



THIRTEENTH REGULAR SESSION
FINANCE AND ADMINISTRATION COMMITTEE
Tenth Session
Denarau, Fiji
4 - 9 December 2016

**PROPOSED BUDGET FOR THE COMMISSION'S WORK PROGRAMME FOR
2017 AND INDICATIVE BUDGETS FOR 2018 AND 2019**

WCPFC13-2016-FAC10-15 Rev 2
8 December 2016

1. This paper sets out draft budget estimates for the Commission to undertake the proposed programme of work for 2017 together with indicative figures for 2018 and 2019. The budget proposed for the General Accounts Fund for 2017 is USD7,871,302. The expenditures proposed for 2017 are for work and activities emanating from the previous Commission decisions; recommendations of the 2016 sessions of the Scientific Committee (SC12), the Technical and Compliance Committee (TCC12), the various intersessional working groups; and the Secretariat's estimation of the ongoing operational costs for the Commission and its Secretariat.
2. The following changes were made in Rev 2:
 - a. Update to paragraphs 1, 2, 4, 5, 6 and 8
 - b. Updates to Annex's 3, 4, 5, 7 and 10
3. The budget is structured in two parts. Part 1 relates to the administrative expenses to sustain the operations of the Secretariat. Part 2 relates to the expenses for the work programmes of the science, technical and compliance programmes of the Commission.
4. The proposed Part 1 budget for the administrative expenses of the Secretariat in 2017 have increased from the indicative budget presented at WCPFC12 by USD70,263. The increase is primarily related to the increased costs of hosting SC13.
5. The proposed Part 2 of the budget for both the Science Programme and the Technical and Compliance Programme in 2017 is USD465,700 more than the comparable indicative figure considered by WCPFC12 for 2017. The increase from the indicative budget is primarily related to USD240,000 for the Pacific Tuna Tagging Project, USD72,500 for the Estimation of Seabird Mortality, USD65,000 for Review of shark Data and Modelling Framework and USD85,000 for Vessel Monitoring System - Airtime.
6. The indicative budget amount considered for 2017 by WCPFC12 was USD7,335,340. The current proposed budget represents a 7.31% increase over the indicative 2017 budget and a 1.8% increase over the 2016 budget. The net amount of proposed member contributions is USD7,434,302 once the estimated USD12,000 for miscellaneous income, the USD50,000 from

the CNM Contributions Fund, USD25,000 for Limit Reference Points is transferred from the 2016 budget and the USD350,000 drawdown from the Working Capital Fund are accounted for.

7. As per Staff Regulation 19 (f), an annual market survey has been conducted for support staff salaries. The indicative budget for 2016 does not include an increase for support staff salaries as there has been no inflation.

8. The budget estimates do not include provisions for certain activities which are recommended for decision by WCPFC13. Should the Commission approve them the budget must provide for them and will potentially increase the budget. These outstanding items include:

- Review of the WCPFC Planning Framework (WCPFC13-2016-31).
- Independent review of Compliance Monitoring Scheme (CMS). A revised proposal has been prepared by Secretariat for decision by WCPFC13 (WCPFC13-2016-24). Estimated cost: USD124,590 for 2017 or 2018.
- Additional resourcing, including for Secretariat, to support ERandEM-IWG related tasks for 2017 onwards – the 2017 proposed budget only includes costs for a meeting in association with SC13 or TCC13 in 2017. In response to ERandEMWG2 report recommendations, a staff establishment paper (WCPFC13-2016-FAC10-07), is proposed to fulfil the recommended workplan tasks. Estimated cost: USD 234,219 to USD347,425.
- Funding for FAD Research Plan – the FADMgmtOptions-IWG has recommended a revised draft FAD research plan (WCPFC13-2016-32) for consideration by WCPFC13. Many of the proposed activities are currently unfunded.
- Funding related to new proposals, including the FFA Proposal to ensure the sustainability of the Special Requirements Fund (WCPFC13-2016-DP17), that are dependent on decisions by the Commission.

9. As required by the Commission's Financial and Staff Regulations, the following information is provided in support of the budget estimates:

- Annex 1: Consolidated Overview of Income and Expenditures;
- Annex 2: Summary of Donor Contributions;
- Annex 3: Summary of estimated General Fund budgetary requirements for 2017 and indicative figures for 2018 and 2019. This annex includes the funding appropriated for 2016 and the unaudited expenditures against those appropriations, together with the indicative 2017 budget figures considered at WCPFC12;
- Annex 4: Proposed General Fund financing table for 2017, 2018 and 2019;
- Annex 5: A Summary of estimated Established Posts costs for 2017-2019;
- Annex 6: Summary of budgetary estimates for 2017, 2018, and 2019 for the Commission's funds other than the General Account Fund;
- Annex 7: Indicative schedule of contributions based on the Commission's contribution formula. This schedule draws on 2013 – 2015 catch data provided by the Oceanic Fisheries Programme of the Secretariat of the Pacific Community (SPC), the gross national income (GNI) and GNI per capita statistics from the World Bank website (www.worldbank.org) and other sources where statistics are not available from the World Bank;

- Annex 8: Indicative schedule of 2017 contributions for Cooperating Non-Members;
- Annex 9: Catch data provided by SPC and used in the assessment of contributions;
- Annex 10: Reproductions of Schedules 1 and 2 of the Commission's Staff Regulations;
- Annex 11: Summary of IT Costs at the Secretariat
- Annex 12: MOU with SPC for Scientific Services

10. For the first time a consolidated overview of all income and expenditure is presented in Annex 1. This is an attempt to provide a holistic overview of all the revenue and incomes of the Commission regardless of their sources and expenditures in one table.

11. Annex 3 is the core budget document and is divided into Part 1 for Administrative Expenses and Part 2 for the Science and Technical and Compliance Programme. The budget figures for the Science and Technical and Compliance Programmes were obtained from the reports of the SC12 and TCC12. The budget for the Administrative Expenses is based on the level of Secretariat support consistent with the proposed work programme and management of the Commission's headquarters property.

12. Annex 6 contains information on the Commission's other seven funds:

- the West Pacific East Asia Project Fund;
- the Special Requirements Fund;
- the Japan Trust Fund;
- the Voluntary Contributions Fund;
- FAO's Area's Beyond National Jurisdiction Project Fund
- the CNM Contributions Fund; and
- the Working Capital Fund.

2018 and 2019 Indicative Budgets Variations

13. The indicative budget for 2018 currently presented reflects a increase of USD23,386 from the proposed 2017 budget.

14. The indicative budget for 2019 currently presented reflects an increase of USD96,144 from the indicative 2018 budget.

Recommendation

15. The Committee is invited to consider the 2017 proposed budget and make a recommendation to the Commission on the annual budget for 2017 and the indicative budgets for 2018 and 2019.

ANNEX 1

Consolidated Overview of Income and Expenditures

Income	2016	2017	2018	2019
Member Contributions	\$ 7,319,994	7,434,717	7,458,103	7,554,247
CNM Contributions	\$ 176,611	\$ 172,817	\$ 179,943	\$ 182,263
Interest and other income	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
Donors*	\$ 2,069,870	\$ 1,939,627	\$ 735,168	\$ -
Total Income	\$ 9,578,475	\$ 9,559,161	\$ 8,385,214	\$ 7,748,510
Estimated Expenditures				
Administrative Expenditures	\$ 4,003,967	\$ 4,163,713	\$ 4,150,999	\$ 4,113,243
Science Programme Expenditures	\$ 1,351,334	\$ 1,711,700	\$ 1,796,700	\$ 1,931,700
Tech. and Compliance Programme Exp.	\$ 2,159,398	\$ 1,971,304	\$ 1,922,404	\$ 1,921,304
Project Expenditures (vol. contributions)	\$ 2,499,540	\$ 2,158,641	\$ 735,168	\$ -
Total Expenditures	\$ 10,014,239	\$ 10,005,358	\$ 8,605,271	\$ 7,966,247
Income over expenditure	\$ (435,764)	\$ (446,197)	\$ (220,057)	\$ (217,737)
Internal funds to cover deficit				
Working Capital Fund	\$ 350,000	\$ 350,000	\$ 350,000	\$ 350,000
CNM Fund	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000
CNM Fund (offset for Small SIDs)	\$ 88,563	\$ 89,951	\$ 90,234	\$ 91,397
Total	\$ 488,563	\$ 489,951	\$ 490,234	\$ 491,397
Net position	\$ 52,799	\$ 43,754	\$ 270,177	\$ 273,660

