation 12.4 (c) which requires an opinion on regulatory compliance in relation to income, expenditure, the investment of moneys and the acquisition and disposal of assets.

### **Agenda item 3. Status of the Commission’s Funds.**

#### **3.1 Report on General Account Fund for 2012 – contributions and other income.**

5. The Committee accepted the report in WCPFC9-2012-FAC6-05. It was noted that both Kiribati and Vanuatu had paid their dues prior the start of the meeting. It was also noted that the amount of outstanding dues from members has been drastically reduced this fiscal year.
6. As of 2 December 2012, the outstanding contributions for 2011 and 2012 stands at USD188,348.

#### **3.2 Report on the Status of Other Funds for 2012.**

7. The Committee noted the status of the Commission’s Funds as set out in WCPFC9-2012-FAC6-06. It was noted that the Working Capital Fund stands at USD1,172,040. The fund will continue to be drawn down at a rate of USD350,000 applied against annual contributions until the fund balance is at the funds recommended balance of USD500,000.
8. It was noted by the Secretariat that Belize and Thailand have paid their full contributions for 2012.

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

9. It was recommended that the Strategic Plan for the Commission be move from FAC to the commission as the strategic plan is outside of scope of the FAC.

### **Agenda item 5. Headquarters Issues, Staff Establishment and Conditions of Service.**

#### **5.1 Headquarters matters**

10. The Committee noted the report in WCPFC8-2011-FAC6-8.
11. It is also noted that the costs attributed to delays in receiving nominations and travel itineraries, which has at times, resulted in cancelations from Commission funded

participants in meetings will be tracked in 2013 and reported at FAC6 and historical numbers also be presented to track trends.

## **5.2 Staff Establishment**

12. The Committee noted that the Commission agreed to the establishment of an Assistant Manager Compliance and MCS and included it in the budget commencing 2013.
13. The Committee noted that the Commission had approved the relocation of two data entry staff from SPC-Pohnpei to the WCPFC. The Committee recommended reallocation of funds currently used for one position in Noumea, to establish two new positions in Pohnpei at WCPFC. It was noted that this would result in an estimated net savings of USD12,956.
14. The Committee recommends to the Commission to approve an annual costs of living index for locally engaged staff. The maximum amount for inflation would be set at 5%. Inflation beyond 5% would require Commission approval.
15. The Committee recommends to the Commission to amend Staff Regulation 19 (f) as follows:

For support staff salary, an annual market survey will be conducted to determine inflation. Inflation, up to 5% annually will be automatically included in the annual budget for support staff. Any amount over 5% will need the approval of the Commission.
16. The Committee agrees that the WCPFC should support additional education for support staff, but the bonus arrangement proposed in FAC09 was not supported by the Committee.

## **5.3 Alternative Calculations for the Wealth Component of the Annual Contributions**

17. The FAC requested the Commission provide further guidance on how to proceed with Alternative Calculations for the Wealth Component of the Annual Contributions.
18. Based on direction from the plenary session of the Commission, the principle that no country should pay more than USD1 per person for the wealth component of the annual contribution was adopted.
19. FAC recommends that the Commission adopts option 3a presented in WCPFC9-2012-FAC6-10 (Rev 1).
20. FAC recommends that the Commission amend the Financial Regulations as follows:

Renumber paragraph 5.2(b) as 5.2(b)(i)

Insert a new paragraph 5.2(b) (ii) as follows:

“Notwithstanding paragraph 5.2(b)(i), the assessed contribution of small island developing State members of the Commission under this component of the budget shall not exceed USD .05 per capita. Any small island developing State member whose assessed contribution exceeds USD .05 per capita shall have the excess amount offset from the Fees and Charges Fund held by the Commission, provided that there are sufficient funds available in the Fees and Charges Fund.”

#### **5.4 Northern Committee Meetings Funding**

21. Regarding the NC, Article 11.7 of the Convention states that “(a)ny member of the Commission not represented on the committee may send a representative to participate in the deliberations of the committee as an observer. Any extraordinary cost incurred for the work of the committee shall be borne by the members of the committee.”
22. Under Financial Regulation 3.5, “(t)he draft budget shall include an item specifying the costs required to finance the travel and subsistence for one representative from each developing State Party to the Convention and, where appropriate, territories and possessions, to each meeting of the Commission and to meetings of relevant subsidiary bodies of the Commission.”
23. The FAC requested the Commission provide further guidance on how to proceed with funding for the participation of developing State members and participating territories of the Commission, where appropriate in NC. The secretariat prepared WCPFC9-2012-30 for the Commission.
24. Based on direction from the plenary session of the Commission, Japan indicated that NC members will consider options for funding additional participation of developing State members and participating territories in NC as observers.
25. The additional funding for NC will be assessed on non-developing states and territories, where appropriate, who are NC members and be include as part of the General Account Fund. The amount per NC member will be based on the percentage paid by the NC member for annual contributions.
26. The Committee recommended that:
  - (a) core budget funding for developing states and territories, where appropriate, NC members;
  - (b) funding provided by non- developing states and territories, where appropriate, NC members for five additional SIDS, with priority for RMI, FSM and Palau;and

(c) funding provided by non-SIDS NC members reviewed in the future if unnecessary or inadequate.

27. The Committee requested that the Northern Committee review the contribution formula for NC and provide a recommendation to FAC7.

### **5.5 Solar Power for WCPFC Headquarters**

28. The Committee recommends the Commission accept Phase 1 of the solar power project in WCPFC9-2012-FAC6-17 Rev 1. In FAC7 the costs savings of the system will be reviewed prior to any decisions on Phase 2 of the project.

