



**FINANCE AND ADMINISTRATION COMMITTEE
TWENTIETH SESSION**

29 November - 5 December 2026
Port Vila, Vanuatu (Hybrid)

**Proposed Budget for the Commission's Work Programme for 2027 and Indicative
Budgets for 2028 and 2029**

**FAC20-2026-06
16 October 2026**

Purpose

1. This paper sets out draft budget estimates for the Commission to undertake the proposed programme of work for 2027, together with indicative figures for 2028 and 2029, for review and recommendation by the 20th Regular Session of the Finance and Administration Committee (FAC20).

Overview

2. The proposed budget for the General Account Fund for 2027 is **USD10,922,409**. The expenditures proposed for 2027 are for activities coming from previous Commission decisions, recommendations of the 2026 sessions of the Northern Committee (NC22), the Scientific Committee (SC22), the Technical and Compliance Committee (TCC22), the various intersessional working groups, and the Secretariat's estimation of the ongoing operational costs for the Commission and its Secretariat.

3. The budget is structured in two parts. **Part 1** relates to the administrative expenses to sustain the operations of the Secretariat. **Part 2** relates to the expenses for the work of the Science and Technical and Compliance Programmes of the Commission.

4. The proposed Part 1 budget for the administrative expenses of the Secretariat in 2027 is **reduced by USD161,382**, compared to the 2027 indicative budget presented at WCPFC22. This figure reflects the removal of USD 220,000 from the Future Work – Commission budget line (sub-item 1.8), reducing the allocation to zero.

5. The proposed Part 2 budget for both the Science Programme and the Technical and Compliance Programme in 2027 is **increased by USD642,866** when compared to the 2027 indicative budget presented to WCPFC22. The increase is related to additional projects under the Science Programme.

6. WCPFC22 endorsed an indicative budget for 2027 in the amount of **USD10,440,925**. The proposed budget for 2027 represents a 4.6% increase from the 2026 indicative budget and a 6.7% increase from the 2026 budget (see paragraph 4, above).

7. The net total of proposed member contributions in 2027 is **USD10,272,044**, 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.

8. Per Staff Regulation 19 (d), the UN salaries scale for a D1 has been increased by 1.79% per the staff regulations
9. For inflation for support staff under Staff Regulation 19 (e), an annual market survey has not yet been finalised for Pohnpei by the FSM national government at the time of writing. Any updates will be provided in revisions to the budget ahead of FAC20.
10. 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 2027 and indicative figures for 2028 and 2029. This Annex includes the funding appropriated for 2026 and the forecasted total expenditure to year end against those appropriations, together with the indicative 2027 budget figures considered at WCPFC22;
Annex 4	Proposed General Fund financing table for 2027, 2028 and 2029;
Annex 5	A Summary of estimated costs for Established Posts for 2027, 2028 and 2029;
Annex 6	Summary of budgetary estimates for 2027, 2028, and 2029 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 2023 – 2025 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 2027 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 SC22 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.

11. 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 a second SIDS participant, after adjustments.
- 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 it was agreed to at WCPFC22 that it would continue until reviewed in 2029.
- 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 FAC20.
- f. Annex 7(f) includes the schedule of contributions for 2027 per Financial Regulations 5.2 without any adjustment and contribution projections for 2028 and 2029.

12. 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 SC22 report and discussions at TCC22.

Recommendation

13. FAC20 is invited to consider the proposed 2027 budget and make recommendations to the Commission on the annual budget for 2027, and the indicative budgets for 2028 and 2029, for adoption at WCPFC23.

ANNEX 1

Consolidated Overview of Total Income and Expenditures

Income	2026	2027	2028	2029
Member Contributions	\$ 9,684,257	\$ 10,272,044	\$ 9,930,272	\$ 9,882,590
CNM Contributions	\$ 286,026	\$ 278,944	\$ 269,663	\$ 268,368
Interest and other income	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Donors*	\$ 1,688,695	\$ 677,637	\$ 677,637	\$ 677,637
Total Income	\$ 11,758,978	\$ 11,328,625	\$ 10,977,572	\$ 10,928,596
Estimated Expenditures				
Administrative Expenditures	\$ 5,234,191	\$ 5,324,837	\$ 5,550,404	\$ 5,616,718
Science Programme Expenditures	\$ 2,742,025	\$ 3,615,265	\$ 2,873,110	\$ 2,794,574
Tech. and Compliance Programme Exp.	\$ 1,934,494	\$ 1,982,307	\$ 1,956,758	\$ 1,921,299
Project Expenditures (vol. contributions)	\$ 1,519,048	\$ 1,840,420	\$ 746,312	\$ 1,095,211
Total Expenditures	\$ 11,429,758	\$ 12,762,829	\$ 11,126,584	\$ 11,427,802
Income over expenditure	\$ 329,220	\$ (1,434,205)	\$ (149,012)	\$ (499,206)
Internal funds to cover deficit				
Working Capital Fund	\$ 350,000	\$ 350,000	\$ 350,000	\$ 350,000
CNM Fund	\$ -	\$ -	\$ -	\$ -
CNM Fund (offset for Small SIDs)	\$ 196,113	\$ 202,905	\$ 201,095	\$ 200,129
Total	\$ 546,113	\$ 552,905	\$ 551,095	\$ 550,129
Net position	\$ 875,333	\$ (881,299)	\$ 402,083	\$ 50,923