*Income is recognized in the year it is committed but may be expended in future financial years

ANNEX 2

Summary of Donor Contributions

Income	2016	2017	2018	2019
Donors				
FSM	\$ 2,500	\$ -	\$ -	\$ -
Japan (JTF)	\$ 151,950	\$ 139,290	\$ -	\$ -
Korea	\$ 167,560	\$ -	\$ -	\$ -
USA	\$ 20,000	\$ -	\$ -	\$ -
ISSF	\$ 30,000	\$ -	\$ -	\$ -
WPRFMC	\$ 15,000	\$ -	\$ -	\$ -
Income Committed in Prior Years*	\$ 1,682,860	\$ 1,800,337	\$ 735,168	\$ -
Total Income from Donors	\$ 2,069,870	\$ 1,939,627	\$ 735,168	\$ -

*Donations from the EU, FAO, and UNDP

ANNEX 3

**Summary of estimated General Fund budgetary requirements for 2017
and indicative figures for 2018 and 2019 (USD)**

	<i>Approved budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Proposed budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
Part 1 - Administrative Expenses of the Secretariat						
Sub-Item 1.1	<i>Staff Costs</i>					
Professional Staff Salary	973,064	878,829	985,381	948,955	951,324	953,663
Professional Staff Benefits and Allowances	987,338	896,097	994,804	947,864	949,261	946,141
Professional Staff Insurance	125,560	112,459	129,122	127,269	127,269	127,269
Recruitment/Repatriation	56,695	18,500	51,130	0	51,130	25,565
Support Staff	370,253	380,284	378,046	413,938	426,425	431,665
Total, sub-item 1.1	<i>2,512,909</i>	<i>2,286,169</i>	<i>2,538,483</i>	<i>2,438,026</i>	<i>2,505,409</i>	<i>2,484,303</i>
Sub-Item 1.2	<i>Other Personnel Costs</i>					
Temporary Assistance/Overtime	10,000	14,890	10,000	15,000	15,000	15,000
Chairs Expenses	20,000	20,143	20,000	20,000	20,000	20,000
Consultants <i>see note 1</i>	138,000	136,912	148,000	178,000	148,000	148,000
Total, sub-item 1.2	<i>168,000</i>	<i>171,945</i>	<i>178,000</i>	<i>213,000</i>	<i>183,000</i>	<i>183,000</i>
Sub-item 1.3	<i>Official Travel</i>					
	<i>210,000</i>	<i>184,464</i>	<i>210,000</i>	<i>210,000</i>	<i>210,000</i>	<i>210,000</i>
Sub-item 1.4	<i>General Operating Expenses</i>					
Electricity, Water, Sanitation	70,000	59,241	72,800	65,000	72,800	65,000
Communications/Courier <i>note 12</i>	67,000	62,875	67,898	76,000	76,000	76,000
Office Supplies & Fuel	45,500	41,917	46,500	43,500	46,500	43,500
Publications and Printing	1,000	799	1,000	0	0	0
Audit	7,500	7,000	7,500	7,500	7,500	7,500
Bank Charges	6,500	9,091	6,200	9,500	6,600	9,500
Official Hospitality	20,000	19,267	14,000	14,000	14,000	14,000
Community Outreach	8,000	8,000	8,000	8,000	8,000	8,000
Miscellaneous Services	5,000	6,655	5,000	6,000	6,000	6,000
Security	83,303	90,383	83,303	92,000	83,303	92,000
Training	25,000	12,050	30,000	25,000	25,000	25,000
Total, sub-item 1.4	<i>338,803</i>	<i>317,278</i>	<i>342,201</i>	<i>346,500</i>	<i>345,703</i>	<i>346,500</i>
Sub-item 1.5	<i>Capital Expenditure</i>					
Vehicles	20,000	20,000	0	0	22,000	0
Information Technology	58,678	53,876	58,678	56,753	56,753	56,753
Website New Projects/Enhancements <i>see note 2</i>	8,000	8,000	20,000	20,000	8,000	8,000
Furniture and Equipment	32,000	31,894	32,000	32,000	32,000	32,000
Total, sub-item 1.5	<i>118,678</i>	<i>113,770</i>	<i>110,678</i>	<i>108,753</i>	<i>118,753</i>	<i>96,753</i>
Sub-item 1.6	<i>Maintenance</i>					
Vehicles	5,800	6,667	5,800	6,000	5,800	6,000
Information and Communication Technology <i>see note 2</i>	78,500	120,855	78,500	120,618	120,618	120,618
Buildings & Grounds	56,500	55,586	56,500	56,500	56,500	56,500
Gardeners and Cleaners	77,074	78,707	77,074	79,500	77,074	79,500
Insurance	23,000	24,895	23,000	25,000	23,000	25,000
Total, sub-item 1.6	<i>240,874</i>	<i>286,710</i>	<i>240,874</i>	<i>287,618</i>	<i>282,992</i>	<i>287,618</i>
Sub-item 1.7	<i>Meeting Services</i>					
Annual Session <i>see note 3</i>	165,000	250,500	165,000	165,000	165,000	165,000
Scientific Committee <i>see note 4</i>	192,000	157,903	160,000	246,600	192,000	192,000
Northern Committee <i>see note 5</i>	18,000	9,696	18,000	18,000	18,000	18,000
Technical and Compliance Committee	159,800	149,682	159,800	159,800	159,800	159,800
IWG FADs	50,000	32,800	0	0	0	0
WCPFC Planning Framework	39,500	43,050	30,000	30,000	0	0
Total, sub-item 1.7	<i>624,300</i>	<i>643,631</i>	<i>532,800</i>	<i>619,400</i>	<i>534,800</i>	<i>534,800</i>
TOTAL, Section 1/Item 1	4,213,565	4,003,967	4,153,035	4,223,298	4,180,658	4,142,975

	<i>Approved budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Proposed budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
ANNEX I (continued)						
Part 2 - Science & Technical & Compliance Programme						
Section 2 (Item 2)						
Sub-item 2.1	Scientific Services (SPC)	871,200	871,200	871,200	871,200	871,200
Sub-item 2.2	<i>Scientific Research</i>					
	Additional Resourcing SPC	160,000	160,000	160,000	160,000	160,000
	Pacific Tuna Tagging Project	10,000	10,000	10,000	250,000	650,000
	Refinement of BET Biological Parameters	50,000	50,000	0	0	
	Limit Reference Points	25,000	0	0	25,000	0
	WPEA Project Co-finance	25,000	25,000	25,000	25,000	25,000
	Estimation of Seabird Mortality	0	0	0	72,500	22,500
	High Priority Project(s) - to be allocated <i>see note 6</i>	0	0	83,000	83,000	83,000
	Skipjack Impacts on Margins of Conv. Area	40,000	40,000	40,000	40,000	30,000
	Paired Sampling and Unloading Data Comparisons	50,000	50,000	50,000	50,000	0
	Maintenance of WCPFC Tissue Bank	80,000	80,000	80,000	95,000	95,000
	Review of shark Data and Modelling Framework	0	0	0	65,000	0
	Shark Monte Carlo Mitigation Analysis	25,000	25,000	0	0	0
	Technical Support for the MOW	30,000	15,134	0	0	0
Total, sub-item 2.2		495,000	455,134	448,000	865,500	1,060,500
Sub-item 2.3	Technical & Compliance Programme					
	ROP - Audit/Remediation	15,000	4,733	15,000	15,000	15,000
	ROP - Special Projects and Research Activities	30,000	0	30,000	30,000	30,000
	ROP - Training, Assistance & Development	20,000	7,912	30,000	30,000	30,000
	Observer CMM booklet	15,000	11,882	15,000	13,000	15,000
	ROP Data Management	923,904	923,904	923,904	923,904	923,904
	Vessel Monitoring System - Capital Costs	20,000	13,600	40,000	20,000	20,000
	Vessel Monitoring System - SLA Costs <i>see note 11</i>	450,000	518,101	265,000	265,000	265,000
	Vessel Monitoring System - Airtime <i>see note 11</i>	131,125	244,664	105,000	190,000	190,000
	Vessel Monitoring System - Security Audit	7,500	8,350	7,500	8,400	7,500
	CCM/Staff VMS Training	60,000	59,346	40,000	40,000	40,000
	VMS Redundancy Provision <i>see note 7</i>	18,700	10,400	18,700	0	0
	Information Management System	100,000	100,000	100,000	100,000	100,000
	Workshops/IATTC Cross Endor. Train.	28,000	28,288	25,000	28,000	28,000
	AR Part 2/CMS Online Host. and Pub.	18,000	0	18,000	18,000	18,000
	Targeted Capacity Building <i>see note 8</i>	50,000	16,085	50,000	50,000	50,000
	Catch Documentation Workshop	35,000	12,800	50,000	25,000	0
	E-Monitoring and E-Reporting Workshop	25,000	27,096	0	25,000	0
	Port Coordinators <i>see note 9</i>	75,000	45,000	0	0	0
	Regional Capacity Building Workshops <i>see note 10</i>	130,000	127,237	130,000	130,000	130,000
Total, item 2.3		2,152,229	2,159,398	1,863,104	1,911,304	1,862,404
TOTAL, Section 2/Item 2		3,518,429	3,485,732	3,182,304	3,648,004	3,793,004
Total, Parts 1 & 2		7,731,994	7,489,699	7,335,340	7,871,302	7,935,979