### **Agenda item 6. Recommended Requirements for Hosting Meetings**

29. The Committee referred the matter to the Commission.

### **Agenda item 7. TCC WORKPLAN 2013-2015**

30. The Proposed TCC Workplan and Budget, WCPFC9-2012-FAC6-15, was provided as a reference only and was noted.

### **Agenda item 8. PROPOSED ENHANCEMENTS TO THE INFORMATION MANAGEMENT SYSTEM AND WCPFC WEBSITE 2013-2015**

31. The paper on IMS enhancement was presented by the Secretariat. The committee noted the report.

### **Agenda item 9. WORK PROGRAMME AND BUDGET FOR 2013 AND INDICATIVE WORK PROGRAMME AND BUDGET FOR 2014 AND 2015**

32. Following extensive discussion the Committee agreed to a 2013 budget of USD6,555,116. *Funding for the Catch Documentation Scheme Working Group, the increased costs for the annual meeting if there is no volunteer to host WCPFC10 and the Management Objectives Workshop are not included in this budget number.*

33. If there is no host for the meeting, the budget for the annual meeting will need to be increased by USD125,000 to a total of USD275,000.

34. The contributions for Members and voluntary contributions from Cooperating Non-Members will be calculated once a final decision is made on the budget in plenary.

35. The Committee noted the approval by the commission of the terms of reference for the Catch Documentation Scheme Working Group. It was noted that the indicative

cost of a meeting of the working group would be approximately USD140,000 (would need to be reviewed in light of the venue and the length of the meeting).

36. If the Commission approves the Management Objectives Workshop recommendations, the Committee anticipates that the budgetary implications would be USD100,000.
37. The schedule of contributions for 2013 and indicative schedules will be updated and provided in the final meeting report.

**Agenda item 10. Other Matters**

38. Moses Amos (Vanuatu) was nominated as one co-chair of the FAC.

**Recommendation**

39. The Committee invites the Commission to consider this report and to endorse its recommendations.

## Annex 1

## Western and Central Pacific Fisheries Commission- General Fund

Summary of budgetary requirements for the period from 01 January to 31 December 2012  
& indicative budgets for 2013 & 2014 (United States dollars)

	Approved budget 2012	Estimated expenditure 2012	Indicative budget 2013	Proposed budget 2013	Indicative budget 2014	Indicative budget 2015
<b>Part 1 - Administrative Expenses of the Secretariat</b>						
<b>Sub-Item 1.1 Staff Costs</b>						
Professional Staff Salary	960,887	865,244	979,390	1,020,679	1,041,614	1,062,535
Professional Staff Benefits and Allowances	935,693	837,686	930,610	945,596	934,947	923,791
Professional Staff Insurance	112,266	116,991	112,266	129,990	129,990	129,990
Recruitment/Repatriation	32,130	11,093	10,000	55,130	27,565	27,565
Support Staff	262,897	265,882	279,289	339,971	368,084	312,107
<b>Total, sub-item 1.1</b>	<b>2,303,873</b>	<b>2,096,896</b>	<b>2,311,554</b>	<b>2,491,366</b>	<b>2,502,200</b>	<b>2,455,988</b>
<b>Sub-Item 1.2 Other Personnel Costs</b>						
Temporary Assistance/Overtime	10,000	9,500	10,000	10,000	10,100	10,100
Chairman's Expenses	0	0	0	0	0	0
Consultants <i>see note 1</i>	133,000	139,390	138,000	138,000	142,000	145,000
<b>Total, sub-item 1.2</b>	<b>143,000</b>	<b>148,890</b>	<b>148,000</b>	<b>148,000</b>	<b>152,100</b>	<b>155,100</b>
<b>Sub-item 1.3 Official Travel <i>see note 2</i></b>	<b>220,000</b>	<b>156,000</b>	<b>225,000</b>	<b>220,000</b>	<b>225,000</b>	<b>225,000</b>
<b>Sub-item 1.4 General Operating Expenses</b>						
Electricity, Water, Sanitation	120,000	129,728	124,000	132,000	135,000	138,000
Communications/Courier	58,000	63,483	58,000	65,000	65,000	65,000
Office Supplies & Fuel	50,042	45,367	54,045	46,500	47,500	48,500
Publications and Printing	10,000	7,500	10,000	7,500	7,500	7,500
Audit	9,000	7,000	9,500	8,000	8,500	8,500
Bank Charges	8,000	10,956	8,100	11,500	8,200	11,500
Official Hospitality	11,000	10,664	11,000	11,000	11,000	11,000
Community Outreach	5,000	5,000	5,000	5,000	5,000	5,000
Miscellaneous Services	10,500	8,450	10,500	9,000	9,500	10,000
Security	56,500	57,550	56,500	58,990	60,465	61,976
Training	22,000	21,922	23,000	30,000	30,000	30,000
<b>Total, sub-item 1.4</b>	<b>360,042</b>	<b>367,620</b>	<b>369,645</b>	<b>384,490</b>	<b>387,665</b>	<b>396,976</b>
<b>Sub-item 1.5 Capital Expenditure</b>						
Vehicles	30,000	24,310	0	0	0	30,000
Information Technology	50,200	63,200	50,200	50,200	50,200	50,200
Website New Projects/Enhancements	0	0	0	35,000	0	0
Construction of House for Executive Directors	162,000	171,000	0	0	0	0
Furniture and Equipment	48,500	33,120	48,500	32,000	32,000	32,000
<b>Total, sub-item 1.5</b>	<b>290,700</b>	<b>291,630</b>	<b>98,700</b>	<b>117,200</b>	<b>82,200</b>	<b>112,200</b>
<b>Sub-item 1.6 Maintenance</b>						
Vehicles	4,000	5,480	4,500	4,500	4,600	4,700
Information and Communication Technology	78,500	74,304	78,500	78,500	78,500	78,500
Buildings & Grounds	70,400	52,600	73,910	53,500	55,000	56,500
Gardeners and Cleaners	59,600	59,600	61,090	61,090	62,620	64,180
Insurance	36,000	35,540	37,000	37,000	38,000	38,000
<b>Total, sub-item 1.6</b>	<b>248,500</b>	<b>227,524</b>	<b>255,000</b>	<b>234,590</b>	<b>238,720</b>	<b>241,880</b>
<b>Sub-item 1.7 Meeting Services</b>						
Annual Session	395,000	395,000	150,000	150,000	155,000	155,000
Scientific Committee	135,000	173,410	138,000	180,000	140,000	182,000
Northern Committee <i>see note 11</i>	10,000	17,403	10,500	18,000	11,000	18,500
Technical and Compliance Committee	135,000	138,720	138,000	140,000	140,000	142,000
Management Objectives Workshop	90,000	90,000	0	0	0	0
<b>Total, sub-item 1.7</b>	<b>765,000</b>	<b>814,533</b>	<b>436,500</b>	<b>488,000</b>	<b>446,000</b>	<b>497,500</b>
<b>TOTAL, Section 1/Item 1</b>	<b>4,331,115</b>	<b>4,103,093</b>	<b>3,844,400</b>	<b>4,083,647</b>	<b>4,033,886</b>	<b>4,084,645</b>

