



FINANCE AND ADMINISTRATION COMMITTEE
Nineteenth Session
Manila, Philippines (Hybrid)
30 November to 5 December 2025

**PROPOSED BUDGET FOR THE COMMISSION'S WORK PROGRAMME FOR 2026 AND
INDICATIVE BUDGETS FOR 2027 AND 2028**

FAC19-2025-06_Rev2
4 December 2025

Purpose

1. This paper sets out draft budget estimates for the Commission to undertake the proposed programme of work for 2026, together with indicative figures for 2027 and 2028, for review and recommendation by the 19th Regular Session of the Finance and Administration Committee (FAC19).

Changes in Rev01

2. The following changes were made after discussions during the first session of FAC19 on 30 November 2025:

- Additional funds were added for a 3% increase for support staff and contractors in Annex 3 and paragraph 10 was updated to reflect the change.
- Reductions were made to project 100d under sub-item 2.2 of the budget in Annex 3.
- The estimated expenditures budget line for Funding for Developing CCM to Meetings for 2025 has been updated.
- Reductions were made to the ROP Travel for Audits and Training, CCM/Staff Training, and Targeted Capacity Building budget lines and added to the Regional Capacity Building Workshops budget line in Annex 3.
- Annex 10 was updated to reflect changes in support staff salaries.
- Paragraph 11 was added to capture issues which are recommended for decision by WCPFC22 that may have a budgetary impact.

Changes in Rev02

3. The following changes were made after discussions during the second session of FAC19 on 4 December 2025:

- In Annex 3 the following changes were made:
 - \$90,000 was added in 2026 and \$30,000 was added in 2027 under Consultancies for Article 30 review.

- \$150,000 for South Pacific Albacore Tuna IWG and \$25,000 in 2026 for a one-day physical meeting to progress the Bigeye Tuna Management Procedure and Key Decision Points
- The following projects were cut from sub-item 2.2
 - P20X04. Assessment of the SW Pacific blue shark stock (Phase 1)
 - P21X01. Characterisation of vessel gear interactions and stock trend evaluation of false killer whales (*Pseudorca crassidens*) and rough-toothed dolphins (*Steno bredanensis*)
 - P21X10. Post-release survival of oceanic whitetip sharks from WCPO longline fisheries
 - P20X09. Fishery characterisation of low information sharks and mobulids
 - P20X06. Southwest Pacific swordfish epigenetics and stock structure
 - P20X08. Southwest Pacific mako shark epigenetics and stock structure
 - P68. Seabird mortality
- The funding under sub-item 2.2 - *P128a. Initial analyses to support investigations of the connectivity of key tuna species between the Western Pacific and East Asia (WPEA) region and the broader WCPFC-CA* was moved from 2026 to 2027.
- Paragraph 11 was removed as there were no other budget for activities which are recommended for decision by WCPFC22.
- Annexes 1, 4, and 7 were updated to reflect the changes in budget.

Overview

4. The proposed budget for the General Account Fund for 2026 is **USD10,305,543**. The expenditures proposed for 2026 are for activities coming from previous Commission decisions, recommendations of the 2025 sessions of the Northern Committee (NC21), the Scientific Committee (SC21), the Technical and Compliance Committee (TCC21), the various intersessional working groups, and the Secretariat's estimation of the ongoing operational costs for the Commission and its Secretariat.

5. 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 of the Science and Technical and Compliance Programmes of the Commission.

6. The proposed Part 1 budget for the administrative expenses of the Secretariat in 2026 is **increased by USD221,480**, compared to the 2026 indicative budget presented at WCPFC21. This figure accounts for USD220,000 when taking into account the *Future Work – Commission* budget line (sub-item 1.8).

7. The proposed Part 2 budget for both the Science Programme and the Technical and Compliance Programme in 2026 is **increased by USD225,811** when compared to the 2026

indicative budget presented to WCPFC21. The increase is related to additional projects under the Science Programme.

8. WCPFC21 endorsed an indicative budget for 2026 in the amount of **USD9,858,252**. The proposed budget for 2026 represents an 4.54% increase from the 2025 indicative budget and a 5.34% increase from the 2025 budget (see paragraph 4, above).

9. The net total of proposed member contributions in 2026 is **USD9,855,543**, which includes an estimated USD100,000 from bank interest and a USD350,000 drawdown from the Working Capital Fund. The proposed member contributions also includes an addition to non- SIDS to offset a second meeting participant, an offset for Small SIDS, and the funding for the Northern Committee.

10. Per Staff Regulation 19 (e), the UN salaries scale for a D1 has been increased by 10.78%. Per Staff Regulation 19 (e), the maximum amount of increase due to inflation that can be automatically included in the budget is 5% for professional staff other than the Executive Director. The budget includes the 5% increase for professional staff salaries other than the Executive Director and a 10.78% increase for the Executive Director.

11. Per Staff Regulation 19 (f), an annual market survey has been conducted for support staff salaries. Inflation for over the last year has been 3% and the increase has been included in the budget.

12. As required by the Commission's Financial and Staff Regulations, the following Annexes accompany the budget estimates:

Annex 1	Consolidated Overview of Total Income and Expenditures;
Annex 2	Summary of Donor Contributions;
Annex 3	Summary of estimated General Fund budgetary requirements for 2026 and indicative figures for 2027 and 2028. This Annex includes the funding appropriated for 2025 and the forecasted total expenditure to year end against those appropriations, together with the indicative 2026 budget figures considered at WCPFC21;
Annex 4	Proposed General Fund financing table for 2026, 2027 and 2028;
Annex 5	A Summary of estimated costs for Established Posts for 2026, 2027 and 2028;
Annex 6	Summary of budgetary estimates for 2026, 2027, and 2028 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 2022 – 2024 catch data provided by the Oceanic Fisheries Programme 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 2026 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; and
- Annex 13** The SC21 provided the work programme and budget with an average priority rank score to each project that requires funding support from the Commission. The annex includes details of the Science Programme and average priority scores.

13. The indicative schedule of contributions in Annex 7 now contains six parts to account for the adjustments that have been made to the contribution formula under the Financial Regulations.

- a. Annex 7(a) is the final chart of contributions owed by members and the total amounts when all adjustments are made for SIDS, NC members, and an offset by non-SIDS for a second meeting participant from SIDS members.
- b. Annex 7(b) includes both the offsets for SIDS. The first section is an offset for SIDS as per Financial Regulation 5.2(b) (ii). The second section is a SIDS offset per decision taken by WCPFC21 to support meeting attendance for of a second SIDS participant, after adjustments. The decision to offset the second meeting participant made at WCPFC21 was for one year and is included for reference pending any changes by FAC19.
- c. Annex 7(c) includes funding for NC as Agreed in WCPFC9-2012-22 FAC 6 Summary Report 5.4 (25).
- d. Annex 7(d) includes the offset by Non-SIDS for Second Meeting Participant as agreed to for one year at WCPFC21 and is included for reference pending any changes per FAC19.
- e. Annex 7(e) includes the calculations for the SIDS offset per WCPFC21 for Second Meeting Participant and is included for reference pending any changes per FAC19.
- f. Annex 7(f) includes the schedule of contributions for 2026 per Financial Regulations 5.2 without any adjustment and contribution projections for 2027 and 2028.

14. **Annex 3** contains the core budget document and is divided into **Part 1 for Administrative Expenses** and **Part 2 for the Science and Technical and Compliance Programmes**. The budget for Administrative Expenses is based on maintaining the required level of Secretariat operations to support the proposed work programme and management of the Commission's headquarters facilities. The budget figures for the Science and Technical and Compliance Programmes were obtained from the SC21 report and discussions at TCC21.

Recommendation

15. FAC19 is invited to consider the proposed 2026 budget and make recommendations to the Commission on the annual budget for 2026, and the indicative budgets for 2027 and 2028, for adoption at WCPFC22.

ANNEX 1

Consolidated Overview of Total Income and Expenditures

Income	2025	2026	2027	2028
Member Contributions	\$ 9,091,572	\$ 9,855,543	\$ 9,820,925	\$ 9,582,679
CNM Contributions	\$ 258,125	\$ 296,967	\$ 295,924	\$ 288,745
Interest and other income	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Donors*	\$ 487,910	\$ 292,371	\$ 292,371	\$ 292,371
Total Income	\$ 9,937,607	\$ 10,544,881	\$ 10,509,220	\$ 10,263,796
Estimated Expenditures				
Administrative Expenditures	\$ 4,751,936	\$ 5,524,986	\$ 5,486,219	\$ 5,489,513
Science Programme Expenditures	\$ 2,717,377	\$ 2,812,025	\$ 2,847,265	\$ 2,621,740
Tech. and Compliance Programme Exp.	\$ 1,828,220	\$ 1,968,533	\$ 1,937,441	\$ 1,921,426
Project Expenditures (vol. contributions)	\$ 1,448,445	\$ 1,310,501	\$ 746,312	\$ 1,181,247
Total Expenditures	\$ 10,745,978	\$ 11,616,044	\$ 11,017,237	\$ 11,213,927
Income over expenditure	\$ (808,371)	\$ (1,071,163)	\$ (508,017)	\$ (950,131)
Internal funds to cover deficit				
Working Capital Fund	\$ 500,000	\$ 350,000	\$ 350,000	\$ 350,000
CNM Fund	\$ -	\$ -	\$ -	\$ -
CNM Fund (offset for Small SIDs)	\$ 188,498	\$ 196,113	\$ 203,620	\$ 198,680
Total	\$ 688,498	\$ 546,113	\$ 553,620	\$ 548,680
Net position	\$ (119,873)	\$ (525,049)	\$ 45,603	\$ (401,451)

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

ANNEX 2

Summary of Donor Contributions

Income	2025	2026	2027	2028
Donors				
Canada	\$ 60,539	\$ -	\$ -	\$ -
China	\$ 30,000	\$ -	\$ -	\$ -
FSM	\$ 5,000	\$ -	\$ -	\$ -
Japan	\$ 156,566	\$ 156,566	\$ 156,566	\$ 156,566
Korea	\$ 135,805	\$ 135,805	\$ 135,805	\$ 135,805
USA	\$ 100,000	\$ -	\$ -	\$ -
Total Income from Donors	\$ 487,910	\$ 292,371	\$ 292,371	\$ 292,371