Note 1: Consultancies proposed are:

Legal support services	\$55,000
ED Discretion	\$20,000
Media Consultant	\$25,000
Consultant - IT audit findings	\$30,000
Meetings' rapporteur	\$48,000
	<u>\$178,000</u>

Note 2: Website New Projects/Enhancements

Includes support for webpage redesign as outlined in the Secretariat Communication Strategy

Note 3: Annual Session

Cost based on host for 2017 annual meeting. If no host identified for 2017 annual meeting 155,000 will be added to the costs of hosting the annual meeting.

Note 4: Scientific Committee

Additional costs are due to the higher than average DSAs for the meeting to be held in the Cook Islands.

Note 5: Northern Committee

As per WPCFC9, 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 6: Unobligated Budget

For science-related projects requested by the Commission with no budget allocation

Note 7: VMS Redundancy Provision

The costs for the VMS Redundancy Provision have been included with the costs of data backup under IT maintenance.

Note 8: Targeted Capacity Building

To be directed to specific areas identified in CMR process and annual report Part 2 assistance, and if funds permit to specific needs identified in the CMR process.

Note 9: Port Coordinators

WCPFC13 is to make a decision on the possible extension and expansion of this programme into 2017/18 and beyond. Budgeted amount in 2017/18 is indicative and subject to the WCPFC13 decision.

Note 10: Regional Capacity Building Workshops

To assist the Secretariat in the administration of this budget line, WCPFC13 should agree and specify the priority activities and amounts for this budget line for 2017, 2018 and 2019.

Note 11: Vessel Monitoring System

For 2016 cost analysis and proposed updates to the SLA please refer to TCC12-2016-14_rev1 (18 Sept 2016)

Note 12: Communications/Courier

Increased costs for internet are related to the costs of increasing the internet bandwidth in the office to accommodate off site backup.

ANNEX 4**Proposed General Fund financing table for 2017
01 January to 31 December 2017**

Proposed budget expenditure total	7,871,302
less	
Estimated interest and other income	(12,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	(50,000)
Limit Reference Points transfer from 2016 budget	(25,000)
Total assessed contributions	<u>7,434,302</u>
(see detailed schedule in Annex 7)	

**Proposed General Fund financing table for 2018
01 January to 31 December 2018**

Proposed budget expenditure total	7,839,762
less	
Estimated interest and other income	(12,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	(50,000)
Total assessed contributions	<u>7,427,762</u>
(see detailed schedule in Annex 7)	

**Proposed General Fund financing table for 2019
01 January to 31 December 2019**

Proposed budget expenditure total	7,935,979
less	
Estimated interest and other income	(12,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	(50,000)
Total assessed contributions	<u>7,523,979</u>
(see detailed schedule in Annex 7)	

ANNEX 5

Summary of estimated Established Posts costs for 2017-2019

USD

2017

<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)	Assistant Manager Compliance and MCS (J)	Total		
Base salary	157,060	122,633	122,633	122,633	94,539	94,539	72,545	94,539	67,837	948,955		
Super	11,779	9,197	9,197	9,197	7,090	7,090	5,441	7,090	5,088	71,172		
COLDA	54,971	42,921	42,921	42,921	33,089	33,089	25,391	33,089	23,743	332,134		
Housing	12,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	156,000		
Location Allowance	25,915	20,234	20,234	20,234	15,599	15,599	11,970	15,599	11,193	156,578		
Education	41,000	20,500	0	0	0	61,500	0	0	0	123,000		
Leave fares	19,800	7,800	10,950	6,300	6,600	12,200	3,850	6,400	3,450	77,350		
Reunion fares	4,680	2,300	0	0	0	7,650	0	0	0	14,630		
Domestic	4,000	0	0	0	0	0	0	0	0	4,000		
Electricity & water	5,500	0	0	0	0	0	0	0	0	5,500		
Phone/Internet	2,500	0	0	0	0	0	0	0	0	2,500		
Rep. Allow	5,000	0	0	0	0	0	0	0	0	5,000		
Health & Medical	8,142	8,142	8,142	8,142	8,142	8,142	8,142	8,142	8,142	73,278		
Life Ins.	1,675	1,675	1,675	1,675	1,675	1,675	1,675	1,675	1,675	15,075		
Personal accident insurance	392	392	392	392	392	392	392	392	392	3,528		
Medevac Access	3,932	3,932	3,932	3,932	3,932	3,932	3,932	3,932	3,932	35,388		
Recruitment costs	0	0	0	0	0	0	0	0	0	0		
Recruit/repat. Fares	0	0	0	0	0	0	0	0	0	0		
Shipping	0	0	0	0	0	0	0	0	0	0		
Establish. Grant	0	0	0	0	0	0	0	0	0	0		
Accom. arr/dep.	0	0	0	0	0	0	0	0	0	0		
<i>Total</i>	<i>358,346</i>	<i>257,727</i>	<i>238,077</i>	<i>233,427</i>	<i>189,058</i>	<i>263,808</i>	<i>151,337</i>	<i>188,858</i>	<i>143,452</i>	<i>2,024,088</i>		
<i>Support Staff Position Entitlement</i>	Administrative Officer	Executive Assistant	Secretary /Receptionist	Admin. Assist. Data Entry	VMS Operator	VMS Operator	Finance Officer	Data Quality Officer	Compliance Officer	4 Data Control Technicians	IT Officer	
Base salary	39,667	25,266	15,649	25,266	27,568	27,568	36,189	37,282	31,487	45,512	23,042	334,496
Health & Medical	2,545	2,545	2,545	2,545	2,545	2,545	2,545	2,545	2,545	10,180	2,545	35,630
Life Insurance	730	730	730	730	730	730	730	730	730	2,900	730	10,200
Personal accident ins.	370	370	370	370	370	370	370	370	370	1,480	370	5,180
Social security	3,372	2,148	1,330	2,148	2,343	2,343	3,076	3,169	2,676	3,869	1,959	28,432
Leave fare	0	0	0	0	0	0	0	0	0	0	0	0
<i>Total</i>	<i>46,684</i>	<i>31,059</i>	<i>20,624</i>	<i>31,059</i>	<i>33,556</i>	<i>33,556</i>	<i>42,910</i>	<i>44,096</i>	<i>37,808</i>	<i>63,941</i>	<i>28,646</i>	<i>413,938</i>
<i>Grand total</i>												<i>2,438,026</i>