**Annex 1**

	<i>Approved budget 2012</i>	<i>Estimated expenditure 2012</i>	<i>Indicative budget 2013</i>	<i>Proposed budget 2013</i>	<i>Indicative budget 2014</i>	<i>Indicative budget 2015</i>
<b>ANNEX I (continued)</b>						
<b>Part 2 - Science &amp; Technical &amp; Compliance Programme</b>						
<b>Section 2 (Item 2)</b>						
<b>Sub-item 2.1</b>	Scientific Services (SPC)	792,000	792,000	871,200	871,200	871,200
<b>Sub-item 2.2</b>	<b>Scientific Research</b>					
	Additional Resourcing SPC <i>see note 3</i>	0	0	0	160,000	160,000
	Regional Tagging	10,000	10,000	10,000	10,000	10,000
	Refinement of BE Tuna Biological Parameters	55,000	55,000	70,000	70,000	75,000
	Limit Reference Points	0	0	0	30,000	0
	WPEA OFM Project Co-finance	25,000	25,000	25,000	25,000	25,000
	Harvest Control Rules	10,000	10,000	30,000	0	0
	Bigeye Multifan CL <i>see note 4</i>	0	0	0	40,000	0
	Technical Support Management Obj. Workshop	30,000	30,000	0	0	0
	High Priority Project(s) - to be allocated	96,000	96,000	83,000	83,000	83,000
	Collection/Evaluation: PS Species Composition	0	0	0	75,000	0
	<b>Total, sub-item 2.2</b>	<b>226,000</b>	<b>226,000</b>	<b>218,000</b>	<b>493,000</b>	<b>353,000</b>
<b>Sub-item 2.3</b>	<b>Technical &amp; Compliance Programme</b>					
	ROP - Audit/Remediation	10,000	8,060	15,000	15,000	15,000
	ROP - Special Projects and Research Activities	30,000	30,000	30,000	30,000	30,000
	ROP - Training, Assistance & Development	30,000	23,215	30,000	30,000	30,000
	Reg. Obs. Prog. Data Entry (SPC) <i>see note 5</i>	334,769	334,769	334,769	256,569	584,427
	By-Catch Mitigation - Website	10,000	10,000	10,000	10,000	10,000
	Vessel Monitoring System - Capital Costs	0	0	40,000	40,000	40,000
	Vessel Monitoring System - SLA Costs	370,000	346,934	375,000	375,000	380,000
	Vessel Monitoring System - Airtime	80,000	81,276	90,000	90,000	95,000
	Vessel Monitoring System - Security Audit	37,000	6,800	39,000	9,000	30,000
	CCM/Staff VMS Training	40,000	19,000	75,000	60,000	75,000
	VMS Redundancy Provision <i>see note 6</i>	18,000	18,622	18,000	18,700	18,700
	Information Management System <i>see note 7</i>	50,000	50,000	35,000	100,000	100,000
	Workshops/IATTC Cross Endor. Train. <i>see note 8</i>	45,000	25,330	0	25,000	0
	AR Part 2/CMS Online Host. and Pub. <i>see note 9</i>	0	0	0	18,000	18,000
	Targeted Capacity Building <i>see note 10</i>	0	0	0	30,000	50,000
	<b>Total, item 2.3</b>	<b>1,054,769</b>	<b>928,676</b>	<b>1,091,769</b>	<b>1,107,269</b>	<b>1,476,127</b>
	<b>TOTAL, Section 2/Item 2</b>	<b>2,072,769</b>	<b>1,946,676</b>	<b>2,180,969</b>	<b>2,471,469</b>	<b>2,838,511</b>
	<b>Total, Parts 1 &amp; 2</b>	<b>6,403,884</b>	<b>6,049,769</b>	<b>6,025,369</b>	<b>6,555,116</b>	<b>6,923,156</b>

*Note #1: Consultancies proposed are:*

Legal support services	\$70,000
ED Discretion	\$30,000
Meetings' rapporteur	\$35,000
	<u>\$135,000</u>

*Note #2 : Official Travel*

Lower than expected travel expenditure in 2012 is due to the delayed WCPFC8 meeting

*Note #3: Additional resourcing SPC*

Cost based on Peer Review of 2011 bigeye tuna stock assessment Panel general recommendations

*Note #4: Bigeye Multifan CL*

Cost based Peer Review of 2011 bigeye tuna stock assessment Panel MULTIFAN-CL recommendations

*Note #5: Reg. Obs. Prog. Data Entry Support (SPC)*

The Regional Observer Programme data entry support indicative costs reflect the TCC8 recommendation to maintain at least the current level for the next three years, and for 2014 and 2015 includes an estimate of full costs of the related activities. 2013 costs reflect voluntary contribution funding paid direct to SPC from New Caledonia and New Zealand. See WCPFC-TCC7-2011-16.