ANNEX 3

**Summary of estimated General Fund budgetary requirements for 2026
and indicative figures for 2027 and 2028 (USD)**

	<i>Approved budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Proposed budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
Part 1 - Administrative Expenses of the Secretariat						
Sub-Item 1.1 <i>Staff Costs</i>						
Professional Staff Salary	967,152	911,214	987,716	1,029,305	1,050,921	1,069,378
Professional Staff Benefits and Allowances	984,735	825,022	996,868	1,024,943	1,037,696	1,048,586
Professional Staff Insurance	174,229	158,942	176,682	166,554	167,243	170,026
Recruitment/Repatriation	25,565	49,144	25,565	63,913	51,130	0
Support Staff	669,825	613,726	693,588	716,851	727,808	758,102
Total, sub-item 1.1	2,821,507	2,558,048	2,880,420	3,001,565	3,034,798	3,046,092
Sub-Item 1.2 <i>Other Personnel Costs</i>						
Temporary Assistance/Overtime	16,500	16,725	16,500	16,500	16,500	16,500
Chairs Expenses	50,000	39,228	50,000	50,000	50,000	50,000
Consultants <i>(Note 1)</i>	153,000	178,018	153,000	243,000	183,000	153,000
Total, sub-item 1.2	219,500	233,971	219,500	309,500	249,500	219,500
Sub-item 1.3 <i>Official Travel</i>	200,000	189,769	200,000	200,000	200,000	200,000
Sub-Item 1.4 <i>General Operating Expenses</i>						
Electricity, Water, Sanitation	48,000	40,630	48,000	48,000	48,000	48,000
Communications/Courier	84,000	76,742	84,000	84,000	84,000	84,000
Office Supplies & Fuel	41,000	36,839	41,000	37,000	37,000	37,000
Audit	17,510	18,052	18,540	18,540	18,540	18,540
Bank Charges	13,000	11,216	13,000	13,000	13,000	13,000
Official Hospitality	10,000	9,330	10,000	10,000	10,000	10,000
Community Outreach	8,000	7,789	8,000	8,000	8,000	8,000
Miscellaneous Services	6,000	4,788	6,000	6,000	6,000	6,000
Security	117,065	121,273	117,065	124,911	124,911	124,911
Training	15,000	10,718	15,000	15,000	15,000	15,000
Total, sub-item 1.4	359,575	337,377	360,605	364,451	364,451	364,451
Sub-Item 1.5 <i>Capital Expenditure</i>						
Vehicles	0	0	22,000	22,000	0	22,000
Information Technology	48,400	36,112	48,400	48,400	48,400	48,400
Furniture and Equipment	32,000	28,776	32,000	32,000	32,000	32,000
Total, sub-item 1.5	80,400	64,888	102,400	102,400	80,400	102,400
Sub-item 1.6 <i>Maintenance</i>						
Vehicles	6,000	5,249	6,000	6,000	6,000	6,000
Information and Communication Technology	191,012	206,293	179,912	180,563	180,563	180,563
Website Hosting	26,877	26,877	26,877	39,782	39,782	39,782
Buildings & Grounds	63,000	60,921	63,000	63,000	63,000	63,000
Gardeners and Cleaners	97,743	92,474	97,743	100,675	100,675	100,675
Insurance	29,250	28,119	29,250	29,250	29,250	29,250
Total, sub-item 1.6	413,882	419,933	402,782	419,270	419,270	419,270
Sub-item 1.7 <i>Meeting Services</i>						
Annual Session	225,000	225,000	205,000	225,000	205,000	205,000
Scientific Committee	235,000	220,489	220,000	235,000	220,000	220,000
Northern Committee <i>(Note 2)</i>	18,000	18,000	18,000	18,000	18,000	18,000
Technical and Compliance Committee	174,800	164,908	174,800	174,800	174,800	174,800
Funding for Working Groups <i>(Note 12)</i>	25,000	19,550	0	175,000	0	0
Total, sub-item 1.7	677,800	647,947	617,800	827,800	617,800	617,800
Sub-item 1.8 <i>Future Work - Commission (Note 3)</i>	0	0	220,000	0	220,000	220,000
Sub-item 1.9 <i>Funding for Developing CCM to Meetings</i>	300,000	300,004	300,000	300,000	300,000	300,000
TOTAL, Section 1/Item 1	5,072,663	4,751,936	5,303,506	5,524,986	5,486,219	5,489,513

	Approved budget 2025	Estimated expenditure 2025	Indicative budget 2026	Proposed budget 2026	Indicative budget 2027	Indicative budget 2028
ANNEX 1 (continued)						
Part 2 - Science & Technical & Compliance Programme						
Section 2 (Item 2)						
Sub-item 2.1 Scientific Services (SPC) (Note 4)	1,020,749	1,020,749	1,041,164	1,041,164	1,061,987	1,083,227
Sub-item 2.2 <i>Scientific Research</i>						
Additional Resourcing SPC (Note 4)	183,808	183,808	187,484	187,484	191,234	195,058
SPC additional stock assessment scientist (Note 4)	168,300	168,300	171,666	171,666	175,099	178,601
P35b Pacific Marine Specimen Bank	109,520	109,520	111,711	111,711	113,945	116,224
P42 Pacific Tuna Tagging Project	875,000	875,000	950,000	950,000	950,000	988,630
P68 Estimation of Seabird Mortality	0	0	30,000	0	0	0
P90 Fish Lengths/Weights Conversion Analyses	20,000	20,000	0	0	0	0
P100d Application of CKMR to SPA and WCPFC stocks	0	0	0	75,000	115,000	0
P19X6 (P121) Ecosystem and Climate Indicators	20,000	20,000	15,000	15,000	15,000	0
P122a Workshop on longline effort creep and CPUE	0	0	0	20,000	0	0
P19X8 (P123) Scoping next generation of software	50,000	50,000	50,000	50,000	0	0
P19X10 (P124) Oceanic whitetip assessment	80,000	80,000	0	0	0	0
P20X04 (P125) Biology from billfish samples in LL	40,000	40,000	40,000	0	40,000	0
P20X05 Developing a sampling strategy for sharks	40,000	40,000	0	0	0	0
P20X07 (p127a) Recon. size composition data collection	50,000	50,000	0	50,000	0	0
P20X08 (P128a) Connectivity of YFT/SKJ WPEA&WCPFC	60,000	60,000	0	0	125,000	0
P21X05 Age-length data stream for tuna assessments	0	0	0	80,000	60,000	60,000
P21X07 Bycatch assessment WS: billfish & sharks	0	0	0	60,000	0	0
Total, sub-item 2.2	1,696,628	1,696,628	1,555,861	1,770,861	1,785,278	1,538,513
Sub-item 2.3 Technical & Compliance Programme						
ROP Travel for Audits and Training	35,000	17,039	35,000	25,000	25,000	25,000
ROP - Consultancy	85,000	85,000	85,000	89,250	89,250	89,250
ROP Data Management	923,904	923,904	923,904	923,904	923,904	923,904
Vessel Monitoring System	200,000	148,826	200,000	185,000	185,000	185,000
Vessel Monitoring System - Airtime	214,527	191,548	218,818	195,379	199,287	203,272
Information Management System (Note 5)	120,000	134,760	120,000	145,000	120,000	120,000
Monthly Reports and CCM Dashboards (Note 6)	40,000	52,000	40,000	50,000	40,000	30,000
CMS Future Work (Note 7)	30,000	23,887	30,000	30,000	30,000	20,000
Enhance Secretariat Analytical Capacity (Note 8)	80,000	65,000	40,000	65,000	65,000	65,000
Repeatable reports - next generation approach (Note 9)	30,000	30,300	30,000	30,000	30,000	30,000
E-Monitoring and E-Reporting Activities	30,000	0	30,000	15,000	15,000	15,000
CCM/Staff Training (Note 10)	25,000	12,258	25,000	20,000	20,000	20,000
Targeted Capacity Building	40,000	13,698	40,000	35,000	35,000	35,000
Workshops/IATTC Cross Endor. Train.	10,000	0	10,000	10,000	10,000	10,000
Regional Capacity Building Workshops (Note 11)	130,000	130,000	130,000	150,000	150,000	150,000
Total, item 2.3	1,993,431	1,828,220	1,957,722	1,968,533	1,937,441	1,921,426
TOTAL, Section 2/Item 2	4,710,808	4,545,597	4,554,746	4,780,558	4,784,706	4,543,166
Total, Parts 1 & 2	9,783,471	9,297,532	9,858,252	10,305,543	10,270,925	10,032,679

Note 1: Consultancies proposed are:

Legal support services (including travel)	\$65,000
Meetings' rapporteur (including travel)	\$63,000
Article 30 review (\$90,000 in 2026 and \$30,000 in 2027)	\$90,000
Miscellaneous Consultancies	\$25,000
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	\$243,000

Note 2: Northern Committee

As per WCPFC9, additional funds 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 3: Sub-item 1.8 Future Work - Commission

Budget line added in 2020 to account for unidentified future work that may be required by the Commission.
Amount reduced to \$0 for the proposed 2026 budget with the additional projects under Scientific Research.

Note 4: Section 2 Science programme

- Refer to Annex 12 and Para 2 of Annex 13 for SPC scientific services, additional resourcing, and additional scientists
- Refer to paragraph 3 of Annex 13 for the scope of work of the proposed projects seeking 2026 funding support

Note 5: Information Management System

2025/26 - Includes continual improvements to IT-related tools to improve data management and ease of use for CCMs to manage their own reporting (refer to TCC19-2023-22)

Note 6: Monthly Reports and CCM Dashboards

Renamed AR Part 2/CMS Online Host. and Pub. - because AR Part 2 and CMR system upgrades to be completed in 2025 - reflects a shift to consider additional opportunities to support CCMs with their own reporting and processes for their review of reported data

Note 7: CMS Future Work

2025 - for CCFS subsampling approach improvements, planned CMR system report enhancements and links to CMM site including obligation compliance rating trends

Note 8: Enhance Secretariat Analytical Capacity

2025/26 - continuing exploration of work that delivers strategic solutions, to better support the current and future information management needs of the Commission (refer TCC20-2024-04).

Note 9: Repeatable reports - next generation approach

2024/26 - To deliver efficiencies in the Secretariat's generation of required annual reporting, supports continuous improvement in the editorial work and leverages recent work to improve data management in the compliance area (refer TCC20-2024-04)

Note 10: CCM/Staff Training Guidance and Learning Aids

Renamed CCM/Staff VMS Training to broaden the scope of the intended activities, including support for training guidance and learning aids for targeted capacity development

Note 11: Regional Capacity Building Workshops

FFA/SPC to advise on the use of these funds

Note 12: Funding for Working Groups

\$150,000 for in-person (or physical) South Pacific Albacore Tuna IWG and \$25,000 for a one day physical meeting to progress the Bigeye Tuna Management Procedure and Key Decision Points

ANNEX 4

Proposed General Fund financing table for 2026

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Proposed budget expenditure total	10,305,543
less	
Estimated interest	(100,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	0
Total assessed contributions	<u><u>9,855,543</u></u>

Proposed General Fund financing table for 2027

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Proposed budget expenditure total	10,270,925
less	
Estimated interest and other income	(100,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	0
Total assessed contributions	<u><u>9,820,925</u></u>

Proposed General Fund financing table for 2028

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Proposed budget expenditure total	10,032,679
less	
Estimated interest and other income	(100,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	0
Total assessed contributions	<u><u>9,582,679</u></u>

ANNEX 5

Summary of estimated Established Posts costs for 2026-2028											
USD											
2026											
Professional Position	factor	Executive Director (1)	Science Manager (2)	Compliance Manager (2)	Finance & Administration Manager (2)	ICT Manager (3)	Deputy Compliance Manager (3)	Science Programme Coordinator (4)	Data Analyst (4)	Policy Adviser (4)	Total
Entitlement	SDR/USD										
Base salary		193,215	132,917	132,917	132,917	102,467	98,986	78,628	78,628	78,628	1,029,305
Super	0.075	14,491	9,969	9,969	9,969	7,685	7,424	5,897	5,897	5,897	77,198
COLDA	0.35	67,625	46,521	46,521	46,521	35,864	34,645	27,520	27,520	27,520	360,257
Housing		13,200	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	224,400
Location Allowance	0.165	31,880	21,931	21,931	21,931	16,907	16,333	12,974	12,974	12,974	169,835
Education		20,500	0	41,000	20,500	0	0	0	20,500	0	102,500
Leave fares		6,535	4,287	13,896	6,541	4,806	8,480	2,332	6,156	4,901	57,934
Reunion fares		0	0	6,948	3,271	0	0	0	3,000	0	13,219
ED Allowances		19,600	0	0	0	0	0	0	0	0	19,600
Health & Medical		10,010	10,010	10,010	10,010	10,010	10,010	10,010	10,010	10,010	90,090
Life Ins.		3,669	3,669	3,669	3,669	3,669	3,669	3,669	3,669	3,669	33,021
Personal accident insurance		510	510	510	510	510	510	510	510	510	4,590
Medevac Access		4,317	4,317	4,317	4,317	4,317	4,317	4,317	4,317	4,317	38,853
Recruitment/Repat costs		0	0	12,783	25,565	0	0	0	25,565	0	63,913
Total		385,553	260,532	318,089	286,556	212,635	210,773	172,257	225,146	174,826	2,265,967
Support Staff Position		Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7			
Base salary	1.03	0	139,109	82,133	148,536	83,915	61,385	0	515,079		
Health & Medical		0	11,349	7,566	15,132	11,349	11,349	0	56,745		
Life Insurance		0	11,508	7,672	15,344	11,508	11,508	0	57,540		
Personal accident ins.		0	1,530	1,020	2,040	1,530	1,530	0	7,650		
Social security/Retirement plar	0.085	0	21,562	12,731	23,023	13,007	9,515	0	79,837		
Leave fare		0	0	0	0	0	0	0	0		
Total		0	185,058	111,122	204,075	121,309	95,287	0	716,851		