2018

<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)	Assistant Manager Compliance and MCS (J)	Total
Base salary	157,060	122,633	122,633	122,633	94,539	94,539	72,545	94,539	70,206	951,324
Super	11,779	9,197	9,197	9,197	7,090	7,090	5,441	7,090	5,265	71,349
COLDA	54,971	42,921	42,921	42,921	33,089	33,089	25,391	33,089	24,572	332,963
Housing	12,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	156,000
Location Allowance	25,915	20,234	20,234	20,234	15,599	15,599	11,970	15,599	11,584	156,968
Education	41,000	20,500	0	0	0	61,500	0	0	0	123,000
Leave fares	19,800	7,800	10,950	6,300	6,600	12,200	3,850	6,400	3,450	77,350
Reunion fares	4,680	2,300	0	0	0	7,650	0	0	0	14,630
Domestic	4,000	0	0	0	0	0	0	0	0	4,000
Electricity & water	5,500	0	0	0	0	0	0	0	0	5,500
Phone/Internet	2,500	0	0	0	0	0	0	0	0	2,500
Rep. Allow	5,000	0	0	0	0	0	0	0	0	5,000
Health & Medical	8,142	8,142	8,142	8,142	8,142	8,142	8,142	8,142	8,142	73,278
Life Ins.	1,675	1,675	1,675	1,675	1,675	1,675	1,675	1,675	1,675	15,075
Personal accident insurance	392	392	392	392	392	392	392	392	392	3,528
Medevac Access	3,932	3,932	3,932	3,932	3,932	3,932	3,932	3,932	3,932	35,388
Recruitment costs	0	10,000	0	10,000	0	0	0	0	0	20,000
Recruit/repat. Fares	0	5,000	0	5,000	0	0	0	0	0	10,000
Shipping	0	8,000	0	8,000	0	0	0	0	0	16,000
Establish. Grant	0	1,565	0	1,565	0	0	0	0	0	3,130
Accom. arr/dep.	0	1,000	0	1,000	0	0	0	0	0	2,000
Total	358,346	283,292	238,077	258,992	189,058	263,808	151,337	188,858	147,218	2,078,984

<i>Support Staff Position Entitlement</i>	Administrative Officer	Executive Assistant	Secretary /Receptionist	Admin. Assist. Data Entry	VMS Operator	VMS Operator	Finance Officer	Data Quality Officer	Compliance Officer	4 Data Control Technicians	IT Officer	
Base salary	39,667	27,568	15,649	27,568	27,568	27,568	36,189	39,667	31,487	48,512	24,562	346,005
Health & Medical	2,545	2,545	2,545	2,545	2,545	2,545	2,545	2,545	2,545	10,180	2,545	35,630
Life Insurance	730	730	730	730	730	730	730	730	730	2,900	730	10,200
Personal accident ins.	370	370	370	370	370	370	370	370	370	1,480	370	5,180
Social security	3,372	2,343	1,330	2,343	2,343	2,343	3,076	3,372	2,676	4,124	2,088	29,410
Leave fare	0	0	0	0	0	0	0	0	0	0	0	0
Total	46,684	33,556	20,624	33,556	33,556	33,556	42,910	46,684	37,808	67,196	30,295	426,425

Grand total												2,505,409
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2019

<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)	Assistant Manager Compliance and MCS (J)	Total		
Base salary	157,060	122,633	122,633	122,633	94,539	94,539	72,545	94,539	72,545	953,663		
Super	11,779	9,197	9,197	9,197	7,090	7,090	5,441	7,090	5,441	71,525		
COLDA	54,971	42,921	42,921	42,921	33,089	33,089	25,391	33,089	25,391	333,782		
Housing	12,000	18,000	18,000	13,500	18,000	18,000	18,000	18,000	18,000	151,500		
Location Allowance	25,915	20,234	20,234	20,234	15,599	15,599	11,970	15,599	11,970	157,354		
Education	41,000	20,500	0	0	0	61,500	0	0	0	123,000		
Leave fares	19,800	7,800	10,950	6,300	6,600	12,200	3,850	6,400	3,450	77,350		
Reunion fares	4,680	2,300	0	0	0	7,650	0	0	0	14,630		
Domestic	4,000	0	0	0	0	0	0	0	0	4,000		
Electricity & water	5,500	0	0	0	0	0	0	0	0	5,500		
Phone/Internet	2,500	0	0	0	0	0	0	0	0	2,500		
Rep. Allow	5,000	0	0	0	0	0	0	0	0	5,000		
Health & Medical	8,142	8,142	8,142	8,142	8,142	8,142	8,142	8,142	8,142	73,278		
Life Ins.	1,675	1,675	1,675	1,675	1,675	1,675	1,675	1,675	1,675	15,075		
Personal accident insurance	392	392	392	392	392	392	392	392	392	3,528		
Medevac Access	3,932	3,932	3,932	3,932	3,932	3,932	3,932	3,932	3,932	35,388		
Recruitment costs	0	0	0	0	0	0	10,000	0	0	10,000		
Recruit/repat. Fares	0	0	0	0	0	0	5,000	0	0	5,000		
Shipping	0	0	0	0	0	0	8,000	0	0	8,000		
Establish. Grant	0	0	0	0	0	0	1,565	0	0	1,565		
Accom. arr/dep.	0	0	0	0	0	0	1,000	0	0	1,000		
Total	358,346	257,727	238,077	228,927	189,058	263,808	176,902	188,858	150,937	2,052,639		
<i>Support Staff Position Entitlement</i>	Administrative Officer	Executive Assistant	Secretary /Receptionist	Admin. Assist. Data Entry	VMS Operator	VMS Operator	Finance Officer	Data Quality Officer	Compliance Officer	4 Data Control Technicians	IT Officer	
Base salary	39,667	27,568	15,649	27,568	27,568	27,568	36,189	39,667	31,487	51,720	26,183	324,651
Health & Medical	2,545	2,545	2,545	2,545	2,545	2,545	2,545	2,545	2,545	10,180	2,545	35,630
Life Insurance	730	730	730	730	730	730	730	730	730	2,900	730	10,200
Personal accident ins.	370	370	370	370	370	370	370	370	370	1,480	370	4,810
Social security	3,372	2,343	1,330	2,343	2,343	2,343	3,076	3,372	2,676	4,396	2,226	27,595
Leave fare	0	0	0	0	0	0	0	0	0	0	0	0
Total	46,684	33,556	20,624	33,556	33,556	33,556	42,910	46,684	37,808	70,676	32,054	431,665
Grand total												2,484,303

ANNEX 6

Summary of budgetary estimates for 2017, 2018, and 2019 for the Commission's funds
other than the General Account Fund (USD)

Other Funds					
West Pacific East Asia Project Fund					
	<i>Indicative budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
Global Environment Fund/Co-financed Project	813,633	440,112	956,337	478,168	0
Special Requirements Fund					
	<i>Indicative budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
Article 30 of the Convention purposes.	0	32,000	subject to contributions	subject to contributions	subject to contributions
Working Capital Fund					
	<i>Indicative budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
To provide cash flow finance in the absence of sufficient contributions	350,000	350,000	350,000	Nil sum: used & repaid as required	Nil sum: used & repaid as required
Japan Trust Fund					
	<i>Indicative budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
For capacity building in fisheries statistics, regulation and enforcement for small island developing states.	151,950	151,950	139,290	subject to contributions	subject to contributions
Voluntary Contributions Fund					
	<i>Indicative budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
For other earmarked activities.	697,500	551,982	219,014	subject to contributions	subject to contributions
CNM Contributions Fund					
	<i>Indicative budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
Fund to collect CNM Contributions; it is proposed that each year from 2011 USD125,000 or lesser remaining balance will be deducted from member contributions until the fund balance is nil. <i>Note 1</i>	145,309	138,563	139,951	140,234	141,397
FAO's Area's Beyond National Jurisdiction Project Fund					
	<i>Indicative budget 2016</i>	<i>Estimated expenditure 2016</i>	<i>Indicative budget 2017</i>	<i>Indicative budget 2018</i>	<i>Indicative budget 2019</i>
Food and Agriculture Organization's Area's Beyond National Jurisdiction project fund	1,020,500	1,162,000	844,000	257,000	0

Note 1 Under Financial Regulation 5.2 (b) (ii) an offset was established for small island developing states to be taken from the CNM Contributions Fund.