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

ANNEX 2**Summary of Donor Contributions**

Income	2026	2027	2028	2029
Donors				
Australia	\$ 137,420	\$ -	\$ -	\$ -
China	\$ 30,000	\$ -	\$ -	\$ -
French Polynesia	\$ 60,000	\$ -	\$ -	\$ -
FSM	\$ 5,000	\$ -	\$ -	\$ -
Japan	\$ 145,082	\$ 145,082	\$ 145,082	\$ 145,082
Korea	\$ 132,555	\$ 132,555	\$ 132,555	\$ 132,555
New Zealand	\$ 562,670	\$ -	\$ -	\$ -
Chinese Taipei	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000
USA	\$ 90,000	\$ -	\$ -	\$ -
Marine Stewardship Council	\$ 65,968	\$ -	\$ -	\$ -
PEW with the Ocean Foundation	\$ 10,000	\$ -	\$ -	\$ -
Westpac	\$ 50,000	\$ -	\$ -	\$ -
Total Income from Donors	\$ 1,688,695	\$ 677,637	\$ 677,637	\$ 677,637

ANNEX 3

**Summary of estimated General Fund budgetary requirements for 2027
and indicative figures for 2028 and 2029 (USD)**

	<i>Approved budget 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Proposed budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
Part 1 - Administrative Expenses of the Secretariat						
Sub-Item 1.1 <i>Staff Costs</i>						
Professional Staff Salary	1,029,305	902,493	1,050,921	1,018,588	1,044,075	1,065,708
Professional Staff Benefits and Allowances	1,024,943	859,736	1,037,696	1,041,252	1,056,639	1,076,670
Professional Staff Insurance	166,554	144,005	167,243	177,179	180,044	182,995
Recruitment/Repatriation	63,913	69,388	51,130	51,130	0	0
Support Staff	716,851	643,080	727,808	714,225	755,183	798,882
Professional Services	0	97,853	0	0	0	0
Total, sub-item 1.1	3,001,565	2,716,555	3,034,798	3,002,374	3,035,941	3,124,255
Sub-Item 1.2 <i>Other Personnel Costs</i>						
Temporary Assistance/Overtime	16,500	20,500	16,500	18,500	18,500	18,500
Chairs Expenses	50,000	44,280	50,000	50,000	50,000	50,000
Consultants <i>(Note 1)</i>	243,000	246,135	183,000	183,000	153,000	153,000
Total, sub-item 1.2	309,500	310,915	249,500	251,500	221,500	221,500
Sub-item 1.3 <i>Official Travel</i>	200,000	204,021	200,000	220,000	220,000	220,000
Sub-item 1.4 <i>General Operating Expenses</i>						
Electricity, Water, Sanitation	48,000	39,751	48,000	44,000	44,000	44,000
Communications/Courier	84,000	79,472	84,000	84,000	84,000	84,000
Office Supplies & Fuel	37,000	35,620	37,000	37,000	37,000	37,000
Audit	18,540	19,113	18,540	20,000	20,000	20,000
Bank Charges	13,000	12,063	13,000	13,000	13,000	13,000
Official Hospitality	10,000	10,000	10,000	10,000	10,000	10,000
Community Outreach	8,000	8,000	8,000	8,000	8,000	8,000
Miscellaneous Services	6,000	5,753	6,000	6,000	6,000	6,000
Security	124,911	124,558	124,911	124,911	124,911	124,911
Training	15,000	15,608	15,000	15,000	15,000	15,000
Total, sub-item 1.4	364,451	349,939	364,451	361,911	361,911	361,911
Sub-item 1.5 <i>Capital Expenditure</i>						
Vehicles	22,000	24,560	0	0	22,000	0
Information Technology	48,400	37,684	48,400	48,400	48,400	48,400
Furniture and Equipment	32,000	31,250	32,000	32,000	32,000	32,000
Total, sub-item 1.5	102,400	93,494	80,400	80,400	102,400	80,400
Sub-item 1.6 <i>Maintenance</i>						
Vehicles	6,000	3,474	6,000	6,000	6,000	6,000
Information and Communication Technology	180,563	186,973	180,563	187,145	187,145	187,145
Website Hosting	39,782	39,782	39,782	39,782	39,782	39,782
Buildings & Grounds	63,000	79,404	63,000	63,000	63,000	63,000
Gardeners and Cleaners	100,675	95,088	100,675	100,675	100,675	100,675
Insurance	29,250	29,250	29,250	29,250	29,250	29,250
Total, sub-item 1.6	419,270	433,971	419,270	425,852	425,852	425,852
Sub-item 1.7 <i>Meeting Services</i>						
Annual Session	225,000	225,000	205,000	225,000	225,000	225,000
Scientific Committee	235,000	231,888	220,000	235,000	235,000	235,000
Northern Committee <i>(Note 2)</i>	18,000	18,000	18,000	18,000	18,000	18,000
Technical and Compliance Committee	174,800	195,409	174,800	184,800	184,800	184,800
Funding for Working Groups <i>(Note 12)</i>	175,000	150,000	0	20,000	0	0
Total, sub-item 1.7	827,800	820,297	617,800	682,800	662,800	662,800
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	305,000	300,000	300,000	300,000	300,000
TOTAL, Section 1/Item 1	5,524,986	5,234,191	5,486,219	5,324,837	5,550,404	5,616,718