2027

Professional Position Entitlement	factor	Executive Director (1)	Science Manager (2)	Compliance Manager (2)	Finance & Administration Manager (2)	ICT Manager (3)	Deputy Compliance Manager (3)	Science Programme Coordinator (4)	Data Analyst (4)	Policy Adviser (4)	Total
		Increae per year									
Base salary	1.017	197,079	135,177	135,177	135,177	104,209	104,209	79,965	79,965	79,965	1,050,921
Super	0.075	14,781	10,138	10,138	10,138	7,816	7,816	5,997	5,997	5,997	78,819
COLDA	0.35	68,978	47,312	47,312	47,312	36,473	36,473	27,988	27,988	27,988	367,822
Housing		13,200	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	224,400
Location Allowance	0.165	32,518	22,304	22,304	22,304	17,194	17,194	13,194	13,194	13,194	173,402
Education		20,500	0	41,000	20,500	0	0	0	20,500	0	102,500
Leave fares		6,535	4,287	13,896	6,541	4,806	8,480	2,332	6,156	4,901	57,934
Reunion fares		0	0	6,948	3,271	0	0	0	3,000	0	13,219
ED Allowances		19,600	0	0	0	0	0	0	0	0	19,600
Health & Medical		10,310	10,310	10,310	10,310	10,310	10,310	10,310	10,310	10,310	92,793
Life Ins.		3,669	3,669	3,669	3,669	3,669	3,669	3,669	3,669	3,669	33,021
Personal accident insurance		510	510	510	510	510	510	510	510	510	4,590
Medevac Access		4,093	4,093	4,093	4,093	4,093	4,093	4,093	4,093	4,093	36,839
Recruitment/Repat costs		0	0	0	0	25,565	0	25,565	0	0	51,130
Total		391,774	264,200	321,757	315,790	215,481	219,155	174,458	201,782	177,028	2,281,425
Support Staff Position		Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7			
Base salary	1.05	0	141,810	83,728	151,421	85,545	62,063	0	524,566		
Health & Medical		0	11,349	7,566	15,132	11,349	11,349	0	56,745		
Life Insurance		0	11,508	7,672	15,344	11,508	11,508	0	57,540		
Personal accident ins.		0	1,530	1,020	2,040	1,530	1,530	0	7,650		
Social security/Retirement plar	0.085	0	21,981	12,978	23,470	13,259	9,620	0	81,308		
Leave fare		0	0	0	0	0	0	0	0		
Total		0	188,177	112,964	207,407	123,191	96,069	0	727,808		

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Professional Position	factor										Total
		Executive Director (1)	Science Manager (2)	Compliance Manager (2)	Finance & Administration Manager (2)	ICT Manager (3)	Deputy Compliance Manager (3)	Science Programme Coordinator (4)	Data Analyst (4)	Policy Adviser (4)	
Entitlement	SDR/USD										
Base salary	1.017	201,021	137,475	137,475	137,475	105,980	105,980	81,324	81,324	81,324	1,069,378
Super	0.075	15,077	10,311	10,311	10,311	7,949	7,949	6,099	6,099	6,099	80,203
COLDA	0.35	70,357	48,116	48,116	48,116	37,093	37,093	28,463	28,463	28,463	374,282
Housing		13,200	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	224,400
Location Allowance	0.165	33,168	22,683	22,683	22,683	17,487	17,487	13,418	13,418	13,418	176,447
Education		20,500	0	41,000	20,500	0	0	0	20,500	0	102,500
Leave fares		6,535	4,287	13,896	6,541	4,806	8,480	2,332	6,156	4,901	57,934
Reunion fares		0	0	6,948	3,271	0	0	0	3,000	0	13,219
ED Allowances		19,600	0	0	0	0	0	0	0	0	19,600
Health & Medical		10,620	10,620	10,620	10,620	10,620	10,620	10,620	10,620	10,620	95,576
Life Ins.		3,669	3,669	3,669	3,669	3,669	3,669	3,669	3,669	3,669	33,021
Personal accident insurance		510	510	510	510	510	510	510	510	510	4,590
Medevac Access		4,093	4,093	4,093	4,093	4,093	4,093	4,093	4,093	4,093	36,839
Recruitment/Repat costs		0	0	0	0	0	0	0	0	0	0
Total		398,350	268,163	325,720	294,188	218,607	222,281	176,929	204,253	179,499	2,287,990
Support Staff Position		Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7			
Base salary	1.05	0	148,900	87,914	158,992	89,822	65,166	0	550,794		
Health & Medical		0	11,349	7,566	15,132	11,349	11,349	0	56,745		
Life Insurance		0	11,508	7,672	15,344	11,508	11,508	0	57,540		
Personal accident ins.		0	1,530	1,020	2,040	1,530	1,530	0	7,650		
Social security/Retirement plan	0.085	0	23,080	13,627	24,644	13,922	10,101	0	85,373		
Leave fare		0	0	0	0	0	0	0	0		
Total		0	196,367	117,799	216,151	128,131	99,654	0	758,102		

ANNEX 6

Summary of budgetary estimates for the Commission's funds other than the General Account Fund (USD)

Chinese Taipei Trust Fund					
	<i>Indicative budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
For capacity building of small island developing states.	0	0	subject to contributions	subject to contributions	subject to contributions
CNM Contributions Fund					
	<i>Indicative budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
Fund to collect CNM Contributions. <i>Note 1</i>	186,430	188,498	202,102	205,764	198,544
Japan Trust Fund					
	<i>Indicative budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
For capacity building in fisheries statistics, regulation and enforcement for small island developing states.	156,566	171,496	156,566	156,566	156,566
Special Requirements Fund					
	<i>Indicative budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
Article 30 of the Convention purposes.	0	28,172	77,798	subject to contributions	subject to contributions
Voluntary Contributions Fund					
	<i>Indicative budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
For other earmarked activities.	275,339	511,627	252,224	127,203	0
West Pacific East Asia Project Fund					
	<i>Indicative budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
New Zealand	966,425	548,652	627,800	693,859	21,500
Working Capital Fund					
	<i>Indicative budget 2025</i>	<i>Estimated expenditure 2025</i>	<i>Indicative budget 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>
To provide cash flow finance in the absence of sufficient contributions	500,000	500,000	350,000	350,000	350,000

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

7(a) Schedule of contributions based on the Commission's contribution formula

2026 Contribution Table														
CCM	Base fee component: 10% of budget	National wealth component: 20% of budget	Catch component: 70% of budget	Total Contributions before full offsets	Addition for Northern Committee ¹	Addition by Non-SIDS for SIDS offset ²	Offset for Small SIDS ³	SIDS Offset for Second Meeting Participant ⁴	Total Assessed on CCMs	Percent of Budget by member	Offset for Small SIDS from Fees and Trust Fund ⁵	SIDS Offset by Fees and Trust Fund ⁵	NC Adjustment ⁵	Total of components: 100% of budget
Australia	37,906	126,166	17,233	181,305	0	1,528	0	0	182,833	1.89%	0	0	0	182,833
Canada	37,906	117,458	0	155,364	754	1,309	0	0	157,426	1.63%	0	0	-754	156,673
China	37,906	252,938	226,076	516,920	2,508	4,355	0	0	523,783	5.41%	0	0	-2,508	521,275
Cook Islands	37,906	34,283	20,471	92,660	0	0	-32,988	-2,821	56,851	0.59%	32,988	1,353	0	91,193
European Union	37,906	290,957	108,843	437,705	0	3,688	0	0	441,393	4.56%	0	0	0	441,393
Federated States of Micronesia	37,906	7,136	585,032	630,074	0	0	0	-19,179	610,895	6.31%	0	9,203	0	620,098
Fiji	37,906	9,469	26,160	73,536	0	0	0	-2,238	71,297	0.74%	0	1,074	0	72,371
France	37,906	115,414	16,471	169,792	0	1,431	0	0	171,222	1.77%	0	0	0	171,222
Indonesia	37,906	24,556	149,407	211,868	0	1,785	0	0	213,653	2.21%	0	0	0	213,653
Japan	37,906	126,717	1,059,104	1,223,726	5,937	10,311	0	0	1,239,974	12.80%	0	0	-5,937	1,234,037
Kiribati	37,906	6,055	665,258	709,219	0	0	0	-21,588	687,631	7.10%	0	10,359	0	697,990
Korea	37,906	83,480	1,136,689	1,258,074	6,104	10,600	0	0	1,274,779	13.16%	0	0	-6,104	1,268,674
Marshall Islands	37,906	13,587	317,878	369,371	0	0	-11,710	-11,244	346,418	3.58%	11,710	5,395	0	363,523
Nauru	37,906	34,840	366,836	439,582	0	0	-34,242	-13,381	391,959	4.05%	34,242	6,421	0	432,622
New Zealand	37,906	84,636	8,915	131,458	0	1,108	0	0	132,565	1.37%	0	0	0	132,565
Niue	37,906	28,255	12	66,173	0	0	-28,164	-2,014	35,994	0.37%	28,164	967	0	65,125
Palau	37,906	23,396	19	61,322	0	0	-22,511	-1,867	36,944	0.38%	22,511	896	0	60,351
Papua New Guinea	37,906	5,203	201,676	244,784	0	0	0	-7,451	237,333	2.45%	0	3,575	0	240,909
Philippines	37,906	13,215	132,248	183,369	0	1,545	0	0	184,914	1.91%	0	0	0	184,914
Samoa	37,906	7,010	5,209	50,125	0	0	0	-1,526	48,599	0.50%	0	732	0	49,332
Solomon Islands	37,906	3,759	87,949	129,613	0	0	0	-3,945	125,668	1.30%	0	1,893	0	127,561
Chinese Taipei	37,906	66,845	1,033,127	1,137,878	5,521	9,587	0	0	1,152,987	11.91%	0	0	-5,521	1,147,466
Tonga	37,906	8,798	603	47,308	0	0	-3,590	-1,440	42,278	0.44%	3,590	691	0	46,559
Tuvalu	37,906	13,391	178,545	229,842	0	0	-12,908	-6,996	209,938	2.17%	12,908	3,357	0	226,203
United States of America	37,906	467,179	319,914	824,999	4,003	6,951	0	0	835,953	8.63%	0	0	-4,003	831,950
Vanuatu	37,906	6,366	235,204	279,476	0	0	0	-8,507	270,969	2.80%	0	4,082	0	275,051
Totals	985,554	1,971,109	6,898,880	9,855,543	24,827	54,198	-146,113	-104,198	9,684,257	100%	146,113	50,000	-24,827	9,855,543

Footnote 1 - Funding for NC as Agreed in WCPFC9-2012-22 FAC 6 Summary Report 5.4 (25)

Footnote 2 - Offset by Non-SIDS per WCPFC21 for Second Meeting Participant - Proportionally

Footnote 3 - Includes Offset for Small SIDS as per Financial Regulation 5.2(b) (ii)

Footnote 4 - SIDS Offset per WCPFC21 for Second Meeting Participant

Footnote 5 - Adjustments to/from other accounts to total the final assessed budget with all components

ANNEX 7 Cont.