ANNEX 7

Indicative schedule of contributions based on the Commission's contribution formula

<i>2017 Contribution Table</i>								
<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>	<i>Total Contributions by Members</i>	<i>Percent of Budget by member</i>	<i>Offset for Small Island Developing States*</i>	<i>Total of components: 100% of budget</i>
Australia	28,593	118,194	11,285	0	158,073	2.15%	0	158,073
Canada	28,593	101,897	0	0	130,490	1.78%	0	130,490
China	28,593	139,223	259,104	0	426,921	5.82%	0	426,921
Cook Islands	28,593	890	2,651	0	32,134	0.44%	22,481	54,615
European Union	28,593	252,768	113,473	0	394,834	5.38%	0	394,834
Federated States of Micronesia	28,593	5,172	97,614	0	131,379	1.79%	0	131,379
Fiji	28,593	7,215	26,633	0	62,441	0.85%	0	62,441
France	28,593	101,467	8,944	0	139,005	1.89%	0	139,005
Indonesia	28,593	17,203	172,730	0	218,526	2.98%	0	218,526
Japan	28,593	133,277	966,395	0	1,128,265	15.38%	0	1,128,265
Kiribati	28,593	4,233	211,626	0	244,452	3.33%	0	244,452
Korea	28,593	59,317	751,978	0	839,888	11.45%	0	839,888
Marshall Islands	28,593	2,650	202,324	0	233,567	3.18%	4,063	237,631
Nauru	28,593	564	21	0	29,179	0.40%	24,267	53,446
New Zealand	28,593	62,006	56,509	0	147,109	2.00%	0	147,109
Niue	28,593	81	0	0	28,674	0.39%	18,716	47,390
Palau	28,593	1,065	0	0	29,658	0.40%	16,759	46,417
Papua New Guinea	28,593	3,461	373,243	0	405,297	5.52%	0	405,297
Philippines	28,593	9,639	332,395	0	370,627	5.05%	0	370,627
Samoa	28,593	5,944	1,591	0	36,129	0.49%	0	36,129
Solomon Islands	28,593	2,812	33,588	0	64,994	0.89%	0	64,994
Chinese Taipei	28,593	40,191	724,196	0	792,980	10.81%	0	792,980
Tonga	28,593	5,309	373	0	34,275	0.47%	1,475	35,750
Tuvalu	28,593	496	19,592	0	48,682	0.66%	8,966	57,648
United States of America	28,593	310,171	750,901	0	1,089,666	14.85%	0	1,089,666
Vanuatu	28,593	4,889	86,847	0	120,329	1.64%	0	120,329
Totals	743,430	1,390,132	5,204,012	0	7,337,574	100%	96,728	7,434,302

* To be offset by the CNM Contributions Fund.

ANNEX 7 (continued)

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	17,794	890	23,371	22,481
Federated States of Micronesia	104,460	5,223	5,172	0
Fiji	892,140	44,607	7,215	0
Kiribati	112,420	5,621	4,233	0
Marshall Islands	52,990	2,650	6,713	4,063
Nauru	11,288	564	24,832	24,267
Niue	1,611	81	18,796	18,716
Palau	21,290	1,065	17,824	16,759
Papua New Guinea	7,619,320	380,966	3,461	0
Samoa	193,230	9,662	5,944	0
Solomon Islands	583,590	29,180	2,812	0
Tonga	106,170	5,309	6,784	1,475
Tuvalu	9,920	496	9,462	8,966
Vanuatu	264,650	13,233	4,889	0
Total				96,728

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	1.76%	3.7%	0
China	5.74%	12.2%	0
Japan	2.94%	6.2%	0
Korea	11.30%	24.0%	0
Chinese Taipei	10.67%	22.7%	0
United States of America	14.66%	31.1%	0
Total	47.06%	100.00%	0

ANNEX 7 (continued)

Indicative schedule of contributions based on proposed 2017 budgets without with the Offset for Small Island Developing States and Additional funds Assessed on Non-Developing States Members of NC

Member	2017 Proposed					2018 Indicative		2019 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	28,593	118,194	11,285	158,073	2.13%	157,934	2.13%	159,980	2.13%
Canada	28,593	101,897	0	130,490	1.76%	130,375	1.76%	132,064	1.76%
China	28,593	139,223	259,104	426,921	5.74%	426,545	5.74%	432,070	5.74%
Cook Islands	28,593	23,371	2,651	54,615	0.73%	54,567	0.73%	55,274	0.73%
European Union	28,593	252,768	113,473	394,834	5.31%	394,487	5.31%	399,597	5.31%
Federated States of Micronesia	28,593	5,172	97,614	131,379	1.77%	131,264	1.77%	132,964	1.77%
Fiji	28,593	7,215	26,633	62,441	0.84%	62,386	0.84%	63,195	0.84%
France	28,593	101,467	8,944	139,005	1.87%	138,882	1.87%	140,682	1.87%
Indonesia	28,593	17,203	172,730	218,526	2.94%	218,334	2.94%	221,162	2.94%
Japan	28,593	133,277	966,395	1,128,265	15.18%	1,127,272	15.18%	1,141,875	15.18%
Kiribati	28,593	4,233	211,626	244,452	3.29%	244,237	3.29%	247,400	3.29%
Korea	28,593	59,317	751,978	839,888	11.30%	839,149	11.30%	850,019	11.30%
Marshall Islands	28,593	6,713	202,324	237,631	3.20%	237,421	3.20%	240,497	3.20%
Nauru	28,593	24,832	21	53,446	0.72%	53,399	0.72%	54,091	0.72%
New Zealand	28,593	62,006	56,509	147,109	1.98%	146,979	1.98%	148,883	1.98%
Niue	28,593	18,796	0	47,390	0.64%	47,348	0.64%	47,961	0.64%
Palau	28,593	17,824	0	46,417	0.62%	46,376	0.62%	46,977	0.62%
Papua New Guinea	28,593	3,461	373,243	405,297	5.45%	404,940	5.45%	410,186	5.45%
Philippines	28,593	9,639	332,395	370,627	4.99%	370,301	4.99%	375,097	4.99%
Samoa	28,593	5,944	1,591	36,129	0.49%	36,097	0.49%	36,565	0.49%
Solomon Islands	28,593	2,812	33,588	64,994	0.87%	64,936	0.87%	65,778	0.87%
Chinese Taipei	28,593	40,191	724,196	792,980	10.67%	792,282	10.67%	802,545	10.67%
Tonga	28,593	6,784	373	35,750	0.48%	35,719	0.48%	36,182	0.48%
Tuvalu	28,593	9,462	19,592	57,648	0.78%	57,598	0.78%	58,344	0.78%
United States of America	28,593	310,171	750,901	1,089,666	14.66%	1,088,707	14.66%	1,102,810	14.66%
Vanuatu	28,593	4,889	86,847	120,329	1.62%	120,224	1.62%	121,781	1.62%
Totals	743,430	1,486,860	5,204,012	7,434,302	100.00%	7,427,762	100.00%	7,523,979	100.00%

ANNEX 8

Indicative Schedule of 2017 Contributions for CNMs (formula agreed at WCPFC7)

Cooperating Non-Member	<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>Total of components: 100% of budget</i>	<i>50% of Contributions</i>
Ecuador	26,054	10,261	45,152	81,467	40,733
El Salvador	26,054	6,300	34,353	66,707	33,353
Liberia	26,054	624	0	26,678	13,339
Mexico	26,054	30,553	0	56,607	28,304
Panama	26,054	17,783	0	43,837	21,918
Thailand	26,054	13,139	0	39,192	19,596
Vietnam	26,054	5,092	0	31,146	15,573
Totals	182,376	83,752	79,506	345,634	172,817