## Annex 1

*Note #6 VMS Redundancy Provision*

Cost is based on hosting the service in Guam. The Secretariat expects the costs to be similar when the service move to Honolulu.

*Note #7 Information Management System*

This number is only a rough estimate until the needs requirements for the IMS is finalized.

*Note #8: Workshops/IATTC Cross Endorsement Training*

Workshop IATTC and WCPFC for development of Cross Endorsement training guidelines and procedures

7 people - Marshall Islands 5 days \$25,000

*Note #9 Annual Reporting Part 2 and CMS Online Hosting and Publishing*

The cost is based on hosting the service in Guam.

*Note #10: Targeted Capacity Building*

Proposed to be directed to specific areas identified in CMR process. The proposed budget in 2013, is proposed to be for annual report assistance.

*Note #11:* An additional 25,000 will be assessed on non-developing states and territories, where appropriate, who are NC Members to fund additional participation of developing State members and participating territories in NC as observers.

ANNEX 2

**Western & Central Pacific Fisheries Commission**

**General Account Fund**

**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2013**

---

<b>Proposed budget expenditure total</b>	6,555,116
less	
<b>Estimated interest and other income</b>	(40,000)
<b>Transfer from Working Capital Fund</b>	(350,000)
<b>Fees and charges collected from Carrier and Bunker/CNM contributions</b>	(125,000)
<b>Total assessed contributions</b>	<u><u>6,040,116</u></u>

---

**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2014**

---

<b>Proposed budget expenditure total</b>	6,734,213
less	
<b>Estimated interest and other income</b>	(10,000)
<b>Transfer from Working Capital Fund</b>	(350,000)
<b>Fees and charges collected for non member carriers and bunkers</b>	(125,000)
<b>Total assessed contributions</b>	<u><u>6,249,213</u></u>

---

**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2015**

---

<b>Proposed budget expenditure total</b>	6,923,156
less	
<b>Estimated interest and other income</b>	(10,000)
<b>Transfer from Working Capital Fund</b>	(350,000)
<b>Fees and charges collected for non member carriers and bunkers</b>	(125,000)
<b>Total assessed contributions</b>	<u><u>6,438,156</u></u>

## Annex 3

**Western & Central Pacific Fisheries Commission**  
**Projected salary costs for staff 2013 - 2015 for budget purposes**  
**USD**

2013

<i>Professional Position Entitlement</i>	Executive Director (ED)	Science Manager (L)	Compliance Manager (L)	Finance & Administration Manager (L)	ICT Manager (K)	Observer Programme Coordinator (K)	Science Programme Coordinator (J)	VMS Manager (K)	Network Administrator (J)	Assistant Manager Compliance and MCS (J)	<b>Total</b>
Base salary	150,972	125,728	89,061	99,549	96,925	96,925	69,550	90,587	64,691	64,691	<b>948,679</b>
Super	11,323	9,430	6,680	7,466	7,269	7,269	5,216	6,794	4,852	4,852	<b>71,151</b>
COLDA	52,840	44,005	31,171	34,842	33,924	33,924	24,343	31,706	22,642	22,642	<b>332,038</b>
Housing	0	13,500	13,500	13,500	13,500	13,500	10,125	13,500	10,125	10,125	<b>111,375</b>
Location Allowance	24,910	20,745	14,695	16,426	15,993	15,993	11,476	14,947	10,674	10,674	<b>156,532</b>
Currency stabil. per ED Contract	72,000										<b>72,000</b>
Education		20,500	0	0	20,500	61,500	0	20,500	20,500	20,500	<b>164,000</b>
Leave fares	4,200	8,000	10,500	8,500	7,500	12,000	3,000	6,000	2,500	2,500	<b>64,700</b>
Reunion fares		3,300			2,500	10,000		3,000	5,000	5,000	<b>28,800</b>
Domestic	4,000										<b>4,000</b>
Electricity & water	5,500										<b>5,500</b>
Phone/Internet	2,500										<b>2,500</b>
Rep. Allow	5,000										<b>5,000</b>
Health & Medical	6,999	6,999	6,999	6,999	6,999	6,999	6,999	6,999	6,999	6,999	<b>69,990</b>
Life Ins.	1,843	1,843	1,843	1,843	1,843	1,843	1,843	1,843	1,843	1,843	<b>18,430</b>
Personal accident insurance	397	397	397	397	397	397	397	397	397	397	<b>3,970</b>
Employers liab. Insurance	150	150	150	150	150	150	150	150	150	150	<b>1,500</b>
Medevac Access	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	<b>36,100</b>
Recruitment costs									10,000	10,000	<b>20,000</b>
Recruit/repatriation. Fares									5,000	5,000	<b>10,000</b>
Shipping									8,000	8,000	<b>16,000</b>
Establish. Grant									1,565	1,565	<b>3,130</b>
Repatriation allowance											<b>0</b>
Accom. arr/dep.									1,000	1,000	<b>2,000</b>
Accom. arr/dep.									2,000	2,000	<b>4,000</b>
<b>Total</b>	<b>346,244</b>	<b>258,207</b>	<b>178,606</b>	<b>193,282</b>	<b>211,109</b>	<b>264,109</b>	<b>136,709</b>	<b>200,033</b>	<b>181,548</b>	<b>181,548</b>	<b>2,151,395</b>
<i>Support Staff Position Entitlement</i>	<i>Office Manager</i>	<i>Executive Assistant</i>	<i>Secretary /Receptionist</i>	<i>Admin. Assist. Data Entry</i>	<i>VMS Operator</i>	<i>VMS Operator</i>	<i>Treasury Asst.</i>	<i>Data Quality Officer</i>	<i>Compliance Officer</i>	<i>4 Data Control Technicians</i>	
Base salary	31,981	19,073	15,255	19,073	26,873	26,873	30,918	30,001	30,693	44,364	<b>275,104</b>
Health & Medical	2,666	2,666	2,666	2,666	2,666	2,666	2,666	2,666	2,666	10,664	<b>34,658</b>
Personal accident ins.	450	450	450	450	450	450	450	450	450	1,800	<b>5,850</b>
Employers liab. ins	75	75	75	75	75	75	75	75	75	300	<b>975</b>
Social security	2,718	1,621	1,297	1,621	2,284	2,284	2,628	2,550	2,609	3,771	<b>23,384</b>
Leave fare											<b>0</b>
<b>Total</b>	<b>37,890</b>	<b>23,885</b>	<b>19,743</b>	<b>23,885</b>	<b>32,348</b>	<b>32,348</b>	<b>36,737</b>	<b>35,742</b>	<b>36,493</b>	<b>60,899</b>	<b>339,971</b>
<b>Grand total</b>											<b>2,491,366</b>