7(b) Offsets for Small Island Developing States

Offset for Small Island Developing States as per Financial Regulation 5.2(b) (ii)					SIDS Offset per WCPFC21 for Second Meeting Participant after Adjustments		
CCM	Population	Maximum Payable for wealth component	National wealth component	Offset for Small Island Developing States	Percent of total budget	Percent of General Offset	General Offset for SIDS
Cook Islands	25,900	1,295	34,283	32,988	0.9%	2.7%	2,821
Federated States of Micronesia	113,160	5,658	7,136	0	6.4%	18.4%	19,179
Fiji	928,780	46,439	9,469	0	0.7%	2.1%	2,238
Kiribati	134,520	6,726	6,055	0	7.2%	20.7%	21,588
Marshall Islands	37,550	1,878	13,587	11,710	3.7%	10.8%	11,244
Nauru	11,950	598	34,840	34,242	4.5%	12.8%	13,381
Niue	1,820	91	28,255	28,164	0.7%	1.9%	2,014
Palau	17,700	885	23,396	22,511	0.6%	1.8%	1,867
Papua New Guinea	10,576,500	528,825	5,203	0	2.5%	7.2%	7,451
Samoa	218,020	10,901	7,010	0	0.5%	1.5%	1,526
Solomon Islands	819,200	40,960	3,759	0	1.3%	3.8%	3,945
Tonga	104,170	5,209	8,798	3,590	0.5%	1.4%	1,440
Tuvalu	9,650	483	13,391	12,908	2.3%	6.7%	6,996
Vanuatu	327,780	16,389	6,366	0	2.8%	8.2%	8,507
Total				146,113	35%	100%	104,198

7(c) Funding for NC as Agreed in WCPFC9-2012-22 FAC 6 Summary Report 5.4 (25)

Non-developing States Members of NC	Percent of total budget	Percent of NC fund	Additional cost
Canada	1.58%	3.0%	754
China	5.24%	10.1%	2,508
Japan	12.42%	23.9%	5,937
Korea	12.77%	24.6%	6,104
Chinese Taipei	11.55%	22.2%	5,521
United States of America	8.37%	16.1%	4,003
Total	51.92%	100.00%	24,827

7(d) Offset by Non-SIDS for Second Meeting Participant - Proportionally

CCM	Contribution percent	Extrapolated percentage	Total
Australia	1.84%	2.82%	\$ 1,528
Canada	1.58%	2.42%	\$ 1,309
China	5.24%	8.04%	\$ 4,355
European Union	4.44%	6.80%	\$ 3,688
France	1.72%	2.64%	\$ 1,431
Indonesia	2.15%	3.29%	\$ 1,785
Japan	12.42%	19.02%	\$ 10,311
Korea	12.77%	19.56%	\$ 10,600
New Zealand	1.33%	2.04%	\$ 1,108
Philippines	1.86%	2.85%	\$ 1,545
Chinese Taipei	11.55%	17.69%	\$ 9,587
United States of America	8.37%	12.83%	\$ 6,951
Total	65.27%	100.00%	\$ 54,198

7(e) SIDS Offset per WCPFC21 for Second Meeting Participant

CCM	Total of components: 100% of budget	Percent of budget by CCM	Budget without \$300,000 for Second participant travel	Difference per Non-SID	Difference for SIDS	Percent of General Offset per SIDS	With 50K offset from Fees and Trust Fund	Remaining to be offset by non-SIDS	Total
Australia	181,305	1.8%	175,786	5,519	0	0.0%	0	0	0
Canada	155,364	1.6%	150,634	4,729	0	0.0%	0	0	0
China	516,920	5.2%	501,185	15,735	0	0.0%	0	0	0
Cook Islands	92,660	0.9%	89,839	0	2,821	2.7%	1,353	1,467	2,821
European Union	437,705	4.4%	424,382	13,324	0	0.0%	0	0	0
Federated States of Micronesia	630,074	6.4%	610,895	0	19,179	18.4%	9,203	9,976	19,179
Fiji	73,536	0.7%	71,297	0	2,238	2.1%	1,074	1,164	2,238
France	169,792	1.7%	164,623	5,168	0	0.0%	0	0	0
Indonesia	211,868	2.1%	205,419	6,449	0	0.0%	0	0	0
Japan	1,223,726	12.4%	1,186,476	37,250	0	0.0%	0	0	0
Kiribati	709,219	7.2%	687,631	0	21,588	20.7%	10,359	11,229	21,588
Korea	1,258,074	12.8%	1,219,779	38,295	0	0.0%	0	0	0
Marshall Islands	369,371	3.7%	358,128	0	11,244	10.8%	5,395	5,848	11,244
Nauru	439,582	4.5%	426,201	0	13,381	12.8%	6,421	6,960	13,381
New Zealand	131,458	1.3%	127,456	4,002	0	0.0%	0	0	0
Niue	66,173	0.7%	64,158	0	2,014	1.9%	967	1,048	2,014
Palau	61,322	0.6%	59,455	0	1,867	1.8%	896	971	1,867
Papua New Guinea	244,784	2.5%	237,333	0	7,451	7.2%	3,575	3,876	7,451
Philippines	183,369	1.9%	177,788	5,582	0	0.0%	0	0	0
Samoa	50,125	0.5%	48,599	0	1,526	1.5%	732	794	1,526

Solomon Islands	129,613	1.3%	125,668	0	3,945	3.8%	1,893	2,052	3,945
Chinese Taipei	1,137,878	11.5%	1,103,242	34,637	0	0.0%	0	0	0
Tonga	47,308	0.5%	45,868	0	1,440	1.4%	691	749	1,440
Tuvalu	229,842	2.3%	222,846	0	6,996	6.7%	3,357	3,639	6,996
United States of America	824,999	8.4%	799,886	25,113	0	0.0%	0	0	0
Vanuatu	279,476	2.8%	270,969	0	8,507	8.2%	4,082	4,425	8,507
Totals	9,855,543	100.00%	9,555,543	195,802	104,198	1	50,000	54,198	104,198

ANNEX 7 Cont.

7(f) Schedule of contributions based on proposed 2026 budgets without Offset for Small Island Developing States, adjustments for the funding for a second participant to meetings of the Commission, and Non-Developing States Members of NC

CCM	2026					2027		2028	
	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	37,906	126,166	17,233	181,305	1.8%	180,668	1.8%	176,285	1.8%
Canada	37,906	117,458	0	155,364	1.6%	154,818	1.6%	151,062	1.6%
China	37,906	252,938	226,076	516,920	5.2%	515,104	5.2%	502,608	5.2%
Cook Islands	37,906	34,283	20,471	92,660	0.9%	92,334	0.9%	90,094	0.9%
European Union	37,906	290,957	108,843	437,705	4.4%	436,168	4.4%	425,587	4.4%
Federated States of Micronesia	37,906	7,136	585,032	630,074	6.4%	627,861	6.4%	612,630	6.4%
Fiji	37,906	9,469	26,160	73,536	0.7%	73,277	0.7%	71,500	0.7%
France	37,906	115,414	16,471	169,792	1.7%	169,195	1.7%	165,091	1.7%
Indonesia	37,906	24,556	149,407	211,868	2.1%	211,124	2.1%	206,002	2.1%
Japan	37,906	126,717	1,059,104	1,223,726	12.4%	1,219,428	12.4%	1,189,846	12.4%
Kiribati	37,906	6,055	665,258	709,219	7.2%	706,728	7.2%	689,583	7.2%
Korea	37,906	83,480	1,136,689	1,258,074	12.8%	1,253,655	12.8%	1,223,243	12.8%
Marshall Islands	37,906	13,587	317,878	369,371	3.7%	368,074	3.7%	359,145	3.7%
Nauru	37,906	34,840	366,836	439,582	4.5%	438,038	4.5%	427,412	4.5%
New Zealand	37,906	84,636	8,915	131,458	1.3%	130,996	1.3%	127,818	1.3%
Niue	37,906	28,255	12	66,173	0.7%	65,940	0.7%	64,341	0.7%
Palau	37,906	23,396	19	61,322	0.6%	61,106	0.6%	59,624	0.6%
Papua New Guinea	37,906	5,203	201,676	244,784	2.5%	243,924	2.5%	238,007	2.5%
Philippines	37,906	13,215	132,248	183,369	1.9%	182,725	1.9%	178,293	1.9%
Samoa	37,906	7,010	5,209	50,125	0.5%	49,949	0.5%	48,737	0.5%
Solomon Islands	37,906	3,759	87,949	129,613	1.3%	129,158	1.3%	126,025	1.3%
Chinese Taipei	37,906	66,845	1,033,127	1,137,878	11.5%	1,133,881	11.5%	1,106,375	11.5%
Tonga	37,906	8,798	603	47,308	0.5%	47,142	0.5%	45,998	0.5%
Tuvalu	37,906	13,391	178,545	229,842	2.3%	229,035	2.3%	223,479	2.3%
United States of America	37,906	467,179	319,914	824,999	8.4%	822,101	8.4%	802,158	8.4%
Vanuatu	37,906	6,366	235,204	279,476	2.8%	278,494	2.8%	271,738	2.8%
Totals	985,554	1,971,109	6,898,880	9,855,543	100%	9,820,925	100%	9,582,679	100%

Annex 8

2026 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>
Bahamas	37,898	52,454	0	90,352	45,176
Curacao	37,898	34,306	0	72,204	36,102
Ecuador	37,898	12,726	106,626	157,250	78,625
El Salvador	37,898	9,044	11,195	58,137	29,069
Liberia	37,898	1,331	0	39,229	19,614
Panama	37,898	31,226	0	69,124	34,562
Thailand	37,898	19,079	0	56,978	28,489
Vietnam	37,898	12,761	0	50,659	25,330
Totals	303,186	172,927	117,821	593,935	296,967

Annex 9

Average Annual Catches 2022-2024

Commission Member	Own EEZ, Archipelagic	%	Own EEZ, Non-Archipelagic	%	Ex-Own EEZ	%	Total	% in Conv Area	Own EEZ, Discounted	%	Ex-Own EEZ	%	Discounted Total	% of Catch Component
Australia	0	0.0	4,114	99.5	21	0.5	4,135	0.16	4,114	99.5	21	0.5	4,135	0.25
Canada	0	0.0	0	0.0	0	0.0	0	0.00	0		0		0	0.00
China	0	0.0	0	0.0	56,659	100.0	56,659	2.14	0	0.0	54,241	100.0	54,241	3.28
Cook Islands	0	0.0	628	11.9	4,660	88.1	5,288	0.20	251	5.1	4,660	94.9	4,911	0.30
European Union	0	0.0	0	0.0	26,114	100.0	26,114	0.99	0	0.0	26,114	100.0	26,114	1.58
Federated States of Micronesia	0	0.0	52,874	30.7	119,213	69.3	172,088	6.50	21,150	15.1	119,213	84.9	140,363	8.48
Fiji Islands	906	7.8	7,496	64.2	3,278	28.1	11,680	0.44	2,998	47.8	3,278	52.2	6,277	0.38
France	0	0.0	13,004	100.0	0	0.0	13,004	0.49	3,952	100.0	0	0.0	3,952	0.24
Indonesia	428,193	82.7	89,615	17.3	0	0.0	517,809	19.55	35,846	100.0	0	0.0	35,846	2.17
Japan	0	0.0	70,527	27.8	183,654	72.3	254,180	9.59	70,527	27.8	183,578	72.2	254,104	15.35
Kiribati	9	0.0	115,983	50.6	113,218	49.4	229,210	8.65	46,393	29.1	113,218	70.9	159,611	9.64
Korea, Republic of	0	0.0	0	0.0	272,719	100.0	272,719	10.29	0	0.0	272,719	100.0	272,719	16.48
Marshall Islands	0	0.0	14,220	16.8	70,579	83.2	84,798	3.20	5,688	7.5	70,579	92.5	76,267	4.61
Nauru	0	0.0	18,055	18.3	80,791	81.7	98,846	3.73	7,222	8.2	80,791	91.8	88,013	5.32
New Zealand	0	0.0	2,139	100.0	0	0.0	2,139	0.08	2,139	100.0	0	0.0	2,139	0.13
Niue	0	0.0	7	100.0	0	0.0	7	0.00	3	100.0	0	0.0	3	0.00
Palau	0	0.0	12	97.2	0	0.0	12	0.00	5	n/a	0	n/a	5	0.00
Papua New Guinea	138,827	56.4	97,930	39.8	9,215	3.8	245,972	9.29	39,172	81.0	9,215	19.0	48,387	2.92
Philippines	128,473	75.4	16,902	9.9	24,969	14.7	170,344	6.43	6,761	21.3	24,969	78.7	31,730	1.92
Samoa	0	0.0	953	52.3	868	47.7	1,822	0.07	381	30.5	868	69.5	1,250	0.08
Solomon Islands	18,867	36.1	20,517	39.3	12,894	24.7	52,278	1.97	8,207	38.9	12,894	61.1	21,101	1.27
Tonga	0	0.0	355	99.2	3	0.8	358	0.01	142	98.1	3	1.9	145	0.01
Tuvalu	0	0.0	2,729	6.1	41,746	93.9	44,474	1.68	1,091	2.5	41,746	97.5	42,837	2.59
Chinese Taipei	0	0.0	3,020	1.2	248,072	98.8	251,092	9.48	3,020	1.2	244,852	98.8	247,872	14.98
United States of America	0	0.0	9,315	12.1	67,440	87.9	76,755	2.90	9,315	12.1	67,440	87.9	76,755	4.64
Vanuatu	2	0.0	258	0.5	57,065	99.6	57,324	2.16	103	0.2	56,328	99.8	56,431	3.41
Total	715,277	27.0	540,653	20.4	1,393,178	52.6	2,649,107	100.00	268,480	16.2	1,386,725	83.8	1,655,205	100.00

ANNEX 10

Western and Central Pacific Fisheries Commission Staff Regulations

SCHEDULE 1 (as of January 2020)

ALLOWANCES

Establishment Grant: Regulation

16(d) All Staff USD1,565

Cost of Living Differential Allowance (COLDA): Regulation

23(q) The index as of March 2010 is 191.9

Maximum Rate for Executive Director's Rent -free Accommodation: Regulation 24

Provisionally USD2,000 per month

Domestic Assistance Allowance for Executive Director: Regulation 24

USD4,000

Housing Assistance for staff in non-Commission accommodation: Regulation

28(d) All professional staff: USD1,200 per month.