	Approved budget 2026	Estimated expenditure 2026	Indicative budget 2027	Proposed budget 2027	Indicative budget 2028	Indicative budget 2029
ANNEX 3 (continued)						
Part 2 - Science, Technical & Compliance Programme						
Section 2 (Item 2)						
Sub-item 2.1	Scientific Services (SPC) (Note 4)					
	1,041,164	1,041,164	1,061,987	1,061,987	1,083,227	1,104,892
Sub-item 2.2	Scientific Research					
Additional Resourcing SPC (Note 4)	187,484	187,484	191,234	191,234	195,058	198,960
SPC additional stock assessment scientist (Note 4)	171,666	171,666	175,099	175,099	178,601	182,173
P35b Pacific Marine Specimen Bank	111,711	111,711	113,945	113,945	116,224	118,549
P42 Pacific Tuna Tagging Project	950,000	950,000	950,000	950,000	950,000	950,000
P100d Application of CKMR to SPA and WCPFC stocks	75,000	75,000	115,000	115,000	0	0
P120 Updated reproductive biology of tropical tunas	0	0	0	70,000	0	0
P121 Ecosystem and Climate Indicators	15,000	15,000	15,000	15,000	0	0
P125 Biology from billfish samples in LL	0	0	40,000	0	0	0
P127a Recon. size composition data collection	50,000	50,000	0	0	0	0
P128a Connectivity of YFT/SKJ WPEA region & WCPFC	0	0	125,000	125,000	0	0
P129 Building an age-length data stream for tuna assessmen	80,000	80,000	60,000	90,000	60,000	60,000
P130 Bycatch assessment WS: billfish & sharks	60,000	60,000	0	0	0	0
P21X01 Gear interactions and stock trends: cetaceans	0	0	60,000	0	0	0
P21X04 Assess.of the SWP blue shark stock-Phase 1	0	0	50,000	0	0	0
P21X09 Character. of low info: sharks & mobulids	0	0	60,000	0	0	0
P22X01 Stock assessment of SWP blue shark	0	0	0	85,000	0	0
P22X02 Data Characterisation of low info elasmobranch	0	0	0	40,000	0	0
P22X03 Bycatch Mitigation Information System	0	0	0	32,000	0	0
P22X04 Technical workshop on tagging data integration	0	0	0	135,000	0	0
P22X05 Data characterisation of BLM, SFA, and SSP	0	0	0	40,000	0	0
P22X06 Mitigating FAD Environmental Impacts WCPO	0	0	0	133,000	133,000	133,000
P22X07 Monitoring dFAD fisheries for management	0	0	0	86,000	0	0
P22X08 Mitigating industrial aFAD loss impacts	0	0	0	47,000	47,000	47,000
P22X11 WCPO skipjack tagging assessment analyses	0	0	0	110,000	110,000	0
Total, sub-item 2.2	1,700,861	1,700,861	1,955,278	2,553,278	1,789,883	1,689,682
Sub-item 2.3	Technical & Compliance Programme					
ROP Travel for Audits and Training	25,000	20,873	25,000	25,000	25,000	25,000
ROP - Consultancy	89,250	89,250	89,250	90,823	90,823	90,823
ROP Data Management	923,904	923,904	923,904	923,904	923,904	923,904
Vessel Monitoring System	185,000	164,482	185,000	185,000	185,000	185,000
Vessel Monitoring System - Airtime	195,379	218,215	199,287	222,579	227,031	231,572
Information Management System (Note 5)	145,000	145,106	120,000	120,000	100,000	80,000
Monthly Reports and CCM Dashboards (Note 6)	50,000	56,800	40,000	50,000	40,000	30,000
CMS Future Work (Note 7)	30,000	17,300	30,000	30,000	30,000	20,000
Enhance Secretariat Analytical Capacity (Note 8)	65,000	59,000	65,000	65,000	65,000	65,000
Repeatable reports - next generation approach (Note 9)	30,000	27,210	30,000	30,000	30,000	30,000
E-Monitoring and E-Reporting Activities	15,000	0	15,000	15,000	15,000	15,000
CCM/Staff Training (Note 10)	20,000	20,000	20,000	20,000	20,000	20,000
Targeted Capacity Building	35,000	32,354	35,000	45,000	45,000	45,000
Workshops/IATTC Cross Endor. Train.	10,000	10,000	10,000	10,000	10,000	10,000
Regional Capacity Building Workshops (Note 11)	150,000	150,000	150,000	150,000	150,000	150,000
Total, sub-item 2.3	1,968,533	1,934,494	1,937,441	1,982,307	1,956,758	1,921,299
Total, Section 2/Item 2	4,710,558	4,676,519	4,954,706	5,597,572	4,829,868	4,715,873
Total, Parts 1 & 2	10,235,544	9,910,710	10,440,925	10,922,409	10,380,272	10,332,590

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)	\$30,000
Miscellaneous Consultancies	\$25,000
	\$183,000

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 2027 funding support

Note 5: Information Management System

2026/27 – Includes continued development of tools and training opportunities to support ongoing capacity building for CCMs to improve data management and ease of use in managing their own reporting (TCC22 tasked the Secretariat to continue this work; see also earlier upgrades described in TCC19-2023-22)

Note 6: Monthly Reports and CCM Dashboards

Ongoing consideration of additional opportunities to support CCMs with their own reporting and processes for their review of reported data

Note 7: CMS Future Work

Continued CMR system report enhancements and links to CMM site including obligation compliance rating trends

Note 8: Enhance Secretariat Analytical Capacity

2026/27 - 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

2026/27 - 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

To support up to four virtual IWGs

ANNEX 4

Proposed General Fund financing table for 2027

.....	
Proposed budget expenditure total	10,922,409
less	
Estimated interest	(100,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	0
Total assessed contributions	<u><u>10,472,409</u></u>

Proposed General Fund financing table for 2028

.....	
Proposed budget expenditure total	10,380,272
less	
Estimated interest and other income	(100,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	0
Total assessed contributions	<u><u>9,930,272</u></u>

Proposed General Fund financing table for 2029

.....	
Proposed budget expenditure total	10,332,590
less	
Estimated interest and other income	(100,000)
Transfer from Working Capital Fund	(350,000)
CNM Contributions Fund	0
Total assessed contributions	<u><u>9,882,590</u></u>