**Annex 3**

**2014**

<i>Professional Position Entitlement</i>	Executive Director (ED)	Science Manager (L)	Compliance Manager (L)	Finance & Administration Manager (L)	ICT Manager (K)	Observer Programme Coordinator (K)	Science Programme Coordinator (J)	VMS Manager (K)	Network Administrator (J)	Assistant Manager Compliance and MCS (J)	<b>Total</b>
Base salary	150,972	125,728	94,304	104,790	96,925	96,925	71,978	93,749	67,122	67,122	<b>969,614</b>
Super	11,323	9,430	7,073	7,859	7,269	7,269	5,398	7,031	5,034	5,034	<b>72,721</b>
COLDA	52,840	44,005	33,006	36,677	33,924	33,924	25,192	32,812	23,493	23,493	<b>339,365</b>
Housing	0	13,500	13,500	13,500	13,500	13,500	10,125	13,500	10,125	10,125	<b>111,375</b>
Location Allowance	24,910	20,745	15,560	17,290	15,993	15,993	11,876	15,469	11,075	11,075	<b>159,986</b>
Currency stabil. per ED Contract	72,000										<b>72,000</b>
Education		20,500	0	0	0	61,500	0	20,500	20,500	20,500	<b>143,500</b>
Leave fares	4,200	8,000	10,500	8,500	5,000	12,000	3,000	6,000	2,500	2,500	<b>62,200</b>
Reunion fares		3,300			2,500	10,000		3,000	5,000	5,000	<b>28,800</b>
Domestic	4,000										<b>4,000</b>
Electricity & water	5,500										<b>5,500</b>
Phone/Internet	2,500										<b>2,500</b>
Rep. Allow	5,000										<b>5,000</b>
Health & Medical	6,999	6,999	6,999	6,999	6,999	6,999	6,999	6,999	6,999	6,999	<b>69,990</b>
Life Ins.	1,843	1,843	1,843	1,843	1,843	1,843	1,843	1,843	1,843	1,843	<b>18,430</b>
Personal accident insurance	397	397	397	397	397	397	397	397	397	397	<b>3,970</b>
Employers liab. Insurance	150	150	150	150	150	150	150	150	150	150	<b>1,500</b>
Medevac Access	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	<b>36,100</b>
Recruitment costs									10,000		<b>10,000</b>
Recruit/repatriation fares									5,000		<b>5,000</b>
Shipping									8,000		<b>8,000</b>
Establish. Grant									1,565		<b>1,565</b>
Repatriation allowance											<b>0</b>
Accom. arr/dep.									1,000		<b>1,000</b>
Accom. arr/dep.									2,000		<b>2,000</b>
<b>Total</b>	<b>346,244</b>	<b>258,207</b>	<b>258,207</b>	<b>186,942</b>	<b>201,616</b>	<b>188,109</b>	<b>264,109</b>	<b>140,568</b>	<b>205,060</b>	<b>157,847</b>	<b>2,134,116</b>
<i>Support Staff Position Entitlement</i>	<i>Office Manager</i>	<i>Executive Assistant</i>	<i>Secretary /Receptionist</i>	<i>Admin. Assist. Data Entry</i>	<i>VMS Operator</i>	<i>VMS Operator</i>	<i>Treasury Asst.</i>	<i>Data Quality Officer</i>	<i>Compliance Officer</i>	<i>4 Data Control Technicians</i>	
Base salary	35,797	21,349	16,018	21,349	28,217	28,217	34,606	33,580	32,228	49,657	<b>301,015</b>
Health & Medical	2,666	2,666	2,666	2,666	2,666	2,666	2,666	2,666	2,666	10,664	<b>34,658</b>
Personal accident ins.	450	450	450	450	450	450	450	450	450	1,800	<b>5,850</b>
Employers liab. ins	75	75	75	75	75	75	75	75	75	300	<b>975</b>
Social security	3,043	1,815	1,362	1,815	2,398	2,398	2,942	2,854	2,739	4,221	<b>25,586</b>
Leave fare											<b>0</b>
<b>Total</b>	<b>42,030</b>	<b>26,354</b>	<b>20,570</b>	<b>26,354</b>	<b>33,806</b>	<b>33,806</b>	<b>40,738</b>	<b>39,625</b>	<b>38,158</b>	<b>66,641</b>	<b>368,084</b>
<b>Grand total</b>											<b>2,502,200</b>





---

**Ninth Regular Session of the Commission  
FINANCE AND ADMINISTRATON COMMITTEE  
SIXTH SESSON  
PICC, Metro Manila, Philippines  
2 December 2012  
LIST OF PARTICIPANTS**

---

***CHAIR***

**Charleston Deije**

Chief Executive Officer  
Nauru Fisheries & Marine Resources Authority  
P.O. Box 449  
Republic of Nauru  
Ph: 674-557-3055  
[cdeije@gmail.com](mailto:cdeije@gmail.com)