Location: (approved at WCPFC4)

2010: 16.5% of base salary

Western and Central Pacific Fisheries Commission
Staff Regulations

SCHEDULE 2(a) (as of January 2026)

WCPFC Professional Staff Salary Scale in USD

Grade/Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 1	\$152,753	\$157,336	\$162,056	\$166,917	\$171,924	\$177,082	\$182,395	\$187,867	\$193,215
Grade 2	\$98,280	\$102,064	\$105,993	\$110,074	\$114,311	\$118,713	\$123,284	\$128,030	\$132,917
Grade 3	\$75,729	\$78,683	\$81,751	\$84,940	\$88,253	\$91,694	\$95,270	\$98,986	\$102,467
Grade 4	\$58,122	\$60,389	\$62,744	\$65,190	\$67,732	\$70,374	\$73,119	\$75,971	\$78,628
Grade 5	\$43,147	\$44,980	\$46,892	\$48,885	\$50,962	\$53,128	\$55,385	\$57,740	\$58,292

Position	Grade
Executive Director	1
Senior Managers	2
Managers	3
Assistant Managers	4
None	5

Western and Central Pacific Fisheries Commission
Staff Regulations

SCHEDULE 2(b) (as of January 2026)

WCPFC Support Staff Salary Scale in USD

Grade/Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 1	\$34,687	\$36,977	\$39,417	\$42,018	\$44,791	\$47,748	\$50,898	\$54,257	\$57,837
Grade 2	\$30,540	\$32,553	\$34,705	\$36,993	\$39,436	\$42,039	\$44,812	\$47,769	\$50,825
Grade 3	\$27,695	\$29,525	\$31,473	\$33,547	\$35,764	\$38,126	\$40,640	\$43,323	\$46,370
Grade 4	\$24,195	\$25,793	\$27,495	\$29,308	\$31,244	\$33,306	\$35,505	\$37,846	\$40,347
Grade 5	\$20,697	\$22,063	\$23,519	\$25,072	\$26,725	\$28,487	\$30,370	\$32,373	\$35,324
Grade 6	\$16,365	\$17,445	\$18,597	\$19,823	\$21,131	\$22,527	\$24,013	\$25,600	\$27,290
Grade 7	\$12,037	\$12,829	\$13,675	\$14,578	\$15,540	\$16,568	\$17,659	\$18,827	\$20,051

Position	Grade
Administrative Officer	2
MCS Team Leader	3
Finance Officer	3
IT Officer	3
CCM Support Officer	4
Human Resource Officer	4
Vessel Management Officer	5
Reporting Analyst Officer	4/5
Data Control Technician	6
Receptionist	6

ANNEX 11

IT Budget	Cost	Quantity	Total
Part 1 Budget			
Capital Budget			
Laptop and Desktop Refresh	1,150	14	16,100
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	11,000	1	11,000
Other			
Misc	10,000	1	10,000
			48,400 Total
Maintenance Budget			
Reoccurring Licenses- Desktops and Laptops			
Nito PDF	35	74	2,590
Microsoft Office365	209	33	6,890
Zoom	2,300	1	2,300
Reoccurring Licenses- Servers			
PRTG	1,750	1	1,750
VMware vSphere 5 Enterprise	6,400	1	6,400
QuickBooks	5,654	1	5,654
Freshdesk	1,000	1	1,000
Veaam Support	1,690	1	1,690
Firewall Support	3,200	1	3,200
Misc Subscriptions			6,389
AI and Specialized applications			11,500
Contractors			
Penetration Testing	16,000	1	16,000
Disaster Recovery/Email protection	13,000	1	13,000
Maintenance Contract West Pac Technology	50,000	1	50,000
Maintenance Contract Eighty Options	35,200	1	35,200
Maintenance Contract Taz-e	12,000	1	12,000
Maintenance Contract Kapiti Apps	5,000	1	5,000
			180,563 Total
Website Hosting			39,782 Total
Part 2 Budget			
IMS Development	145,000	1	145,000
E-Monitoring and E-Reporting Activities*	15,000	1	15,000
CMS Future work, including CCFS enhancements*	30,000	1	30,000
Monthly Reports and CCM Dashboards	50,000	1	50,000
			240,000 Total
			508,745 Grand Total

* Note these funds may also be used for policy and legal consultancies as applicable

ANNEX 1
Agreement for the Annual Provision of Scientific Services to the
Commission and Assistance to Members by the Pacific Community

(Pursuant to Article 2 of MOA)

I. Period covered by this Agreement

This Agreement is for the period from 1 January to 31 December 2025. It will be reviewed annually and extended by one calendar year.

II. Specific Services and Terms of Reference for the Provision of Scientific Services for 2025

The scientific services to be provided to the Commission by SPC's OFP during the period of this Agreement are as follows:

Activity	Description of Service	Specific Outputs	Timing	Performance ¹
Core SPC services				
1. Data management, statistical analyses, and related services				
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 database query tools for regional databases available at WCPFC headquarters • WCPFC staff training as required 	January-December	
	2) Produce a summary of the status of the provision of scientific data to the Commission.	• SC / TCC / WCPFC papers as required	Mid-July, mid-	

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

		• Continued update of the WCPFC Scientific Data Catalogue	September and mid-November	
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.	SC papers	Mid-July	
	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	Catch table provided to the Commission Secretariat	Late-Sept	
	3) For catches for which estimates are not otherwise available, conduct statistical analyses to estimate catches, particularly regarding: a) purse-seine catches of bigeye, skipjack, and yellowfin tuna, b) discards of target tuna species, and	SC papers	Mid-July	
	4) Provide updates of catch estimates of non-target species, including estimate uncertainties (e.g., CVs) of bycatch for the purse seine fishery, noting the challenges of reduced observer coverage through the Covid period: a) SC14 recommended that the Scientific Services Provider continue the work on purse seine and longline bycatch estimates and provide updates every 2-3 years (Paragraph 83, SC14 summary report). The latest papers provided include: <ul style="list-style-type: none"> • <i>S bycatch estimates: SC14-ST-IP-04, SC17-ST-IP-06 and SC20-ST-WP-07</i> • <i>LL bycatch estimates: SC14-ST-WP-03, SC16-ST-IP-11, and SC19-ST-WP-02</i> 	NA in 2025		

	<p>The next LL bycatch estimate update is due for SC22 in 2026 and the purse seine bycatch update is due for SC23 in 2027, both under a 3-year cycle.</p> <p>b) Future papers consider the following SC17 recommendation (Para 58, SC17 Summary Report):</p> <p><i>58. SC17 recommended that future analyses providing estimates of purse seine bycatch include estimates of marine mammal bycatch to the species level, where possible, to allow for additional monitoring of bycatch and bycatch rates of marine mammal species.</i></p> <p>c) Estimates of marine mammal/cetacean interactions can be produced if requested (ref: SC17-ST-IP-10, SC19-EB-WP-10).</p>			
	5) Provide materials to support SC advice to the Commission on the review CMM 2018-03 (seabirds) on mitigating the impacts of fishing for highly migratory fish stocks on seabirds (paragraph 64, WCPFC21 Outcomes Document).			
	6) Prepare a paper for SC21 on possible sea turtle data reporting requirements for vessels to record during fishing operations, for longline and purse seine vessels, to be incorporated in the annual reporting of Scientific Data to be provided to the Commission (SciData). (<i>Paragraph 76, SC20 Summary Report</i>)	SC paper	Mid-July	
	7) Provide information to SC21 to support the development of advice to the Commission at WCPFC22 on appropriate requirements for effective reporting on cetacean interactions with tuna and associated species fisheries in the Convention area (<i>para. 79, WCPFC21 Outcomes Document</i>).	SC paper	Mid-July	
	8) Develop a subset of the key species, expected to be encountered by each gear type, to improve the evaluation of operational data reporting of key species, as reported in SC20-ST-IP-02 (e.g., Table 14). Currently, the coverage estimation assumes all key species in the “Scientific Data to be Provided by the Commission (SciData)” are encountered by all gear types and evaluates	SC papers	Mid-July	

	reporting coverage based on that assumption (<i>para. 37, SC20 Summary Report</i>).			
	9) Develop a proposal to improve data submission workflows through the development of data submission standards and templates for consideration by SC21 (<i>para. 38, SC20 Summary Report</i>).	SC papers	Mid-July	
iii.	<i>Data dissemination</i>			
	1) Produce and publish the Tuna Fishery Yearbook on the Commission's website, which contains annual catch estimates by gear type, flag, and species.	A yearbook published on WCPFC website	Dec	
	2) Disseminate public domain catch, effort, and size data on the Commission's website at an agreed-upon level of resolution, enhancing where possible, while ensuring that the WCPFC rules for public domain data are applied.	Update WCPFC public domain webpage	Jan-Dec	
	3) Continue to produce the <i>Overview of Tuna Fisheries in the WCPO, including Economic Conditions</i> paper and summaries of northern stocks in the WCPFC Convention Area; and more information on the "other" fisheries (Para 38, SC15 Summary Report).	SC paper	Mid-July	
	4) Generate the Annual Catch and Effort (ACE) tables based on the latest data, publish the ACE Tables on the relevant WCPFC webpages according to the agreed schedule.	Update WCPFC ACE Tables webpage	Mid-July, mid-September and November	
	5) Generate and disseminate the latest WCPFC public domain bycatch data, including data defined in the <i>Bycatch Data Exchange Protocol</i> (BDEP) on the WCPFC public domain webpage.	Update WCPFC BDEP and public domain bycatch webpages	November	
	6) Update and disseminate the WCPFC Data Catalogue via the WCPFC Data Catalogue webpage.	Update WCPFC Data Catalogue webpage	November	
iv.	<i>Technical / policy advice</i>			

	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, the implementation of e-reporting and e-monitoring (ER and EM), etc.	Advice provided on request	Jan - Dec	
	2) Provide advice and tasks on data-related procedures of the Commission, e.g., <i>Rules and Procedures for the Protection, Access to and Dissemination of Non-Public Domain Data and Information Compiled by the Commission</i> , and <i>Scientific Data to be Provided to the Commission</i> ".	Advice provided on request	Jan - Dec	
	3) Provide support for coordination and collaboration on data-related matters between the ISC and WCPFC, including specific tables showing provisions of operational-level catch and effort data for the North Pacific region from all CCMs.	Advice provided on request	Jan-Dec	
	4) SC20 requested the following tasks to SSP (paragraphs 77 – 78, SC20 Summary Report): <i>Development of a FAD Logbook</i> 77. SC20 requested that SSP identify what FAD information fields are anticipated to be used by SSP to support stock assessments and other scientific analyses. SSP indicated that the FAD data fields also relate to WCPFC work involving management and monitoring. 78. SC20 recommended that SSP and the WCPFC Secretariat develop a paper for TCC20's and the FADMO-IWG's consideration, responding to the request to identify the needs for the FAD data fields for the work of the WCPFC (science, management and monitoring).	SC paper	Mid-July	
	5) Related to the evaluation of the purse seine fishing effort (SC20-ST-WP-03), conduct further work to better understand relationships between fishing behaviours and strategies, reporting requirements, and estimations of purse seine fishing effort. (Paragraph 88, SC20 Summary Report)	SC paper	Mid-July	