ANNEX 5

Summary of estimated Established Posts costs for 2027-2029										
USD										
2027	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
Professional Position										
Entitlement										
Base salary	196,682	135,302	130,327	135,302	80,095	100,762	80,039	80,039	80,039	1,018,588
Super	14,751	10,148	9,775	10,148	6,007	7,557	6,003	6,003	6,003	76,394
COLDA	68,839	47,356	45,615	47,356	28,033	35,267	28,014	28,014	28,014	356,506
Housing	13,200	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	224,400
Location Allowance	32,453	22,325	21,504	22,325	13,216	16,626	13,206	13,206	13,206	168,067
Education	20,500	0	41,000	41,000	0	0	0	20,500	0	123,000
Leave fares	6,535	4,687	9,556	15,603	3,108	5,000	2,376	7,500	4,901	59,266
Reunion fares	0	0	4,778	6,241	0	0	0	3,000	0	14,019
ED Allowances	19,600	0	0	0	0	0	0	0	0	19,600
Health & Medical	10,611	10,611	10,611	10,611	10,611	10,611	10,611	10,611	10,611	95,495
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	4,897	4,897	4,897	4,897	4,897	4,897	4,897	4,897	4,897	44,073
Recruitment/Repat costs	0	0	0	0	0	0	25,565	25,565	0	51,130
Total	392,246	265,904	308,641	324,061	176,545	211,298	201,290	229,914	178,250	2,288,150
Support Staff Position	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7			
Base salary	0	32,553	130,866	121,041	125,866	68,414	0	478,740		
Health & Medical	0	4,171	12,513	12,513	20,855	12,513	0	62,565		
Life Insurance	0	6,071	18,213	18,213	30,355	18,213	0	91,065		
Personal accident ins.	0	510	1,530	1,530	2,550	1,530	0	7,650		
Social security/Retirement plan	0	5,046	20,284	18,761	19,509	10,604	0	74,205		
Leave fare	0	0	0	0	0	0	0	0		
Total	0	48,351	183,406	172,058	199,135	111,274	0	714,225		

2028

<i>Professional Position Entitlement</i>	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
Base salary	200,026	137,603	137,603	137,603	84,566	102,475	81,400	81,400	81,400	1,044,075
Super	15,002	10,320	10,320	10,320	6,342	7,686	6,105	6,105	6,105	78,306
COLDA	70,009	48,161	48,161	48,161	29,598	35,866	28,490	28,490	28,490	365,426
Housing	13,200	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	224,400
Location Allowance	33,004	22,704	22,705	22,704	13,953	16,908	13,431	13,431	13,431	172,272
Education	20,500	0	41,000	41,000	0	0	0	20,500	0	123,000
Leave fares	6,535	4,287	9,556	15,603	3,108	5,000	2,376	7,500	4,901	58,866
Reunion fares	0	0	4,778	6,241	0	0	0	3,750	0	14,769
ED Allowances	19,600	0	0	0	0	0	0	0	0	19,600
Health & Medical	10,929	10,929	10,929	10,929	10,929	10,929	10,929	10,929	10,929	98,360
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	4,897	4,897	4,897	4,897	4,897	4,897	4,897	4,897	4,897	44,073
Recruitment/Repat costs	0	0	0	0	0	0	0	0	0	0
<i>Total</i>	<i>397,881</i>	<i>269,480</i>	<i>320,528</i>	<i>328,037</i>	<i>183,974</i>	<i>214,340</i>	<i>178,207</i>	<i>207,581</i>	<i>180,732</i>	<i>2,280,758</i>
<i>Support Staff Position</i>	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7			
Base salary	0	36,093	138,715	125,883	139,540	73,971	0	514,202		
Health & Medical	0	4,171	12,513	12,513	20,855	12,513	0	62,565		
Life Insurance	0	6,071	18,213	18,213	30,355	18,213	0	91,065		
Personal accident ins.	0	510	1,530	1,530	2,550	1,530	0	7,650		
Social security/Retirement plan	0	5,594	21,501	19,512	21,629	11,466	0	79,701		
Leave fare	0	0	0	0	0	0	0	0		
<i>Total</i>	<i>0</i>	<i>52,440</i>	<i>192,472</i>	<i>177,650</i>	<i>214,929</i>	<i>117,693</i>	<i>0</i>	<i>755,183</i>		

2029

<i>Professional Position Entitlement</i>	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
Base salary	204,026	139,942	139,943	139,942	89,288	104,217	82,784	82,784	82,784	1,065,708
Super	15,302	10,496	10,496	10,496	6,697	7,816	6,209	6,209	6,209	79,928
COLDA	71,409	48,980	48,980	48,980	31,251	36,476	28,974	28,974	28,974	372,998
Housing	13,200	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	224,400
Location Allowance	33,664	23,090	23,091	23,090	14,732	17,196	13,659	13,659	13,659	175,842
Education	20,500	0	41,000	41,000	0	0	0	20,500	0	123,000
Leave fares	6,535	4,287	9,556	15,603	3,108	5,000	2,376	6,156	4,901	57,522
Reunion fares	0	0	4,778	15,603	0	0	0	3,000	0	23,381
ED Allowances	19,600	0	0	0	0	0	0	0	0	19,600
Health & Medical	11,257	11,257	11,257	11,257	11,257	11,257	11,257	11,257	11,257	101,311
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	4,897	4,897	4,897	4,897	4,897	4,897	4,897	4,897	4,897	44,073
Recruitment/Repat costs	0	0	0	0	0	0	0	0	0	0
<i>Total</i>	<i>404,569</i>	<i>273,527</i>	<i>324,575</i>	<i>341,445</i>	<i>191,808</i>	<i>217,438</i>	<i>180,735</i>	<i>208,015</i>	<i>183,260</i>	<i>2,325,372</i>
<i>Support Staff Position</i>	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7			
Base salary	0	39,952	146,948	130,724	154,469	79,943	0	552,037		
Health & Medical	0	4,171	12,513	12,513	20,855	12,513	0	62,565		
Life Insurance	0	6,071	18,213	18,213	30,355	18,213	0	91,065		
Personal accident ins.	0	510	1,530	1,530	2,550	1,530	0	7,650		
Social security/Retirement plan	0	6,193	22,777	20,262	23,943	12,391	0	85,566		
Leave fare	0	0	0	0	0	0	0	0		
<i>Total</i>	<i>0</i>	<i>56,897</i>	<i>201,981</i>	<i>183,243</i>	<i>232,172</i>	<i>124,590</i>	<i>0</i>	<i>798,882</i>		