***AUSTRALIA***

**Claire Van der Geest**

Assistant Director, International Fisheries  
Department of Agriculture, Fisheries and  
Forestry  
GPO Box 858  
Canberra ACT 2601  
[claire.vandergeest@daff.gov.au](mailto:claire.vandergeest@daff.gov.au)

**Erin Tomkinson**

Assistant Director  
Department of Agriculture, Fisheries and  
Forestry  
GPO Box 858, Canberra City ACT 2601  
Ph: +612 6272 5715  
[erin.tomkinson@daff.gov.au](mailto:erin.tomkinson@daff.gov.au)

***CANADA***

**Robert P. Jones**

Assistant Director  
Fisheries and Oceans Canada  
200 Kent Street  
Ottawa, Ontario  
Canada  
Ph: 1-613-990-9387  
[robert.jones@dfo-mpo.gc.ca](mailto:robert.jones@dfo-mpo.gc.ca)

***CHINA***

**Liu Xiaobing**

Director  
Division of International Cooperation  
Bureau of Fisheries, Ministry of Agriculture  
No.11 Nongzhanguan Nanli  
Chaoyang District, Beijing  
China  
Ph : 8610-5919 2928  
[Inter-coop@agri.gov.cn](mailto:Inter-coop@agri.gov.cn)

**Wan Chen**

Consultant  
Division of Distant Water Fisheries, Bureau of  
Fisheries  
Ministry of Agriculture

***EUROPEAN UNION***

**Mario Alcaide**

Inspector  
Rue Joseph II 99 02/219  
European Union  
Ph: 3222965567  
[mario.dos-santos-alcaide@ec.europa.eu](mailto:mario.dos-santos-alcaide@ec.europa.eu)

**Angela Martini**

International Relations Officer  
European Commission  
[angela.martini@ec.europa.eu](mailto:angela.martini@ec.europa.eu)

***FEDERATED STATES OF MICRONESIA*** 1

## Annex 4

### **Rhea Moss-Christian**

Chief Statistics, Compliance & Technical  
Projects  
National Oceanic Resource Management  
Authority  
PO Box PS 122  
Palikir, FM 96941  
Federated States of Micronesia  
Ph: 691-320-2700  
[rhea.moss@gmail.com](mailto:rhea.moss@gmail.com)

### **FIJI**

#### **Inoke Wainiqolo**

Permanent Secretary for Fisheries and Forests  
Ministry of Fisheries and Forests.  
Takayawa Tower, Toorak Road, Toorak. P.O  
Box 2218, Government Buildings,  
Suva, Fiji.  
[wainiqoloinoke@gmail.com](mailto:wainiqoloinoke@gmail.com)

### **FRANCE**

#### **Nicolas Gorodetska**

Head of Delegation

### **JAPAN**

#### **Masanori Miyahara**

Deputy Director General  
Fisheries Agency of Japan  
1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo, 100-  
8907  
Ph: 81-3-3591-2045  
[masanori\\_miyahara1@nm.maff.go.jp](mailto:masanori_miyahara1@nm.maff.go.jp)

#### **Shuya Nakatsuka**

Assistant Director  
Fisheries Agency of Japan  
1-2-1 Kasumigaseki, Chiyoda-ku,  
Tokyo, 100-8907  
Ph: 81-3-3502-8459  
[shuya\\_nakatsuka@nm.maff.go.jp](mailto:shuya_nakatsuka@nm.maff.go.jp)

#### **Wataru Tanoue**

Fisheries Agency of Japan  
1-2-1 Kasumigaseki, Chiyoda-ku,  
Tokyo, 100-8907  
Ph: 81-3-3502-8459  
[wataru\\_tanoue@nm.maff.go.jp](mailto:wataru_tanoue@nm.maff.go.jp)

### **KIRIBATI**

### **Raikaon Tumo**

Acting Director of Fisheries  
Ministry of Fisheries and Marine Resources  
Development  
[Tumao.raikaon@gmail.com](mailto:Tumao.raikaon@gmail.com)

### **KOREA**

#### **Lim SungSu**

47, GwanMun-Ro, Gwacheon-si, GyeongGi-do,  
Korea  
[sslim789@korea.kr](mailto:sslim789@korea.kr)

#### **Jiwon Yoon**

Advisor-International Fisheries  
Institute for International Fisheries Cooperation  
#1107 Grace Building, 1-15 Byeoryang-dong,  
Gwacheon-si, Gyeonggi-do, South Korea  
[jiwon.yoon@ififc.org](mailto:jiwon.yoon@ififc.org)

### **REPUBLIC OF THE MARSHALL ISLANDS**

#### **Glen Joseph**

Director  
Marshall Islands Marine Resources Authority  
Box 860, Majuro MH 96960  
Ph: 692 625-8262  
[gjoseph101@gmail.com](mailto:gjoseph101@gmail.com)

### **NAURU**

#### **Murin Jeremiah**

VMS Officer  
Nauru Fisheries and Marine Resources  
Authority  
P.O. Box 449  
Meneng District, Republic of Nauru  
Ph: (674) 556-4484 Fax: (674) 444-3812  
[mhzjere@gmail.com](mailto:mhzjere@gmail.com)

### **NEW ZEALAND**

#### **Matthew Hooper**

Principal Adviser International Fisheries  
Ministry for Primary Industries  
PO Box 2526  
Wellington 6140  
New Zealand  
[matt.hooper@mpi.govt.nz](mailto:matt.hooper@mpi.govt.nz)

#### **Alice King**

## Annex 4

Legal Adviser  
Ministry of Foreign Affairs and Trade  
195 Lambton Quay, Wellington  
Ph: 6444398337  
[alice.king@mfat.govt.nz](mailto:alice.king@mfat.govt.nz)