2. Stock assessment and related analytical services				
v.	Target species stock assessments and auxiliary analyses			
	<p>1) Conduct the following specific list as the 2025 priority work for the scientific services (Sub-item 1), SSP's additional resourcing, and additional stock assessment scientist (Sub-item 2) in Table WP-01 of the SC20 Summary Report:</p> <ul style="list-style-type: none"> a) WCPO skipjack tuna stock assessment, noting SC20 recommendations in paragraphs 203 – 206 of the SC20 Summary Report; b) Southwest Pacific swordfish stock assessment; c) Continuation of the Southwest Pacific striped marlin assessment; d) Ongoing work on WCPO tuna stock assessments; e) Development, support, and consolidation work on MULTIFAN-CL, including work addressing the Yellowfin Peer Review recommendations; f) Ongoing work on improving the workflow and systems for efficient repeatability of stock assessments and supporting analyses; and g) Ongoing work on assessment diagnostics based on SC discussions. 	SC papers	Mid-July	
	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.	SC paper(s)	Mid-July	
	3) Make available stock assessment data, model settings and results files.	Link to input files, model settings, and output files posted on SPC-FAME website,	Dec	

		and link on WCPFC website		
	<p>4) Present indicator papers for bigeye, yellowfin, skipjack tuna, and South Pacific albacore for those years when a stock assessment is not conducted, with explanatory details for the figures and a brief interpretation of the trends.</p> <ul style="list-style-type: none"> Rationalize the content of the indicators paper to minimize duplication with SC20-GN-WP-01, noting that short-term projections as the most useful component and non-standardized CPUE data should be retained (<i>para. 210, SC20 Summary Report and para. 17, WCPFC21 Outcomes Document</i>). 	SC paper	Mid-July	
	5) Trends paper for the South Pacific albacore longline and troll fisheries.	SC paper	Mid-July	
	<p>6) Reporting template for stock status and management advice</p> <p>a) To provide the 2025 stock assessment results, review and appropriately apply:</p> <ul style="list-style-type: none"> the SC20 recommendations on reporting guidelines for stock status and management advice (as outlined in paragraphs 350–353 of the SC20 Summary Report), and the Commission's feedback on the reporting template (as noted in paragraph 18 of the WCPFC21 Outcomes Document). 	Included in SC stock assessment papers	Mid-July	
vi.	<i>Model development and refinement</i>			
	<p>1) Refinement or development of stock assessment models, as appropriate, and refinement of models for CPUE standardization, model ensemble approaches, and harvest strategy framework.</p> <ul style="list-style-type: none"> For Project 123, refer to the SC20 recommendations outlined in paragraphs 137-146 and Attachment E of the SC20 Summary Report for details on the revised 2025 work plan. 	SC paper(s) as required	Mid-July	

	2) Provide an update to SC21 on the progress in addressing issues raised by the 2019 Review of SEAPODYM (SC16-EB-IP-06) (paragraph 51, WCPFC21 Outcomes Document).			
3. Management analyses and CMM performance monitoring				
vii.	<i>Conservation and Management Measure performance monitoring</i>			
	<p>1) According to Paragraph 52 of the Measure, review CMM 2023-01 (<i>CMM for bigeye, yellowfin and skipjack tuna in the WCPO</i>) annually and provide advice to SC21 to ensure that the various provisions have the intended effect.</p> <p>2) Consider the Commission's request in paragraph 32 of the WCPFC21 Outcomes Document and advise SC21 when providing a review of the CMM 2023-01 under the Management Issues Theme session.</p> <p><i>32. The Commission tasks the SC and TCC to consider the issues of certain CCMs without baseline catch limit under paragraph 48 of CMM 2023-01 and provide advice to the Commission.</i></p>	SC / TCC/ WCPFC papers, and tables or figures as required	Mid-July, mid-September and mid-November	
viii.	<i>Development of Harvest Strategy Framework</i>			
	<p>1) Updated Indicative Harvest Strategy Work Plan</p> <p>2) Conduct items specified in the <i>Revised HS Work Plan</i> (Attachment 16, WCPFC21 Outcomes Document).</p> <p>3) Recognizing that the Government of New Zealand funds the harvest strategy work through the 'Pacific Tuna MSE' project rather than under the WCPFC SSP contract, carry out tasks A–C outlined below and update the progress on developing the harvest strategy framework by incorporating relevant recommendations from previous Commission and subsidiary body meetings as required.</p>	SC / TCC / WCPFC papers	Mid-July	
	<p>A. South Pacific Albacore Management Workshops</p> <p>1) Provide technical documentation and analyses to support the South Pacific Albacore Management Workshops (SPAM-</p>	SC / TCC / WCPFC papers	Mid-July	

	WS) scheduled for 2025. The workshops focus on i) South Pacific albacore management procedures, ii) management arrangements for implementing the management procedure, and iii) mixed fishery issues, including ensuring compatibility between the bigeye and South Pacific Albacore management procedures. (paragraphs 38-41, WCPFC21 Outcomes Document).			
	B. Skipjack management procedure and monitoring strategy 1) Evaluate the estimation method as requested in paragraphs 372 and 437 of the SC20 Summary Report and provide the outputs from the re-evaluation to SC21. As the skipjack monitoring strategy will be reviewed in 2025, the Commission encouraged ongoing work to consider climate change impacts within the SKJ MP operating model grid (Attachment 15, WCPFC21 Outcomes Document).	SC / TCC / WCPFC papers	Mid-July	
	C. Bigeye and Yellowfin Tuna Target Reference Points 1) Conduct tasks assigned by the Commission in paragraphs 45 – 46 of the WCPFC21 Outcomes Document, noting the decisions in paragraphs 43 – 44. 2) Continue developing the mixed fishery MSE framework to support SC advice on the performance of candidate management procedures.	SC / TCC / WCPFC papers	Mid-July	
ix.	Ecosystem and Climate Indicators			
	1) Update the Ecosystem and Climate Indicator Report Card and present annually to the Commission and its subsidiary bodies. 2) Provide technical assistance as needed to the WCPFC Secretariat, the Commission, and its subsidiary bodies in implementing the <i>WCPFC Climate Change Workplan 2024 – 2027</i> (Attachment 14, WCPFC21 Outcomes Document) and the <i>CMM Climate Change Vulnerability Assessment</i> consultancy (Attachment 14, WCPFC21 Outcomes Document).	SC / TCC / WCPFC papers		

x.	<i>Analyses to support development of Conservation and Management Measures</i>			
	1) Evaluate the potential impacts of existing, new or revised management measures, and the results of which may be suggested to the Commission and/or meetings of its subsidiary bodies as requested.	SC / TCC / WCPFC papers and <i>ad hoc</i> advice, as required	Jan - Dec	
	2) Provide data and advice regarding the revision of CMMs as requested.	SC / TCC / WCPFC papers as required	Jan - Dec	
	3) Following completion of the SWP striped marlin assessment, perform stock management projections, incorporating recommendations in paragraphs 248-254 of the SC20 Summary Report and paragraph 19 of the WCPFC21 Outcomes Document	SC paper	Mid-July	
4. Other advisory and technical services				
xi.	<i>Other advisory and technical services</i>			
	1) Support continuing Intersessional Working Groups for 2025, including the SP Albacore Roadmap IWG, the FAD Management Options IWG, and other FAD-related issues tasked by the Scientific Committee and the Commission.	SC paper	Mid-July	
5. Oversight of WCPFC-funded or supported projects				
xii.	1) Oversight of the Commission-supported projects (as of January 2025) and appropriate reporting, including consideration of SC recommendations related to each contract: <ul style="list-style-type: none"> • Project 35b: Maintenance of the WCPFC Pacific Marine Specimen Bank • Project 42: Implementation of the Pacific Tuna Tagging Program • Project 90: Fish weights/lengths for scientific analysis (duration 2019-2025) • Project 100c: Application of CKMR (duration 2023-2025) • Project 110a: Extension of non-entangling and biodegradable FADs (duration 2024-2027) 			

	<ul style="list-style-type: none"> • Project 114: Improved coverage of cannery receipt data (duration 2023-2025) • Project 120: Updated reproductive biology of tropical tunas (duration 2024-2026) • Project 121: Ecosystem and Climate Indicators (duration 2023-2027) • Project 122a: Scoping study on longline effort creep in the WCPO (duration 2024-2026) • Project 123: Scoping the next generation of tuna stock assessment software (duration 2024-2026) • Project 124: Oceanic whitetip shark stock assessment in WCPO (duration 2024-2025) • Project 125: Biology from billfish samples in LL fisheries (duration 2025-2028) • Project 126: Developing a sampling strategy for sharks (duration 2024) • Project 127: Reconciliation of size composition data collection (duration 2025-2026) 			
	2) Provide a “provisional” list of the SPC-OFP documents for SC21 to the WCPFC Secretariat (Science Manager) as early as possible but no later than <u>15 April 2025</u> for the finalization of the SC21 provisional agenda.	List of SPC documents for SC21	By 15 April 2025	

III. Financial Support to be provided by the Commission

The financial support to be provided by the Commission to SPC’s 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.	1,020,749

Providing essential computer support and software development for stock assessment ²		183,808
SPC's additional stock assessment scientist		168,300
Total Commission funding		1,372,857

IV. Schedule for Payments and Bank Details for Payment

The schedule of payments shall be as follows:

28 February 2025 (or before)	USD 343,215	Name of Bank	Banque de Nouvelle-Caledonie
30 April 2025 (or before)	USD 343,214	Address	25 av Henri Lafleur Victoire, Noumea, New Caledonia
30 June 2025 (or before)	USD 343,214	Account name	La Communauté du Pacifique - USD
30 September 2025 (or before)	USD 343,214	Account Number (IBAN/Swift code)	IBAN : FR76 1488 9000 8181 7160 0101 206 Swift Code: CEPANCNM

Rhea Moss-Christian
Executive Director, WCPFC

Date: _____ February 2025

Paula Vivili
Deputy Director General (Science and Capability), SPC

Date: _____ February 2025

² Terms of reference for this resourcing includes, but is not limited to:

- 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
- Continue to implement a formal framework for management of MULTIFAN-CL code updates, testing new developments, training, and updating the users' guide

Annex 13

Scientific Committee's Future Work Program and Budget

1. SC21 conducted a ranking process for all proposed Scientific Committee projects for 2026. SC21 recommended that the proposed work program and budget for 2026–2028, along with CCMs' priority scores for the budgeted projects in **Table WP-01**, be forwarded to FAC19 and WCPFC22 for consideration. The scoring system agreed at SC17, as shown in the matrix below, was used to calculate the average priority scores provided by CCMs for each proposed project.

SC Project Scoring System (6,9 = High; 3,4 = Medium; 1,2 = Low)		Importance to WCPFC Management Outcomes or to the functioning of the SC		
	Rank	Low	Moderate	High
Feasibility: Likelihood of Success	Low	1	2	3
	Moderate	2	4	6
	High	3	6	9
<p>Notes:</p> <p>Importance criteria evaluate the significance of the outcomes of the proposal in contributing to the successful management of the WCPFC stocks or the functioning of the SC (e.g. is the proposal aligned with the WCPFC research and/or management priorities; does the proposal contribute to the effective planning and functioning of the SC; are the intended outputs/benefits well-defined and relevant; what is the level of impact and likelihood that the proposal outputs will be adopted; is the proposal cost effective). High= Essential; Moderate=Important but not essential; Low=Not Important.</p> <p>Feasibility criteria evaluate the proposal's potential for success i.e., how likely is the proposal to achieve its stated objectives (e.g., are the objectives clearly stated, is the methodology sound, are the project objectives realistic and likely to be achieved, does the research team [if identified] have the ability, capacity and track record to deliver the outputs).</p>				

2. SPC-OFI provided the following specific list as the 2026 priority work for the scientific services (Sub-item 1), SSP's additional resourcing, and additional stock assessment scientist (Sub-item 2) in **Table WP-01**:

- SC21 and TCC21 taskings to improve data collection, data flow, and reporting;
- Development, support, and consolidation work on Multifan-CL;
- WCPO bigeye and yellowfin tuna stock assessments;
- Ongoing work on improving the workflow and systems for efficient repeatability of stock assessments and supporting analyses;
- Ongoing work on assessment diagnostics based on SC discussions;
- Analytical support for management needs, such as TRPs and harvest strategies, CMM evaluations, that lie outside of existing externally funded work; and
- Technical and analytical support to WCPFC meetings called in 2026.