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 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
For capacity building of small island developing states.	0	0	400,000	400,000	400,000
CNM Contributions Fund					
	<i>Indicative budget 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
Fund to collect CNM Contributions. <i>Note 1</i>	202,102	196,113	202,905	201,095	200,129
Japan Trust Fund					
	<i>Indicative budget 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
For capacity building in fisheries statistics, regulation and enforcement for small island developing states.	156,566	145,082	145,082	145,082	145,082
Special Requirements Fund					
	<i>Indicative budget 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
Article 30 of the Convention purposes.	77,798	96,742	subject to contributions	subject to contributions	subject to contributions
Voluntary Contributions Fund					
	<i>Indicative budget 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
For other earmarked activities.	252,224	247,698	398,574	subject to contributions	subject to contributions
West Pacific East Asia Project Fund					
	<i>Indicative budget 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
New Zealand	627,800	833,413	693,859	561,510	subject to contributions
Working Capital Fund					
	<i>Indicative budget 2026</i>	<i>Estimated expenditure 2026</i>	<i>Indicative budget 2027</i>	<i>Indicative budget 2028</i>	<i>Indicative budget 2029</i>
To provide cash flow finance in the absence of sufficient contributions	350,000	350,000	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

2027 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	40,278	131,243	17,581	189,102	0	1,511	0	0	190,613	1.86%	0	0	0	190,613
Canada	40,278	124,564	0	164,843	83	1,317	0	0	166,243	1.62%	0	0	-83	166,160
China	40,278	266,988	229,558	536,825	269	4,289	0	0	541,384	5.27%	0	0	-269	541,114
Cook Islands	40,278	31,649	14,561	86,489	0	0	-30,354	-2,478	53,657	0.52%	30,354	1,185	0	85,196
European Union	40,278	311,780	138,934	490,992	0	3,923	0	0	494,915	4.82%	0	0	0	494,915
Federated States of Micronesia	40,278	7,769	611,025	659,073	0	0	0	-18,880	640,192	6.23%	0	9,032	0	649,224
Fiji	40,278	10,385	25,856	76,519	0	0	0	-2,192	74,327	0.72%	0	1,049	0	75,376
France	40,278	121,588	16,389	178,256	0	1,424	0	0	179,680	1.75%	0	0	0	179,680
Indonesia	40,278	26,346	283,941	350,566	0	2,801	0	0	353,367	3.44%	0	0	0	353,367
Japan	40,278	125,530	1,070,940	1,236,748	620	9,882	0	0	1,247,251	12.14%	0	0	-620	1,246,630
Kiribati	40,278	6,660	814,119	861,058	0	0	0	-24,666	836,391	8.14%	0	11,799	0	848,191
Korea	40,278	87,693	1,100,930	1,228,901	616	9,820	0	0	1,239,337	12.07%	0	0	-616	1,238,721
Marshall Islands	40,278	15,140	319,229	374,648	0	0	-13,326	-10,732	350,589	3.41%	13,326	5,134	0	369,049
Naoero	40,278	37,778	344,101	422,157	0	0	-37,176	-12,093	372,887	3.63%	37,176	5,785	0	415,848
New Zealand	40,278	86,602	6,413	133,294	0	1,065	0	0	134,359	1.31%	0	0	0	134,359
Niue	40,278	28,864	17	69,159	0	0	-28,780	-1,981	38,398	0.37%	28,780	948	0	68,126
Palau	40,278	28,441	5	68,724	0	0	-27,558	-1,969	39,198	0.38%	27,558	942	0	67,697
Papua New Guinea	40,278	5,496	257,143	302,918	0	0	0	-8,678	294,240	2.86%	0	4,151	0	298,391
Philippines	40,278	14,588	361,945	416,812	0	3,331	0	0	420,143	4.09%	0	0	0	420,143
Samoa	40,278	8,454	3,388	52,120	0	0	0	-1,493	50,627	0.49%	0	714	0	51,341
Solomon Islands	40,278	3,779	109,415	153,472	0	0	0	-4,396	149,076	1.45%	0	2,103	0	151,179
Chinese Taipei	40,278	73,808	919,074	1,033,161	518	8,255	0	0	1,041,935	10.14%	0	0	-518	1,041,417
Tonga	40,278	10,248	472	50,998	0	0	-5,061	-1,461	44,477	0.43%	5,061	699	0	50,236
Tuvalu	40,278	15,396	201,555	257,230	0	0	-10,651	-7,369	239,210	2.33%	10,651	3,525	0	253,386
United States of America	40,278	506,594	317,298	864,170	433	6,905	0	0	871,509	8.48%	0	0	-433	871,075
Vanuatu	40,278	7,101	166,794	214,174	0	0	0	-6,135	208,038	2.03%	0	2,935	0	210,973
Totals	1,047,241	2,094,482	7,330,686	10,472,409	2,540	54,524	-152,905	-104,524	10,272,044	100%	152,905	50,000	-2,540	10,472,409