### *NIUE*

**James Tafatu**  
Niue Fisheries Manager  
Department of Agriculture Forestry and  
Fisheries  
Alofi, Niue  
Ph: (683) 4302  
[jtafatu@gmail.com](mailto:jtafatu@gmail.com)

**Dave Marx**  
Manager & Coordinator  
Te Vaka Moana  
PO Box 24554, Manners St,  
Wellington 6011  
New Zealand  
[davemarx@tevakamoana.org](mailto:davemarx@tevakamoana.org)

### *PALAU*

**Nannette Malsol**  
Director, Bureau of Oceanic Fishery Mgt  
Ministry of Natural Resources, Environment &  
Tourism  
Republic of Palau  
[dillymalsol@gmail.com](mailto:dillymalsol@gmail.com)

### *PHILIPPINES*

**Benjamin F.S. Tabios Jr.**  
Assistant Director for Administrative Service  
Bureau of Fisheries and Aquatic Resources  
Department of Agriculture  
Republic of the Philippines  
[btabis@bfar.da.gov.ph](mailto:btabis@bfar.da.gov.ph)

**Sammy a. Malvas**  
Senior Aquaculturist  
Bureau of Fisheries and Aquatic Resources  
PCA Building, Elliptical Road,  
Diliman, Quezon City  
Ph: 632-929-7673  
[bfarped@yahoo.com](mailto:bfarped@yahoo.com)

### *SAMOA*

**Faalavaau Perina J. Sila**  
Deputy Chief Executive Officer  
Ministry of Foreign Affairs and Trade  
P.O.Box L1859  
Apia, Samoa  
Ph: (685) 21171  
[perina@mfat.gov.ws](mailto:perina@mfat.gov.ws)

**Rona Meleisea**  
Principal Foreign Service Officer  
Ministry of Foreign Affairs and Trade  
P.O.Box L1859  
Apia, Samoa  
Ph: (685) 21171  
[ronztm69@yahoo.com](mailto:ronztm69@yahoo.com)

### *SOLOMON ISLANDS*

**Jonathan Peacey**  
Ministry of Fisheries and Marine Resources  
PO Box G13, Honiara  
Solomon Islands  
[jonathan@peacey.co.nz](mailto:jonathan@peacey.co.nz)

### *CHINESE TAIPEI*

**Chia-Chi Fu**  
Secretary  
Overseas Fisheries Development Council  
19, Lane 113, Roosevelt Road, Sec 4,  
Taipei, Taiwan  
Ph : +886-2-2738-1522 ext. 115  
[joseph@ofdc.org.tw](mailto:joseph@ofdc.org.tw)

**Chi-Chao Liu**  
Section Chief, Deep Sea Fisheries Division  
Fisheries Agency, Council of Agriculture  
70-1, Sec 1 Jinshan S.Road, Taipei, Taiwan  
Ph: +886-2-33436084  
[chichao@msl.f.a.gov.tw](mailto:chichao@msl.f.a.gov.tw)

**Huang, Hong-Yen**  
Director, Deep Sea Fisheries Division  
Fisheries Agency  
Council of Agriculture  
70-1, Sec 1 Jinshan S.Rd, Taipei, Taiwan  
Ph: 886-2-33436182  
[hangyen@msl.f.a.gov.tw](mailto:hangyen@msl.f.a.gov.tw)

**Hsiang-Yin, Chen**  
Assistant  
Deep Sea Fisheries Division



## Annex 4

Fisheries Agency, Council of Agriculture  
70-1, Sec 1 Jinshan S.Rd, Taipei, Taiwan  
Ph: +886-2-33436086  
[hsianylin@msl.f.gov.tw](mailto:hsianylin@msl.f.gov.tw)

### **Huang-Chih Chiang**

Professor  
College of Law, National Taiwan University  
No.1, Sec. 4, Roosevelt Road, Taipei City,  
10617, Taiwan  
Ph: +886-2-2351-9641 ex.385  
[hcchiang@ntu.edu.tw](mailto:hcchiang@ntu.edu.tw)

### **Jason Chien-Chen Lien**

Department of Treaty and Legal Affairs,  
Ministry of Foreign Affairs  
2 Kaitakelan Blvd. Taipei, 10048, Taiwan  
(R.O.C.)  
[cclien@mofa.gov.tw](mailto:cclien@mofa.gov.tw)

### **Peter Ho**

Overseas Fisheries Development Council of The  
Republic of China  
[pscho@ofdc.org.tw](mailto:pscho@ofdc.org.tw)

### **Tzu-Yaw Tsay**

Deputy Director-General  
Fisheries Agency, Council of Agriculture  
No.2, Chaozhou St., Zhongzheng Dist., Taipei  
City 100, Taiwan  
[tzuyaw@msl.f.gov.tw](mailto:tzuyaw@msl.f.gov.tw)

### **Yun-Hu Yeh**

Dept. of Maritime Police, Central Police  
University  
[una108@mail.cpu.edu.tw](mailto:una108@mail.cpu.edu.tw)

## **TONGA**

### **Ana Taholo**

Senior Fisheries Officer  
Fisheries Department.  
Nukualofa, Tonga  
Ph: (676) 21399  
[anataholo@tongafish.gov.to](mailto:anataholo@tongafish.gov.to)  
[anataholo@gmail.com](mailto:anataholo@gmail.com)

## **TUVALU**

### **Garry Preston**

Advisor, Fisheries Department  
Government of Tuvalu  
Department of Fisheries,  
Ministry of Natural Resources and Environment,  
Private Mail Bag,

Vaiaku Funafuti,  
[gpreston@canl.nc](mailto:gpreston@canl.nc)

## **UNITED STATES OF AMERICA**

### **Adam Bloomquist**

US Department of State  
2201 C Street NW  
Washington, DC 20520  
[ajbloomquist@hotmail.com](mailto:ajbloomquist@hotmail.com)