2013 – 2015 Catch Data Provided by SPC

															WCPO
Commission Member	Own EEZ, Archipelagic	%	Own EEZ, Non-Archipelagic	%	Ex-Own EEZ	%	Total	% in Conv Area	Own EEZ, Discounted	%	Ex-Own EEZ	%	Discounted Total	Commission Member	% of Catch Component
Australia	0		3,824	92.5	311	7.5	4,135	0.16	3,824	92.5	311	7.5	4,135	Australia	0.22
Canada	0		0		0		0	0.00	0		0		0	Canada	0.00
China	0		0	0.0	94,928	100.0	94,928	3.60	0	0.0	94,928	100.0	94,928	China	4.98
Cook Islands	0		1,704	85.5	290	14.5	1,993	0.08	681	70.2	290	29.8	971	Cook Islands	0.05
European Union	0		0	0.0	41,573	100.0	41,573	1.58	0	0.0	41,573	100.0	41,573	European Union	2.18
Federated States of Micronesia	0		10,872	25.7	31,414	74.3	42,286	1.60	4,349	12.2	31,414	87.8	35,763	Federated States of Micronesia	1.88
Fiji Islands	809	5.9	5,080	37.3	7,725	56.7	13,614	0.52	2,032	20.8	7,725	79.2	9,757	Fiji Islands	0.51
France	0		8,133	99.7	24	0.3	8,157	0.31	3,253	99.3	24	0.7	3,277	France	0.17
Indonesia	324,987	0.0	158,208	0.0	0	0.0	483,195	18.33	63,283	100.0	0	0.0	63,283	Indonesia	3.32
Japan	0		90,096	25.4	263,964	74.6	354,059	13.43	90,096	25.4	263,964	74.6	354,059	Japan	18.57
Kiribati	0		53,446	48.8	56,155	51.2	109,601	4.16	21,378	27.6	56,155	72.4	77,534	Kiribati	4.07
Korea, Republic of	0		0	0.0	275,503	100.0	275,503	10.45	0	0.0	275,503	100.0	275,503	Korea, Republic of	14.45
Marshall Islands	0		10,155	12.7	70,064	87.3	80,219	3.04	4,062	5.5	70,064	94.5	74,126	Marshall Islands	3.89
Nauru	0		19	n/a	0	n/a	19	0.00	8	n/a	0	n/a	8	Nauru	0.00
New Zealand	0		12,833	62.0	7,870	38.0	20,703	0.79	12,833	62.0	7,870	38.0	20,703	New Zealand	1.09
Niue	0		0	0.0	0	0.0	0	0.00	0	0.0	0	0.0	0	Niue	0.00
Palau	0		0	n/a	0	n/a	0	0.00	0	n/a	0	n/a	0	Palau	0.00
Papua New Guinea	44,874	20.8	57,203	26.5	113,864	52.7	215,941	8.19	22,881	16.7	113,864	83.3	136,745	Papua New Guinea	7.17
Philippines	117,702	45.8	29,426	11.4	110,010	42.8	257,137	9.76	11,770	9.7	110,010	90.3	121,780	Philippines	6.39
Samoa	0		1,446	99.7	5	0.3	1,450	0.06	578	99.2	5	0.8	583	Samoa	0.03
Solomon Islands	23,073	45.3	25,846	50.8	1,967	3.9	50,887	1.93	10,339	84.0	1,967	16.0	12,306	Solomon Islands	0.65
Tonga	0		333	99.0	4	1.0	337	0.01	133	97.4	4	2.6	137	Tonga	0.01
Tuvalu	0		747	n/a	6,879	n/a	7,626	0.29	299	n/a	6,879	n/a	7,178	Tuvalu	0.38
Chinese Taipei	0		9,407	3.5	255,918	96.5	265,325	10.07	9,407	3.5	255,918	96.5	265,325	Chinese Taipei	13.92
United States of America	0		7,261	2.6	267,847	97.4	275,109	10.44	7,261	2.6	267,847	97.4	275,109	United States of America	14.43
Vanuatu	0		194	0.6	31,741	99.4	31,934	1.21	77	0.2	31,741	99.8	31,818	Vanuatu	1.67
Total	511,445	19.4	486,233	18.4	1,638,056	62.1	2,635,734	100.00	268,545	14.1	1,638,056	85.9	1,906,601	Total	100.00

Annex 11

IT Budget	Cost	Quantity	Total
Part 1 Budget			
Capital Budget			
Laptop and Desktop Refresh	1,220	14	17,073
Software for Laptop and Desktop Refresh			
Windows Upgrades for new computers	200	14	2,800
Network Hardware	8,500	1	8,500
Server Hardware Refresh	18,630	1	18,630
Other			
Misc	10,000	1	9,750
			56,753 Total
Capital Budget			
Website Enhancements	20,000	1	20,000 Total
Maintenance Budget			
Reoccurring Licenses- Desktops and Laptops			
Nito PDF	70	52	3,640
Mapinfo	495	3	1,485
Antivirus	58	52	3,016
WinZip	14	52	728
Microsoft Office Pro	240	35	8,400
Reoccurring Licenses- Servers			
PRTGG	1,350	1	1,350
Syslogwatcher	199	1	199
VMware vSphere 5 Enterprise	1,650	1	1,650
VMware vCenter Server Foundation	800	1	800
QuickBooks	1,500	1	1,500
Malwarebytes	1,900	1	1,900
Contractors			
Disaster Recovery	13,000	1	13,000
Maintenance Contract BMC*	50,000	1	50,000
Maintenance Contract Eighty Options*	20,950	1	20,950
Maintenance Contract Taz-e*	12,000	1	12,000
			120,618 Total
Part 2 Budget			
Vessel Monitoring System - Capital Costs	20,000	1	20,000
IMS Development	100,000	1	100,000
AR Part 2/CMS Online Host. and Pub	18,000	1	18,000
			138,000 Total
			335,371 Grand Total

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE COMMISSION FOR THE CONSERVATION AND MANAGEMENT OF HIGHLY
MIGRATORY FISH STOCKS IN THE WESTERN AND CENTRAL PACIFIC OCEAN
AND
THE PACIFIC COMMUNITY**

The Commission for the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean (hereinafter referred to as "the WCPFC" or "the Commission") and the Pacific Community (hereinafter referred to as "the SPC"):

Recognizing that the Commission is required to, *inter alia*:

- adopt measures to ensure long-term sustainability of highly migratory fish stocks in its Convention Area and promote the objective of their optimum utilization;
- ensure that such measures are based on the best scientific evidence available and are designed to maintain or restore stocks at levels capable of producing maximum sustainable yield, as qualified by relevant environmental and economic factors, including the special requirements of developing States in the Convention Area, particularly small island developing States, and taking into account fishing patterns, the interdependence of stocks and any generally recommended international minimum standards, whether subregional, regional, or global;
- assess the impacts of fishing, other human activities and environmental factors on target stocks, non-target species, and species belonging to the same ecosystem or dependent upon or associated with the target stocks;
- adopt measures to minimize waste, discards, catch by lost or abandoned gear, pollution originating from fishing vessels, catch of non-target species, both fish and non-fish species (hereinafter referred to as non-target species) and impacts on associated or dependent species, in particular endangered species and promote the development and use of selective, environmentally safe and cost-effective fishing gear and techniques;
- protect biodiversity in the marine environment;
- take measures to prevent or eliminate over-fishing and excess fishing capacity and to ensure that levels of fishing effort do not exceed those commensurate with the sustainable use of fishery resources;
- collect and share, in a timely manner, complete and accurate data concerning fishing activities on, *inter alia*, vessel position, catch of target and non-target species and fishing effort, as well as information from national and international research programs;
- obtain for its consideration the best scientific information available from the Scientific Committee through review of research results, encouraging and promoting cooperation in scientific research and assessing status of target or non-target stocks of interest;
- obtain advice and recommendations on conservation and management measures from the Technical and Compliance Committee, in collaboration with the Scientific Committee; and
- obtain recommendations from the Northern Committee on the formulation of such conservation and management measures as may be adopted by the Commission in respect of stocks which occur mostly in the area north of 20° north parallel and on the implementation of such measures for the area north of 20° north parallel;

Noting also that the Commission:

- may engage the services of scientific experts to provide information and advice on the fishery resources covered by its Convention and related matters that may be relevant to the conservation and management of those resources;
- may enter into administrative and financial arrangements to utilise scientific services for this purpose; and
- in order to carry out its functions in a cost-effective manner, shall, to the greatest extent possible, utilise the services of existing regional organizations and shall consult, as appropriate, with any other fisheries management, technical or scientific organizations with expertise in matters related to the work of the Commission;

Recognizing that the SPC, through the work of its Oceanic Fisheries Programme (hereinafter referred to as "the OFP"), seeks to:

- ensure that regional and national fisheries management authorities in its region of competence have access to high-quality scientific information and advice on the status of, and fishery impacts on, stocks targeted or otherwise impacted by regional oceanic fisheries;
- ensure that regional and national fisheries management authorities within its region of competence have access to accurate and comprehensive scientific data on fisheries targeting the region's resources of tuna, billfish and other oceanic species including non-target species; and
- improve the understanding of pelagic ecosystems in the western and central Pacific Ocean, with a focus on the western tropical Pacific;

Noting also that the OFP, in pursuing these objectives, has, over a long period of time:

- developed and maintained a comprehensive database of catch, effort, size composition and other biological data from the oceanic fisheries of the western and central Pacific Ocean;
- conducted biological and ecological research on the target and non-target species impacted by the fisheries and their ecosystem;
- conducted regular stock assessments and associated analyses for highly migratory stocks of interest;
- provided a forum for the exchange of knowledge of oceanic fisheries in the western and central Pacific Ocean through the precursor to the Scientific Committee, the Standing Committee on Tuna and Billfish, and thus has an established international and regional network of scientific collaborators; and
- assisted SPC Member countries that are also Members of the Commission in the management of oceanic fisheries through the implementation of fishery monitoring and data management systems, the provision of scientific advice and the provision of national capacity building;

Have agreed as follows:

1. General cooperation

The Commission and the SPC shall establish and maintain cooperation in respect of matters of common interest to the two organizations. In particular, the Commission and the SPC will:

- i. encourage reciprocal participation in relevant meetings of each organization;
- ii. encourage the collaboration of national scientists in the scientific work undertaken by, or on behalf of, the Commission;
- iii. actively and regularly exchange relevant meeting reports, information, project plans, documents, and publications regarding matters of mutual interest, up to the limits allowed by the information-sharing policies agreed by each organization's members; and
- iv. consult on a regular basis to enhance cooperation and minimize duplication.

2. Provision of Scientific Services to the Commission by the SPC OFP

The SPC OFP, in cooperation with other scientists, as appropriate, including those from Members of the Commission, will provide specific scientific services, as annually reviewed and agreed by both parties in Annex 1. Such services may include, *inter alia*, the following:

- i. data management services, including, as appropriate, the collection, compilation and dissemination of fisheries data according to agreed principles and procedures established by the Commission, data processing, and database development and maintenance, taking full account of the procedures and policies of both organizations relating to the confidentiality, disclosure and publication of data;
- ii. data summaries, identification of data gaps and analyses that the Commission may routinely require to carry out its functions;
- iii. other data summaries and analyses that the Commission may require from time to time;
- iv. Advice on the implementation of e-reporting and e-monitoring;
- v. regional stock assessments, CPUE standardization, sensitivity analysis and model refinement for key target and non-target species;
- vi. ecosystem analyses, including developing ecosystem modelling and application to management, ecological risk assessment and related work;
- vii. implementation of the approved Shark Research Plan, including stock assessment of key shark species, and refinement of the Shark Research Plan as needed;
- viii. scientific evaluation of potential management options, agreed conservation and management measures and related work;
- ix. development of management strategy evaluation to support the implementation of the harvest strategy framework;
- x. scientific advice in relation to the implementation of the Commission's vessel monitoring system, regional observer programme or other initiatives relating to fishing gear and technology, as appropriate;
- xi. design and implementation of biological, ecological or stock assessment research programmes requested by the Commission, including collaborative research programmes with other regional fishery management organizations; and
- xii. other advisory and technical services.

3. Provision of Assistance to Commission Members

In support of Article 30 of the Convention on the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean, the SPC will provide assistance to its Pacific Island Members to enhance their participation in the work of the Commission. Assistance may include, *inter alia*:

- i. assistance in monitoring the fishing activities of national fleets and foreign fleets fishing within Pacific Island exclusive economic zones;
- ii. assistance in data management, and in particular in satisfying the data reporting obligations to the Commission;
- iii. auditing of national fishery monitoring and data management systems;
- iv. assistance in the interpretation of scientific information being provided to the Commission;
- v. scientific advice for the management of national fisheries consistent with the objectives of the Commission; and
- vi. assistance in the implementation of management measures adopted by the Commission.

4. Financial Support

The Commission will provide financial support for the provision of scientific services and for the provision of assistance to Commission Members as agreed in Annex 1.

In respect of assistance to Pacific Island Commission Members, such assistance will normally be provided by SPC funding sources, or from the Commission's Special Requirements Fund, subject to procedures agreed by the Commission governing the use of that Fund and to the Commission's strategy for capacity building and operationalizing Article 30 of the Convention. Where assistance is to be funded from the Commission's Special Requirements Fund, this shall be included in the Service Agreement. In special circumstances, assistance may also be requested for non-Pacific Island Commission Members. Such assistance will be funded by the Commission (in which case it will be detailed in the Service Agreement) or directly by the countries concerned.

5. General Administrative Arrangements

- i. This MOU becomes effective upon the date of signature of the responsible representatives of both Parties.
- ii. This MOU may be modified by written consent of the responsible representatives of both Parties. The modified MOU becomes effective upon the date of signature of such consent.
- iii. If any dispute should arise between the Parties on the operation of this MOU, the Parties will make every effort to resolve the dispute themselves, or if necessary, by utilizing a mutually-acceptable arbiter.
- iv. Either Party may terminate this MOU by providing written notice to the other of its intention to withdraw from the MOU. Termination shall be effective on 31 December of the year in which such notice is given, or 90 days following such notice, whichever is later. Upon termination of the MOU, any uncommitted funds provided for scientific services and assistance shall be refunded to the Commission.
- v. A full review of the terms and operation of this MOU and its Annexes will be conducted in concert with any review of the scientific structure and functions of the Commission.

6. Signature

Signed on behalf of the Western and Central Pacific Fisheries Commission and the Secretariat of the Pacific Community:



Peleti Teo, OBE
Executive Director, WCPFC
Date: 21 March 2016



Dr Colin Tukuitonga
Director-General, SPC
Date: 21 March 2016
Deputy Director-General

ANNEX I
Agreement for the Annual Provision of Scientific Services to the
Commission and Assistance to Members by the Secretariat of the Pacific Community
(Pursuant to Article 2 of MOU)

I. Period covered by this Agreement

This Agreement is for the period from 1 January to 31 December, 2016 and will be reviewed annually and be extended by one calendar year.

II. Specific Services and Terms of Reference for the Provision of Scientific Services for 2016

The scientific services to be provided to the Commission by the SPC O/P during the period of this Agreement are as follows:

Activity	Description of Service	Specific Outputs	Timing	Performance ¹
<i>Core SPC services</i>				
<i>I. Data management, statistical analyses and related services</i>				
i. Data Management				
1) Incorporate data provided by Members, Cooperating Non-Members and Participating Territories (CCMs) under the Commission's data provision policy into existing databases and facilitate access of Commission Secretariat staff to those data as appropriate.		<ul style="list-style-type: none"> • Databases updated and installed at WCPFC headquarters • Updated Catch/Effort and Regional Observer Programme (ROP) database query tools available at WCPFC headquarters • WCPFC staff training as required 	January-December	
2) Determine the status of the provision of scientific data to the Commission		<ul style="list-style-type: none"> • SC / TCC / WCPFC papers as required • Continued refinement of the web-based utility to highlight 	Mid-July, mid-September and mid-	
a) Further refine the adopted tier scoring system (Attachment J, WCPFC11 Summary Report) to provide,				

¹ To be completed by SPC and WCPFC in November each year and provided as a paper to the Regular Session of the WCPFC Commission and its appropriate subsidiary bodies (e.g. FAC)

	among other things, an indicator of overall compliance of CCMs with provision of scientific data	data gaps	November
	3) With support from the ABNJ Tuna Project: a) develop a process to populate the Bycatch Data Exchange Protocol (BDEP) template; and b) provide the first BDEP template (for 2013-2015) to SC12 for review with ROP data subject to the WCPFC data rules.	• SC paper	Mid-July
ii.			
	Compilation of catch and effort estimates 1) Compile estimates of annual catches by species, gear type and flag, as specified in the procedures for <i>Scientific Data to be Provided to the Commission</i> AND in support of the functions of the Commission and its subsidiary bodies 2) Estimates of annual catches by vessel flag, EEZ, archipelagic waters, and IATTC/WCPFC overlap area for use in determining the catch component of the Commission's assessed contributions 3) For catches for which estimates are not otherwise available, conduct statistical analyses to estimate catches, particularly in regard to (a) purse-seine catches of bigeye, skipjack and yellowfin tuna, (b) discards of target tuna species, and (c) catches of non-target species 4) Update Table 1 in SC11-ST-WP-02, providing annual estimates of purse-seine catches based on: i) unadjusted logsheet method, ii) YFT-BET correction method, iii) SKJ-YFT-BET correction, adjusted by grab sampling, and iv) SKJ-YFT-BET, unadjusted by grab sampling 5) SPC paper "Status of Observer Data Management," will include an additional table, starting with SC12, comparing the coverage of longline observer trips, as provided by CCMs (Table 4 in SC11-ST-IP-02) with the coverage of data submitted for longline observer trips (Table 5 in SC11-ST-IP-02).	SC papers Catch table provided to the Secretariat SC papers SC papers SC paper	Mid-July Mid-Sept Mid-July Mid-July Mid-July
iii.			
	Data dissemination 1) Produce and publish on the Commission's website the <i>Tuna Fishery Yearbook</i> , containing annual catch estimates by gear	Yearbook published on WCPFC website	Dec