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	31,649	30,354	0.8%	2.4%	2,478
Federated States of Micronesia	113,680	5,684	7,769	0	6.3%	18.1%	18,880
Fiji	933,150	46,658	10,385	0	0.7%	2.1%	2,192
Kiribati	136,490	6,825	6,660	0	8.2%	23.6%	24,666
Marshall Islands	36,280	1,814	15,140	13,326	3.6%	10.3%	10,732
Naoero	12,030	602	37,778	37,176	4.0%	11.6%	12,093
Niue	1,681	84	28,864	28,780	0.7%	1.9%	1,981
Palau	17,660	883	28,441	27,558	0.7%	1.9%	1,969
Papua New Guinea	10,762,820	538,141	5,496	0	2.9%	8.3%	8,678
Samoa	219,310	10,966	8,454	0	0.5%	1.4%	1,493
Solomon Islands	838,640	41,932	3,779	0	1.5%	4.2%	4,396
Tonga	103,740	5,187	10,248	5,061	0.5%	1.4%	1,461
Tuvalu	94,900	4,745	15,396	10,651	2.5%	7.0%	7,369
Vanuatu	3,351,700	167,585	7,101	0	2.0%	5.9%	6,135
Total				152,905	35%	100%	104,524

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	1.57%	3.3%	83
China	5.13%	10.6%	269
Japan	11.81%	24.4%	620
Korea	11.73%	24.3%	616
Chinese Taipei	9.87%	20.4%	518
United States of America	8.25%	17.1%	433
Total	48.36%	100.00%	2,540

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

CCM	Contribution percent	Extrapolated percentage	Total
Australia	1.81%	2.77%	\$ 1,511
Canada	1.57%	2.42%	\$ 1,317
China	5.13%	7.87%	\$ 4,289
European Union	4.69%	7.20%	\$ 3,923
France	1.70%	2.61%	\$ 1,424
Indonesia	3.35%	5.14%	\$ 2,801
Japan	11.81%	18.12%	\$ 9,882
Korea	11.73%	18.01%	\$ 9,820
New Zealand	1.27%	1.95%	\$ 1,065
Philippines	3.98%	6.11%	\$ 3,331
Chinese Taipei	9.87%	15.14%	\$ 8,255
United States of America	8.25%	12.66%	\$ 6,905
Total	65.16%	100.00%	\$ 54,524

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	189,102	1.8%	183,685	5,417	0	0.0%	0	0	0
Canada	164,843	1.6%	160,121	4,722	0	0.0%	0	0	0
China	536,825	5.1%	521,447	15,378	0	0.0%	0	0	0
Cook Islands	86,489	0.8%	84,011	0	2,478	2.4%	1,185	1,292	2,478
European Union	490,992	4.7%	476,927	14,065	0	0.0%	0	0	0
Federated States of Micronesia	659,073	6.3%	640,192	0	18,880	18.1%	9,032	9,849	18,880
Fiji	76,519	0.7%	74,327	0	2,192	2.1%	1,049	1,143	2,192
France	178,256	1.7%	173,149	5,106	0	0.0%	0	0	0
Indonesia	350,566	3.3%	340,523	10,043	0	0.0%	0	0	0
Japan	1,236,748	11.8%	1,201,319	35,429	0	0.0%	0	0	0
Kiribati	861,058	8.2%	836,391	0	24,666	23.6%	11,799	12,867	24,666
Korea	1,228,901	11.7%	1,193,697	35,204	0	0.0%	0	0	0
Marshall Islands	374,648	3.6%	363,915	0	10,732	10.3%	5,134	5,598	10,732
Naoero	422,157	4.0%	410,063	0	12,093	11.6%	5,785	6,308	12,093
New Zealand	133,294	1.3%	129,475	3,818	0	0.0%	0	0	0
Niue	69,159	0.7%	67,178	0	1,981	1.9%	948	1,033	1,981
Palau	68,724	0.7%	66,755	0	1,969	1.9%	942	1,027	1,969
Papua New Guinea	302,918	2.9%	294,240	0	8,678	8.3%	4,151	4,527	8,678
Philippines	416,812	4.0%	404,872	11,940	0	0.0%	0	0	0
Samoa	52,120	0.5%	50,627	0	1,493	1.4%	714	779	1,493
Solomon Islands	153,472	1.5%	149,076	0	4,396	4.2%	2,103	2,293	4,396
Chinese Taipei	1,033,161	9.9%	1,003,564	29,597	0	0.0%	0	0	0
Tonga	50,998	0.5%	49,537	0	1,461	1.4%	699	762	1,461
Tuvalu	257,230	2.5%	249,862	0	7,369	7.0%	3,525	3,844	7,369
United States of America	864,170	8.3%	839,415	24,756	0	0.0%	0	0	0
Vanuatu	214,174	2.0%	208,038	0	6,135	5.9%	2,935	3,200	6,135
Totals	10,472,409	100.00%	10,172,409	195,476	104,524	1	50,000	54,524	104,524

ANNEX 7 Cont.