While the above indicates 'priority work' for 2026, for a more comprehensive list of potential SSP taskings for 2026, the reader should refer to Annex 12 of this document, which reflects the agreed work to be undertaken in 2025 and includes some of the additional ongoing activities that those funding lines support.

Table WP-01. Agreed to recommend the future work program and budget table for 2026 – 2028 with CCMs’ priority scores. The new project ID *P21Xi* denotes an arbitrary identifier (*Xi*) proposed by SC21. The data needs field marked as “N/A” indicates that no specific descriptions were provided in the Terms of Reference.

No.	Project Title	2026	2027	2028	Notes	Data needs	Score
	Sub-item 1. Scientific services						
	SPC-OFP scientific services	1,041,164	1,061,987	1,083,227	Budget: 2% annual increase		
	Sub-item 2. Scientific research						
	SPC Additional resourcing	187,484	191,234	195,058	Budget: 2% annual increase TOR: MFCL work		
	SPC FIRST additional stock assessment scientist	171,666	175,099	178,601	Budget: 2% annual increase		

I. Project priority ranking - NOT required							
1	P35b. WCPFC Pacific Marine Specimen Bank	111,711	113,945	116,224	Responsibility: SPC Budget: 2% annual increase		
2	P42. Pacific Tuna Tagging Program	950,000	950,000	988,630	Responsibility: SPC		
3	P110a: Terms of Reference for a project to support additional work on trialling and supporting the development of non-entangling and biodegradable FADs in the WCPO				Responsibility: SPC Funded by EU, ISSF, and US WCPFC’s matching fund		
4	P117. WCPFC tuna biological sampling plan				Responsibility: SPC SPC complementary project		
5	P118. WCPFC billfish biological sampling plan				Responsibility: SPC SPC complementary project		
6	P120. Updated reproductive biology of tropical tunas				Responsibility: SPC EU and WCPFC funds		
6	P125. Biology of South Pacific striped marlin, blue marlin, black marlin, shortbill spearfish, and sailfish in the WCPO from longline fisheries.		40,000		Responsibility: SPC (Ongoing) 2025 budget: carry over to 2026		
7	P126. Developing a sampling strategy for sharks				Responsibility: SPC (Ongoing) No cost extension		
8	P21X02. An assessment of the quantity and potential impact of abandoned, lost, or discarded pelagic longline fishing gear in the WCPFC-CA				Responsibility: GGGI (K. Bigelow)		
9	P21X03. Southwest Pacific swordfish management strategy evaluation				Responsibility: SPC		
II. Priority ranking - Required							
10	P68. Seabird mortality	30,000			Responsibility: SPC	N/A	3.6
11	100d. Application of CKMR methods to SP albacore and cost-	250,000	250,000		Responsibility: SPC	No	6.3

	benefit evaluation and prioritisation of CKMR to WCPFC stocks (tuna, billfish, sharks)				(New project)		
12	P121. Ecosystem and Climate Indicators	15,000	15,000		Responsibility: SPC (Ongoing)	N/A	6.3
13	P122a. Extending the scoping study on longline effort creep in the WCPO to a broader longline CPUE project: support a cross-tuna RFMO collaborative technical workshop on longline CPUE abundance index methods, issues, and good practices	20,000			Responsibility: SPC (Ongoing)	N/A	7.1
14	P123. Scoping the next generation of tuna stock assessment software	50,000			Responsibility: SPC (Ongoing)	Yes	7.3
15	P127a. Additional resources to P127 (Reconciliation of size composition data for stock assessments)	50,000			Responsibility: SPC (Ongoing)	Yes	6.6
16	P128a. Initial analyses to support investigations of the connectivity of key tuna species between the Western Pacific and East Asia (WPEA) region and the broader WCPFC-CA	125,000			Responsibility: CSIRO (New project)	Yes	6.3
17	P21X01. Characterisation of vessel gear interactions and stock trend evaluation of false killer whales (<i>Pseudorca crassidens</i>) and rough-toothed dolphins (<i>Steno bredanensis</i>)	60,000			Responsibility: SPC (PNA) (New project)	Yes	5.4
18	P21X04. Assessment of the SW Pacific blue shark stock (Phase 1)	55,000	55,000		Responsibility: SPC (New project)	Yes	5.6
19	P21X05. Building an age-length data stream for tuna assessments	80,000	60,000	60,000	Responsibility: SPC (New project)	Yes	7.0
20	P21X06. Southwest Pacific swordfish epigenetics and stock structure	50,000	25,000		Responsibility: SPC (BRP ISG) (New project)	TBD	4.6
21	P21X07. Joint bycatch assessment workshop for billfish and sharks	60,000			Responsibility: SPC (BRP ISG) (New project)	NA	5.7
22	P21X08. Southwest Pacific mako shark epigenetics and stock structure	50,000	25,000		Responsibility: SPC (BRP ISG) (New project)	TBD	4.3
23	P21X09. Fishery characterisation of low information sharks and mobulids	60,000			Responsibility: SPC (SRP ISG) (New project)	Yes	5.0
24	P21X10. Post-release survival of oceanic whitetip sharks from WCPO longline fisheries	60,000	25,000		Responsibility: SPC (SRP ISG) (New project)	TBD	5.4
Total Sub-item 2		2,435,861	1,925,278	1,538,514			
Total SC budget (Sub-items 1+2)		3,477,025	2,987,266	2,621,741			

3. The following **Table WP-01-Supplement** provides brief information — including the objectives and scope of work — for the projects listed in Table WP-01 that require funding support from the Commission. Complete details on the terms of reference for each project are available at [SC21-GN-WP-04 \(Terms of reference for proposed projects for 2026-2028\)](#).

TABLE WP-01-supplement

II. Priority ranking - Required							
No.	Project Title	2026	2027	2028	Notes	Data	Score
10	P68. Seabird mortality	30,000			Responsibility: SPC	N/A	3.6
Objectives <ul style="list-style-type: none"> Fulfil the requirement under the WCPFC seabird CMMs to estimate the total number of seabirds being killed per year in WCPFC fisheries. Assess mortality per year over the ten years since the first WCPFC seabird CMM, as requested under CMM2006-02, CMM 2007-04 and CMM 2012-07, and assess whether there is any detectable trend. Provide advice to the Scientific Committee on what data improvements are needed to enable better analyses to be made. 							
Scope of work <ul style="list-style-type: none"> Identify the limitations in the data available. <ul style="list-style-type: none"> Document what information is available on species that overlap with the WCPFC fisheries, their population status, any tracking data (or already established spatial distributions that are more complex than binary presence absence) and any estimates on their biological parameters such as Rmax (the theoretical maximum breeding rate). Document current observer data to assess the level of coverage in each fishery, both spatially and temporally. Estimate species-specific seabird mortalities (where feasible) and risks associated with interactions with WCPFC fisheries (where feasible). Describe the methods used to estimate total mortalities, including treatment of data gaps. Provide advice to the Scientific Committee on the suitability of risk assessment approaches given the data available. Generate advice on what further level of seabird assessment at the species level can be conducted, given the amount and quality of data currently available. 							
11	100d. Application of CKMR methods to SP albacore and cost-benefit evaluation and prioritisation of CKMR to WCPFC stocks (tuna, billfish, sharks)	250,000	250,000		Responsibility: SPC (New project)	No	6.3
Objectives <ul style="list-style-type: none"> Provide CKMR estimated demographic parameters for use in the 2027 south Pacific Albacore stock assessment. Provide guidance to WCPFC-SC on future CKMR applications to WCPFC stocks. 							
Scope of work <p>(i) A further 50,000 tissue samples of south Pacific albacore are required to meet the 84,000 maximum estimated by SC20-SA-IP-24. Genotyping of up to 69,000 samples is required to identify the number of kin for CKMR estimation with a CV of 15% (ie . 15,000 have already been genotyped by P100c). Bioinformatics for the genotyped samples is required to identify kin which will then be embedded into a population dynamics model and used to estimate absolute adult abundance, mortality rates, and connectivity. The CKMR population dynamics model will need to be adapted to fit the life-history of south Pacific albacore. The genotyping will also allow conformation of the number of genetic groups (see SC21-SA-10).</p> <p>(ii) The second part of P100c continuance requires a desktop evaluation of future potential CKMR application. The study will draw on the global experience to provide WCPFC-SC with a guide on the approximate number of samples that need to be collected per WCPFC stock, the number of years of collection needed to obtain a first estimate, the logistical issues with collection, any genomic assay development needed, and expected costs to achieve the first estimate and then subsequent estimates.</p>							
12	P121. Ecosystem and Climate Indicators	15,000	15,000		Responsibility: SPC (Ongoing)	N/A	6.3

Objectives

- Develop and test candidate ecosystem and climate indicators to track the impact of climate and ecosystem changes on WCPFC fisheries and ecosystems.
- Provide technical advice to the Scientific Committee on the suitability of criteria used for testing and evaluating the performance of candidate indicators.
- Support the Scientific Committee in developing tools to communicate ecosystem and climate change impacts to WCPFC and external stakeholders and interest group.

Scope of work

- Technical analyses to develop and test candidate indicators.
- WCPFC member and expert workshops to refine indicators.
- Scientific Committee Reporting.
- Routine preparation of adopted indicators
- Development of tools for communication to WCPFC and wider stakeholders

13	P122a. Extending the scoping study on longline effort creep in the WCPO to a broader longline CPUE project: support a cross-tuna RFMO collaborative technical workshop on longline CPUE abundance index methods, issues, and good practices	20,000			Responsibility: SPC (Ongoing)	N/A	7.1
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Objectives

1. Conduct a comprehensive stocktake and synthesis of longline CPUE standardization approaches across all five tuna RFMOs.
2. Develop and publish technical guidelines specific to tuna longline CPUE analysis, addressing identified issues and gaps in current methods.
3. Provide actionable recommendations for each tuna RFMO to improve CPUE standardization for bigeye, yellowfin, albacore and bluefin tuna assessments.
4. Produce a set of technical peer reviewed papers exploring key issues with tuna longline CPUE analysis and recommended good practices to support best available science on longline abundance indices for tuna RFMOs.
5. Establish ongoing collaboration mechanisms between tuna RFMO CPUE analysts to facilitate knowledge sharing and methodological consistency.

Scope of work

This project will support:

1. Convening a 5-day technical workshop on longline CPUE analysis attended by analysts involved in CPUE modelling across all tuna RFMOs, with invited experts in relevant statistical modelling methods.
2. The workshop would cover the key themes:
 - Fishery structure and data
 - Analytical methods
 - Implementation and application in stock assessment
3. The outcomes of the workshop would include:
 - Peer-reviewed papers compiled for a special theme/issue in Fisheries Research
 - Synthesis paper reviewing current practices across all tuna RFMOs
 - Good practices guidelines specific to tuna longline fisheries CPUE analysis
 - Workshop report with actionable recommendations by RFMO

14	P123. Scoping the next generation of tuna stock assessment software	50,000			Responsibility: SPC (Ongoing)	Yes	7.3
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Objectives

- Ensure that WCPFC stock assessments are of the highest possible quality of science, forming the basis of advice for sustainable management of tuna, billfish, and shark stocks.