### **Raymond Clarke**

Fishery Biologist  
NOAA Fisheries Service - Pacific Islands  
Regional Office  
1601 Kapiolani Blvd., Suite 1110, Honolulu, HI  
96814  
Ph : 808-944-2205  
[raymond.clarke@noaa.gov](mailto:raymond.clarke@noaa.gov)

## **VANUATU**

### **Moses J. Amos**

Director  
Fisheries Department  
Private Mail Bag 9045  
Port Vila, Vanuatu  
[mjatinapua@gmail.com](mailto:mjatinapua@gmail.com)

### **Jason Raubani**

Policy Division  
Department of Fisheries  
PMB 9045  
Ph: 678 7742101  
[3jraudinbani@gmail.com](mailto:3jraudinbani@gmail.com)

### **Yvon Basi**

Asia/Pacific Division  
Department of Foreign Affairs  
[ybasil@vanuatu.gov.vu](mailto:ybasil@vanuatu.gov.vu)

## **PARTICIPATING TERRITORIES**

### **COMMONWEALTH OF THE NORTHERN MARIANAS ISLAND (CNMI)**

### **Richard B. Seman**

Acting Director, Div. Fish & Wildlife  
CNMI Government  
USA / Territories  
NOAA/NMFS-Pacific Islands Regional Office  
[rbseman@gmail.com](mailto:rbseman@gmail.com)

## **FRENCH POLYNESIA**

**Marie Soehnlen**  
Fisheries Officer  
Marine Resources Authority  
BP 20 - 98713 Papeete, Tahiti, French Polynesia  
[Marie.soehnlen@drm.gov.pf](mailto:Marie.soehnlen@drm.gov.pf)

**GUAM**

**Marlowe Sabater**  
Marine Ecosystem Scientist  
Western Pacific Regional Fishery Management  
Council  
1164 Bishop St. Suite 1400  
Honolulu, Hawaii 96813 USA  
[marlowe.sabater@noaa.gov](mailto:marlowe.sabater@noaa.gov)

**OBSERVERS**

**PACIFIC ISLANDS FORUM FISHERIES  
AGENCY (FFA)**

**Wez Norris**  
Director, Fisheries Management  
Pacific Islands Forum Fisheries Agency  
PO BOX 629  
Honiara, Solomon Islands  
[wez.norris@ffa.int](mailto:wez.norris@ffa.int)

**Manu Tupou-Roosen**  
Legal Counsel  
Pacific Islands Forum Fisheries Agency  
PO BOX 629  
Honiara, Solomon Islands  
Ph: (677) 21124  
[Manu.tupou-roosen@ffa.int](mailto:Manu.tupou-roosen@ffa.int)

**SECRETARIAT OF THE PACIFIC  
COMMUNITY (SPC)**

**Shelton Harley**  
Head of stock assessment and modelling section  
SPC, OFP  
B.P. D5, 98848 Noumea Cedex New Caledonia  
[sheltonh@spc.int](mailto:sheltonh@spc.int)

**SECRETARIAT**

**Glenn Hurry**  
Executive Director  
P.O. Box 2356  
Kolonias, Pohnpei 96941

Federated States of Micronesia  
Ph: (691)320-1992 Fax:(691)320-1108  
[glenn.hurry@wcpfc.int](mailto:glenn.hurry@wcpfc.int)

**SungKwon Soh**  
Science Manager  
P.O. Box 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: (691)320-1992 Fax:(691)320-1108  
[sungkwon.soh@wcpfc.int](mailto:sungkwon.soh@wcpfc.int)

**Lara Manarangi-Trott**  
Compliance Manager  
P.O. Box 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: (691)320-1992 Fax:(691)320-1108  
[lara.manarangi-trott@wcpfc.int](mailto:lara.manarangi-trott@wcpfc.int)

**Aaron Nighswander**  
Finance & Admin Manger  
P.O. Box 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: (691)320-1992 Fax:(691)320-1108  
[aaron.nighswander@wcpfc.int](mailto:aaron.nighswander@wcpfc.int)

**Sam Taufao**  
ICT Manager  
P.O. Box 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: (691)320-1992 Fax:(691)320-1108  
[sam.taufao@wcpfc.int](mailto:sam.taufao@wcpfc.int)

**Karl Staisch**  
Regional Observer Program Coordinator  
P.O. Box 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: (691)320-1992 Fax:(691)320-1108  
[karl.staisch@wcpfc.int](mailto:karl.staisch@wcpfc.int)

**Lucille Martinez**  
Administration Officer  
P.O. Box 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: (691)320-1992/1993 Fax +691 320-1108  
[lucille.martinez@wcpfc.int](mailto:lucille.martinez@wcpfc.int)

**Arlene Takesy**

## Annex 4

Executive Assistant  
P.O. Bo 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: +691 320-1992/1993 Fax: +691 320-1108  
[arlene.takesy@wcpfc.int](mailto:arlene.takesy@wcpfc.int)

**Donald David**  
Data Quality Officer  
P.O. Bo 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: +691 320-1992/1993 Fax: +691 320-1108  
[donald.david@wcpfc.int](mailto:donald.david@wcpfc.int)

**Milo Abello**  
VMS Operations Officer  
P.O. Box 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: +691 320-1992/1993 Fax: +691 320-1108  
[milo.abello@wcpfc.int](mailto:milo.abello@wcpfc.int)

**Jeannie Marie Nanpei**  
Assistant Administrative Data Entry  
P.O. Bo 2356  
Kolonias, Pohnpei 96941  
Federated States of Micronesia  
Ph: +691 320-1992/1993 Fax: +691 320-1108  
[jeannie.nanpei@wcpfc.int](mailto:jeannie.nanpei@wcpfc.int)