7(f) Schedule of contributions based on proposed 2027 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	2027					2028		2029	
	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	40,278	131,243	17,581	189,102	1.8%	179,313	1.8%	178,452	1.8%
Canada	40,278	124,564	0	164,843	1.6%	156,309	1.6%	155,559	1.6%
China	40,278	266,988	229,558	536,825	5.1%	509,035	5.1%	506,590	5.1%
Cook Islands	40,278	31,649	14,561	86,489	0.8%	82,012	0.8%	81,618	0.8%
European Union	40,278	311,780	138,934	490,992	4.7%	465,574	4.7%	463,339	4.7%
Federated States of Micronesia	40,278	7,769	611,025	659,073	6.3%	624,954	6.3%	621,953	6.3%
Fiji	40,278	10,385	25,856	76,519	0.7%	72,558	0.7%	72,209	0.7%
France	40,278	121,588	16,389	178,256	1.7%	169,028	1.7%	168,216	1.7%
Indonesia	40,278	26,346	283,941	350,566	3.3%	332,418	3.3%	330,821	3.3%
Japan	40,278	125,530	1,070,940	1,236,748	11.8%	1,172,724	11.8%	1,167,093	11.8%
Kiribati	40,278	6,660	814,119	861,058	8.2%	816,482	8.2%	812,562	8.2%
Korea	40,278	87,693	1,100,930	1,228,901	11.7%	1,165,284	11.7%	1,159,688	11.7%
Marshall Islands	40,278	15,140	319,229	374,648	3.6%	355,253	3.6%	353,547	3.6%
Naoero	40,278	37,778	344,101	422,157	4.0%	400,303	4.0%	398,380	4.0%
New Zealand	40,278	86,602	6,413	133,294	1.3%	126,393	1.3%	125,787	1.3%
Niue	40,278	28,864	17	69,159	0.7%	65,579	0.7%	65,264	0.7%
Palau	40,278	28,441	5	68,724	0.7%	65,166	0.7%	64,853	0.7%
Papua New Guinea	40,278	5,496	257,143	302,918	2.9%	287,236	2.9%	285,857	2.9%
Philippines	40,278	14,588	361,945	416,812	4.0%	395,234	4.0%	393,337	4.0%
Samoa	40,278	8,454	3,388	52,120	0.5%	49,422	0.5%	49,185	0.5%
Solomon Islands	40,278	3,779	109,415	153,472	1.5%	145,527	1.5%	144,829	1.5%
Chinese Taipei	40,278	73,808	919,074	1,033,161	9.9%	979,676	9.9%	974,972	9.9%
Tonga	40,278	10,248	472	50,998	0.5%	48,358	0.5%	48,126	0.5%
Tuvalu	40,278	15,396	201,555	257,230	2.5%	243,914	2.5%	242,743	2.5%
United States of America	40,278	506,594	317,298	864,170	8.3%	819,434	8.3%	815,499	8.3%
Vanuatu	40,278	7,101	166,794	214,174	2.0%	203,086	2.0%	202,111	2.0%
Totals	1,047,241	2,094,482	7,330,686	10,472,409	100%	9,930,272	100%	9,882,590	100%

Annex 8

2027 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	38,787	59,121	0	97,908	48,954
Curacao	38,787	36,561	0	75,348	37,674
Ecuador	38,787	13,071	40,976	92,834	46,417
El Salvador	38,787	9,444	18,787	67,018	33,509
Liberia	38,787	1,421	0	40,208	20,104
Panama	38,787	32,566	2,624	73,977	36,989
Thailand	38,787	19,347	0	58,134	29,067
Vietnam	38,787	13,675	0	52,462	26,231
Totals	310,294	185,207	62,387	557,888	278,944

Annex 9

Average annual catches (tonnes) of albacore, bigeye, skipjack, yellowfin, blue marlin, black marlin, striped marlin and swordfish in the WCPFC and WCPO during 2023-2025

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	3,974	98.9	43	1.1	4,017	0.15	3,974	98.9	43	1.1	4,017	0.24
Canada	0	0.0	0	0.0	0	0.0	0	0.00	0	0.0	0	0.0	0	0.00
China	0	0.0	0	0.0	54,048	100.0	54,048	2.04	0	0.0	52,448	100.0	52,448	3.13
Cook Islands	0	0.0	491	13.6	3,131	86.5	3,621	0.14	196	5.9	3,131	94.1	3,327	0.20
European Union	0	0.0	0	0.0	31,749	100.0	31,749	1.20	0	0.0	31,742	100.0	31,742	1.90
Federated States of Micronesia	0	0.0	54,230	31.5	117,910	68.5	172,140	6.49	21,692	15.5	117,910	84.5	139,602	8.34
Fiji Islands	858	7.9	6,763	62.5	3,202	29.6	10,823	0.41	2,705	45.8	3,202	54.2	5,907	0.35
France	0	0.0	12,672	100.0	0	0.0	12,672	0.48	3,744	0.0	0	0.0	3,744	0.22
Indonesia	352,492	68.5	162,181	31.5	0	0.0	514,673	19.40	64,873	0.0	0	0.0	64,873	3.87
Japan	0	0.0	61,659	25.2	183,078	74.8	244,736	9.22	61,659	25.2	183,021	74.8	244,679	14.61
Kiribati	8	0.0	124,395	47.7	136,245	52.3	260,648	9.82	49,758	26.8	136,245	73.2	186,003	11.11
Korea, Republic of	0	0.0	0	0.0	251,531	100.0	251,531	9.48	0	0.0	251,531	100.0	251,531	15.02
Marshall Islands	0	0.0	11,754	14.7	68,233	85.3	79,987	3.01	4,702	6.4	68,233	93.6	72,935	4.35
Naoero	0	0.0	15,767	17.9	72,310	82.1	88,077	3.32	6,307	8.0	72,310	92.0	78,617	4.69
New Zealand	0	0.0	1,465	100.0	0	0.0	1,465	0.06	1,465	0.0	0	0.0	1,465	0.09
Niue	0	0.0	10	96.7	0	0.0	10	0.00	4	0.0	0	0.0	4	0.00
Palau	0	0.0	3	92.4	0	0.0	3	0.00	1	0.0	0	0.0	1	0.00
Papua New Guinea	166,127	56.3	116,646	39.6	12,092	4.1	294,864	11.11	46,658	79.4	12,092	20.6	58,750	3.51
Philippines	132,225	66.9	33,056	16.7	32,244	16.3	197,525	7.44	50450	61.0	32,244	39.0	82,694	4.94
Samoa	0	0.0	712	59.3	489	40.7	1,201	0.05	285	36.8	489	63.2	774	0.05
Solomon Islands	19,872	35.2	19,250	34.1	17,298	30.7	56,420	2.13	7,700	30.8	17,298	69.2	24,998	1.49
Tonga	0	0.0	270	99.9	0	0.0	270	0.01	108	0.0	0	0.0	108	0.01
Tuvalu	0	0.0	2,472	5.2	45,061	94.8	47,533	1.79	989	2.1	45,061	97.9	46,050	2.75
Chinese Taipei	0	0.0	1,518	0.7	212,284	99.3	213,801	8.06	1,518	0.7	208,465	99.3	209,982	12.54
United States of America	0	0.0	7,739	10.7	64,755	89.3	72,494	2.73	7,739	10.7	64,755	89.3	72,494	4.33
Vanuatu	2	0.0	147	0.4	38,978	99.6	39,128	1.47	59	0.2	38,049	99.8	38,108	2.28
Total	671,584	25.3	637,174	24.0	1,344,681	50.7	2,653,436	100.00	336,585	20.1	1,338,268	79.9	1,674,853	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 2027)