Scope of work

- The work on the SPC-IATTC tuna software development will focus on the initial software development design, following the outcomes from the CAPAM online workshop in December 2025. This initial design work is expected to deliver functional prototype components (core model objects) containing the population, observed data, and model predictions, depending on resources and the outcomes of the December workshop. A software repository containing source code, examples, and documentation, describing the functional prototype components of the software project will be produced in 2026.
- The work on the analysis of WCPO skipjack tagging data will focus on producing abundance indices and a corresponding write-up of the methods, results and utility for stock assessments. The deliverables will be a repository containing the analysis and a short technical report describing the analysis for SC22.
- A proposal will be developed for SC22 describing the next phase of work.

15	P127a. Additional resources to P127 (Reconciliation of size composition data for stock assessments)	50,000			Responsibility: SPC (Ongoing)	Yes	6.6
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Objectives

Additional resources for:

1. Conduct a detailed analysis of current size data coverage, initial focus on yellowfin and bigeye tuna (20K USD)
2. Targeted conversion factor sampling – fund Sokskargen annual sampling, and observer/port sample tasking (20K USD)

Scope of work

1. Conduct a targeted statistical and mapping analysis to identify patterns of size data collection among fleets and model regions and identify imbalances in size data in relation spatial and fleet catches. It will provide recommendations for targeted improvements for size data collection efforts, and a basis for developing more refined statistical methods for size data standardization. This work may focus on bigeye and yellowfin, and the methods developed could be applied to other tuna and billfish as part of routine assessment developments.
2. This component will build on the conversion factors review conducted and reported in ST-WP-02, and conduct target sampling on problematic conversion factors, including the neglected length-length and weight-weight conversions. We propose to continue to support the Sokskargen annual sampling program and target observer tasking to collect conversion factor data.

16	P128a. Initial analyses to support investigations of the connectivity of key tuna species between the Western Pacific and East Asia (WPEA) region and the broader WCPFC-CA	125,000			Responsibility: CSIRO (New project)	Yes	6.3
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Objectives

- The aim of this project is to undertake analyses to: 1) understand the influence of different connectivity scenarios for YFT, and possibly SKJ, between the WPEA region and the broader WCPFC-CA on regional stock assessments in the WCPO and 2) assess the feasibility of using a novel genomic approach – Low Coverage Whole Genome Sequencing (LCWGS) – for assessing connectivity (including minimum sample size and analytical requirements).
- The specific objectives are to:
 - i. Undertake modelling to assess the impact of different connectivity assumptions between the WPEA region and broader WCPFC-CA on the results of regional stock assessments for YFT (and possibly SKJ).
 - ii. Undertake a preliminary examination of the utility and sample size requirements of using LCWGS for investigating connectivity of YFT as a test species within the WPEA region and adjacent waters using existing genetic samples.

Scope of work

The proposed activities include:

- (i) Modelling to assess the impact of different connectivity hypotheses on the results of the regional YFT (and potentially SKJ) stock assessments and subsequent management advice.
- (ii) LCWGS sequencing and analysis of resulting data from a subset of existing YFT samples, collected at key locations during ACIAR project FIS/2009/059, using LCWGS (up to 50 samples from each of Maldives, Palabuhanratu (IDN), Kendari (IDN), Ambon (IDN), Bitung (IDN), Jayapura (IDN), and Noro (SLB)).
- (iii) An in-person stakeholder workshop involving participants from each of IDN, PHL, VNM, SPC, and CSIRO to discuss results of (i) and (ii) above and progress full project proposal development.

(iv) Preparation and presentation of project results to SC22 in the form of a Working Paper and presentation, and submission of a final report to the WCPFC Secretariat.							
17	P21X01. Characterisation of vessel gear interactions and stock trend evaluation of false killer whales (<i>Pseudorca crassidens</i>) and rough-toothed dolphins (<i>Steno bredanensis</i>)	60,000			Responsibility: SPC (PNA) (New project)	Yes	5.4
Objectives and Scope of Work <ol style="list-style-type: none"> 1. Reviewing any previous work in the WCPO and elsewhere to assess and improve on methods to evaluate the stock trends of rough-toothed dolphins and false killer whales. 2. Summarise the biological information for these two species. 3. Summarise the fate of encountered individuals and assess the condition information from both species in both fisheries. 4. Develop population models to assess trends in rough-toothed dolphin and false killer whale populations using all Pacific purse seine and longline observer data. 5. Evaluate trends in encounter rates and trends in distribution changes. 6. Develop a plan to assess the reasons leading to their mortality in purse seine and longline operations, if possible; 7. Propose strategies to mitigate mortality if possible. 8. Prepare a report containing the above results for SC22. 							
18	P21X04. Assessment of the SW Pacific blue shark stock (Phase 1)	55,000	55,000		Responsibility: SPC (New project)	Yes	5.6
Objectives <ul style="list-style-type: none"> • Undertake appropriate stock assessment of SW Pacific blue shark following the two-phase (two-year) process endorsed by WCPFC SC for shark assessments. Scope of work <p>Phase 1 (2026)</p> <ul style="list-style-type: none"> • Review the previous SW Pacific blue shark and other subsequent shark assessments in the WCPO to assess whether improved methods have been developed and can be applied, and to increase the understanding of data strengths and weaknesses. • Review and describe challenges and methods to deal with the input data for SW Pacific blue shark (presented to a dedicated agenda item at the 2026 PAW), including key uncertainties that will need to be considered. • Provide a data and fishery characterisation, data compilation and catch reconstruction analyses. • Update WCPO catch reconstruction estimates and abundance indices using recent observer data (noting these may be preliminary and be further refined in Phase 2). • Prepare a report containing the above results and present it at SC22. <p>Phase 2 (2027)</p> <ul style="list-style-type: none"> • Building from the work in the Phase 1 conduct an integrated assessment (if considered feasible and supported by SC) of the SW Pacific blue shark stock. • Conduct a risk analysis/assessment using a chosen/proven method to provide risk-based advice for the stock and fishery impacts in the WCPO. • Update WCPO longline catch estimates and abundance indices using recent observer data, as required. • Present the stock status in terms of the metrics outlined in the 2021-2030 Shark Research Plan. • Prepare a report containing the stock assessment/risk analysis results for SC23. 							
19	P21X05. Building an age-length data stream for tuna assessments	80,000	60,000	60,000	Responsibility: SPC (New project)	Yes	7.0
Objectives <ol style="list-style-type: none"> 1. To further develop rapid aging methods for key WCPFC managed tuna species. 2. To develop sampling strategies and a feasible program design to provide ongoing age-length data for WCPFC tuna assessments 3. To implement a sample collection program within 4 years. <p>Benefits will be to improve the reliability of stock status advice for the key tuna stocks managed by WCPFC (yellowfin, bigeye, south Pacific albacore, potentially skipjack pending development of validated ageing methods)</p>							

Scope of work

Phase 1: 2026

1. Support increased resources to fast-track work on rapid aging from otolith morphometrics, yellowfin and bigeye focus (noting albacore is progressing with epigenetics under WCPFC project 100c – morphometrics could be considered later, skipjack still needs a validated aging methodology.)
2. Conduct analysis and review of sampling capabilities and requirements for an age-length data sampling program of a suitably meaningful scale. Will require discussions with Distant Water Fishing Nations, other CCMs (AU/NZ/USA/EU) and Regional Observer Program coordinators. **Note:** this could be a stop/go, if key CCMs are unable/unwilling to support sample collections on a meaningful scale, we would review the continuation of the project.

Phase 2: 2027

1. Rapid ageing methods expected to be at a stage where peer reviewed, and aging error well characterized. Sampling numbers by species are defined. Training programs for sampling developed and training workshops provided along with written sampling guides and protocols in multiple languages,
2. Development of sample pipeline logistics (i.e. data recording and sample transport logistics to SPC tissue bank)
3. Estimate costs of regular sampling programs by species.

Phase 3: 2028

1. Trial implementation – conduct a trial implementation year.

Phase 4: 2029

1. Refinements and full implementation phase.

20	P21X06. Southwest Pacific swordfish epigenetics and stock structure	50,000	25,000		Responsibility: SPC (BRP ISG) (New project)	TBD	4.6
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Objectives

Using genetic samples collected by the ROP observers to evaluate the stock structure of southwest Pacific swordfish and develop length-at-age estimates using epigenetic analysis.

Scope of work

Identify and collate the genetic samples housed on the WCPFC tissue bank.

Phase 1 - 2026

1. Purchase biopsy punches, vials and other materials required to store and transport genetic samples, as well as RNALater solution.
2. Distribute these to the relevant observer programs.
3. Get observer to commence sampling and ship the samples back to SPC in Noumea.
4. Get observer to sample genetics and collect vertebral samples.

Phase 2 - 2027

1. Once sufficient samples exist:
 - a) undertake a genetic analysis to assess the stock structure and determine the genetic age of the fish sampled.
 - b) Assess if genetic and otolith samples have been collected from the same fish. Where samples exist estimate the age from the otolith samples to calibrate the genetic age.
2. Produce length-at-age estimates.

21	P21X07. Joint bycatch assessment workshop for billfish and sharks	60,000			Responsibility: SPC (BRP ISG) (New project)	NA	5.7
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Objectives and Scope of Work

1. Host a workshop to assess the best approaches for assessing lower information bycatch species.
2. Invite experts who have undertaken successful stock assessments of billfish and sharks, and those involved in the assessment of these stocks in other RFMOs particularly the IATTC.
3. Review assessments that are considered to be successful for billfish and sharks in tuna RFMOs, including CKMR possibilities.

22	P21X08. Southwest Pacific mako shark epigenetics and stock structure	50,000	25,000		Responsibility: SPC (BRP ISG) (New project)	TBD	4.3	

Objectives

Estimate the length at age and stock structure of southwest Pacific Mako sharks

Scope of work

Identify and collate the genetic samples housed on the WCPFC tissue bank.

Phase 1 - 2026

1. Purchase biopsy punches, vials and other materials required to store and transport genetic samples, as well as RNALater solution.
2. Distribute these to the relevant observer programs.
3. Get observer to commence sampling and ship the samples back to SPC in Noumea.
4. Get observer to sample genetics and collect vertebral samples.

Phase 2 - 2027

Once sufficient samples have been collected, that is if samples have been collected from enough fish from a wide enough area,

- a) Undertake a genetic analysis to assess the stock structure and determine the genetic age of the fish sampled.
- b) Assess if genetic and vertebral samples have been collected from the same fish. Where samples exist estimate the age from the vertebral samples to calibrate the genetic age.
- c) Produce length-at-age estimates.

23	P21X09. Fishery characterisation of low information sharks and mobulids	60,000			Responsibility: SPC (SRP ISG) (New project)	Yes	5.0
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Objectives

To evaluate trends and characterise the fisheries catching low information shark and mobulid species in the WCPO, including all threshers, hammerhead sharks, mantas and whale sharks

Scope of work

1. Reviewing the previous work in the WCPO to assess, and improve on, methods and update the information on stock trends.
2. Present a characterisation of the fisheries catching these species.
3. Attempt to develop WCPO abundance indices using observer data.
4. Attempt to present the stock status or trends in terms of the metrics outlined in the 2021-2025 Shark Research Plan to the extent possible.
5. Prepare a report containing the above results for SC22.

24	P21X10. Post-release survival of oceanic whitetip sharks from WCPO longline fisheries	60,000	25,000		Responsibility: SPC (SRP ISG) (New project)	TBD	5.4
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Objectives

Estimate the post-release survival of oceanic whitetip sharks from longline fisheries in the WCPO

Scope of work

- Reviewing the previous work.

Phase 1 - 2026

- Undertake tagging to estimate post-release mortality.
 - It is envisaged that this work would, be done by trained fishery observers, who will deploy Survivorship PAT tags (sPAT) on the sharks.
 - Tags will need to be deployed on sharks of varying life state classes (alive and healthy; injured; and lethargic).
 - The project should aim to deploy at least 10 tags per life state class.

Phase 2 - 2027

- Assess the results and estimate post-release mortality/survival rates for the WCPO longline fisheries. Noting that these may vary between fleets and the work should be undertaken from different flagged vessels to the extent possible.
- Provide a report and presentation to SC23