	type, flag and species. 2) Disseminate public domain catch, effort and size data on the Commission's website at agreed level of resolution.		Jan - Dec	
iv.	Technical / policy advice 1) Provide <i>ad-hoc</i> advice on science and data-related implications of relevant MCS activities, including, but not limited to: transshipment, the regional observer programme, port sampling, VMS, port state measures, catch documentation schemes and the implementation of e-reporting and e-monitoring 2) Provide advice on data-related procedures of the Commission, e.g. "Rules and Procedures for the Protection, Access to and Dissemination of Non-Public Domain Data and Information Compiled by the Commission", and "Scientific Data to be Provided to the Commission" 3) Provide support to coordination and collaboration on data-related matters between the ISC and WCPFC, including specific tables that show provisions of operational level catch and effort data for the North Pacific region from all CCMs a) Review and comment on any analysis presented by the ISC concerning the potential designation of North Pacific blue shark as a northern stock.	Advice provided on request Advice provided on request	Jan - Dec Jan - Dec	
v.	Support of other data-related projects of the Commission 1) Participate in the work of the GEF-funded <i>Sustainable Management of Highly Migratory Fish Stocks in the West Pacific and East Asian Seas</i> (WPEA-SM) Project Note: Staff time to be funded (\$750/day, for meeting days plus two additional days per visit) under WPEA-SM Project, as per the "Financial Support" clause of the WCPFC-SPC MOU 2016-2018.	<ul style="list-style-type: none"> • Attending and facilitating WPEA-SM Project-related workshops and meetings. (Travel costs provided by WCPFC) • Training in fishery monitoring and data management • Technical support for the auditing of fishery monitoring and data management systems • Provision of database systems, reporting tools and 	Jan - Dec	

			relevant support • Other advice and support as required • Information provided on request		
	2) Provide relevant information to the WCPFC Secretariat on the trial WCPFC port coordinators programme (TOR in Attachment P, WCPFC11 Summary Report) to SC and TCC in 2016 on its implementation (refer to Para 536, WCPFC11 Summary Report, for further details).				
2. Stock assessment and related analytical services					
vi.	Target species stock assessments and auxiliary analyses 1) Undertake stock assessments for target species as requested by the SC and the Commission, including exploration of sensitivity of stock assessment outcomes to structural assumptions in models and data issues, including the comparison of various stock assessment models. 2) Undertake analyses of catch and effort data, including operational-level data where possible, to construct indices of abundance for target and non-target species; and any additional research on biological parameters, to support stock assessments. 3) Make available stock assessment data and results files 4) Indicator papers for South Pacific albacore, bigeye, yellowfin and/or skipjack tuna for those years when a stock assessment is not conducted, with explanatory details for the figures and a brief interpretation of the trends. a) In the case of bigeye tuna, evaluate the accuracy of short-term projections for the provision of stock status advice via a retrospective analysis b) Conduct indicator analyses for bigeye and yellowfin tuna 5) Provision of data support as required for the ABNJ-coordinated Pacific-wide Thresher Shark Stock Assessment Implementation of the shark research plan (SRP)			Mid-July Mid-July Mid-July Mid-July	
vii.					

	<p>1) Conduct activities in Table 2, Attachment H in SC11 Report, as appropriate;</p> <p>2) Review available information on non-key-shark elasmobranchs and their interactions with fisheries managed by the WCPFC and prepare a paper for SC12 for consideration of these species for designation as WCPFC key shark stocks.</p>	<ul style="list-style-type: none"> • SC papers 	Mid-July
viii.			
Model development and refinement			
	<p>1) Refinement or development of stock assessment models, as appropriate, and refinement of models for CPUJE standardization.</p>	<ul style="list-style-type: none"> • SC papers 	Mid-July
3. Management analyses and CMM performance monitoring			
ix.			
Conservation and Management Measure performance monitoring			
	<p>CMM 2015-01 [CMM for bigeye, yellowfin and skipjack tuna in the WCPO]:</p> <p>1) Provide advice to SC on a biologically reasonable timeframe for rebuilding bigeye tuna to (or above) its limit reference point.</p> <p>2) Review Paras 38, 39 and 46, and update relevant data and information, if available.</p>	<ul style="list-style-type: none"> • SC paper • Tables or figures provided to the WCPFC Secretariat as required 	Mid-July Mid-Nov
x.			
Development of Harvest Strategy Framework			
	<p>1) The Commission adopted the Workplan (Attachment Y, WCPFC-12 Report) for the development of WCPFC's harvest strategy framework under CMM 2014-06.</p> <p>a) Provide support to SC to undertake the activities specified in the agreed workplan, especially in developing advice on the following areas for SP albacore and skipjack tuna:</p> <p>i) a monitoring strategy to assess performance against reference points; and</p> <p>ii) a range of performance indicators to evaluate performance of harvest control rules</p> <p>2) Host an MSE Expert Consultation meeting prior to SC12 to</p>	<ul style="list-style-type: none"> • SC papers 	
		<ul style="list-style-type: none"> • SC papers 	

	develop details of an MSE design for WCPO tuna fisheries/stocks and provide recommendations to SC12			
xi.	<i>Analyses to support development of Conservation and Management Measures</i> 1) Evaluate the potential impacts of existing, new or revised management measures, in particular measure for tropical tunas and South Pacific albacore tuna. Measures may be suggested through the Commission and/or meetings of its subsidiary bodies. 2) Provide data and advice regarding the revision of CMMs as requested.	SC, TCC, and WCPFC papers and ad hoc advice, as appropriate	Jan - Dec	
		SC and TCC paper	Mid-July and Mid-Sept	
xii.	<i>Other advisory and technical services</i> 1) Technical lead for drafting the South Pacific albacore paper presented at SC, TCC, and Commission 2) Provide support to the Secretariat to further develop the draft outline of a research plan in 2016, based on Attachment D of the FADMgmtOptions-IWG Report (WCPFC12-2015-22_rev2) for consideration and input by SC12 and TCC12	SC papers		

III. Financial Support to be provided by the Commission

The financial support to be provided by the Commission to the SPC OFP for the services outlined above is as follows:

Item	Cost basis	USD
Data management, stock assessment, and other advisory and technical services	Costs based on SPC costs of scientific staff positions, administration costs, travel to SC, TCC and WCPFC annual sessions, and computer support.	871,200
Resourcing for harvest strategy evaluation, including stock assessments ²		160,000
Total Commission funding		1,031,200

IV. Schedule for Payments and Bank Details for Payment

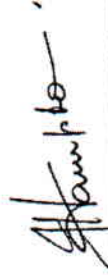
The schedule of payments shall be as follows:

30 March 2015 (or before)	USD 257,800
30 April 2015 (or before)	USD 257,800
30 June 2015 (or before)	USD 257,800
30 September 2015 (or before)	USD 257,800

Name of Bank	Banque de Nouvelle-Caledonie
Address	25 av Henri Lafleur Victoire, Noumea, New Caledonia
Account name	Secretariat General de la Communaute du Pacifique
Account Number	14889 00081 01461716025 31



Feleti Teo, OBE
Executive Director, WCPFC



Dr John Hampton
Chief Scientist, SPC

Date : 21 March, 2016

Date : 21 March 2016

² Terms of reference for this resourcing includes:

- Further development of MUL.TIFAN-CL to support Management Strategy Evaluation and the Harvest Strategy development process
- Further enhancement of MULTIFAN-CL and its use in stock assessment to implement SC recommendations
- Maintain and further develop the MULTIFAN-CL website to facilitate access to software and support
- Implement a formal framework for management of MUL.TIFAN-CL code updates, testing new developments, updating the users' guide