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	\$155,494	\$160,159	\$164,964	\$169,912	\$175,009	\$180,260	\$185,668	\$191,238	\$196,682
Grade 2	\$100,044	\$103,895	\$107,895	\$112,049	\$116,362	\$120,843	\$125,496	\$130,327	\$135,302
Grade 3	\$77,088	\$80,095	\$83,218	\$86,464	\$89,837	\$93,339	\$96,980	\$100,762	\$104,306
Grade 4	\$59,165	\$61,473	\$63,870	\$66,360	\$68,947	\$71,637	\$74,431	\$77,334	\$80,039
Grade 5	\$43,921	\$45,787	\$47,733	\$49,762	\$51,876	\$54,081	\$56,379	\$58,776	\$59,338

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	12,800	1	12,800
QuickBooks	5,654	1	5,654
Freshdesk	1,000	1	1,000
Veeam Support	1,872	1	1,872
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
			187,145 Total
Website - Production	7,364	1	
Website - Staging	5,375	1	
GIS - Production	7,069	1	
GIS - Staging	7,069	1	
Website Hosting			39,782 Total
Part 2 Budget			
IMS Development	120,000	1	120,000
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
			215,000 Total
			490,327 Grand Total

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

**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 2026. 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 2026

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
<i>Core SPC services</i>				
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.	• 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	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: • <i>PS 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, SC19-ST-WP-02 and SC21-ST-WP-09</i>	SC papers	Mid-July	

	The LL bycatch estimate update is due for SC24 in 2028 and the next purse seine bycatch update is due for SC23 in 2027, both under a 3-year cycle. b) Future papers consider the following SC17 recommendation (Para 58, SC17 Summary Report): <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> c) Estimates of marine mammal/cetacean interactions can be produced if requested (ref: SC17-ST-IP-10, SC19-EB-WP-10).			
	5) Preparation of data summaries to support the CMR process as independent verification		Jan-Dec	
	6) Implement, maintain, and support the use of the standardized SciData submission templates adopted by the Commission in WCPFC22-2025-38, including keeping the templates and associated technical specifications in an accessible format and providing technical support to CCMs to enable consistent adoption and correct completion of the templates (<i>para 16d, WCPFC22 Outcomes Document</i>).		Jan-Dec	
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	SC paper	Mid-July	

	information on the “other” fisheries (<i>Para 38, SC15 Summary Report</i>).			
	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, and 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) 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,	SC paper/potential SC project ToR	Mid-July	

	reporting requirements, and estimations of purse seine fishing effort. (<i>Paragraph 88, SC20 Summary Report</i>)			
	5) Apply the Tuna Biological Sampling Plan methodology developed under Project 117 to additional stocks, including other tuna species and, as appropriate, selected billfish and/or shark stocks including development of sampling plans for billfish stocks using the Project 117 methodology (<i>para. 124 – 125, SC21 Outcomes Document</i>).	SC papers	Mid-July	
	6) Prepare a Working Paper for SC22 describing isotope ratios, mercury and pollutant studies using PMSB samples, including progress, preliminary results (if any), relevance, and recommendations for future work (<i>para. 203d, SC21 Outcomes Document</i>).	SC papers	Mid-July	
2. Stock assessment and related analytical services				
v.	Target species stock assessments and auxiliary analyses			
	1) Conduct 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 of the SC21 Summary Report: a) WCPO bigeye and yellowfin tuna stock assessments; b) Ongoing work on WCPO tuna stock assessments; c) Development, support, and consolidation work on MULTIFAN-CL, including work addressing the Yellowfin Peer Review recommendations; d) Ongoing work on improving the workflow and systems for efficient repeatability of stock assessments and supporting analyses; and e) 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	SC paper(s)	Mid-July	

	abundance for target and non-target species; and any additional research on biological parameters, to support stock assessments.			
	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, and link on WCPFC website	Dec	
	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.	SC paper	Mid-July	
	5) Trends paper for the South Pacific albacore longline and troll fisheries.	SC paper	Mid-July	
	6) Reporting template for stock status and management advice a) To provide the 2026 stock assessment results, review and appropriately apply: - 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	
	7) Support SC22 in responding to the Commission's request that advice on stocks whose catches are retained explicitly address whether the use of a stock is sustainable using language consistent with the Convention, including preparing draft text options and supporting technical rationale for SC consideration (<i>para 17b, WCPFC22 Outcomes Document</i>).	SC paper	Mid-July	
vi.	<i>Model development and refinement</i>			

	1) Refinement or development of stock assessment models, as appropriate, and refinement of models for CPUE standardization, model ensemble approaches, and harvest strategy framework.	SC paper(s) as required	Mid-July	
	2) Support SC22 discussions on the peer review framework and timetable for WCPFC stock assessments (SC21 outcomes document para 27).	SC paper as required	Mid-July	
3. Management analyses and CMM performance monitoring				
vii.	<i>Conservation and Management Measure performance monitoring</i>			
	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 SC to ensure that the various provisions have the intended effect. 2) Consider the Commission's request in paragraph 32 of the WCPFC21 Outcomes Document and advise SC22 when providing a review of the CMM 2023-01 under the Management Issues Theme session. <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>	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>			
	1) Updated Indicative Harvest Strategy Work Plan 2) Conduct items specified in the <i>Revised HS Work Plan</i> (Attachment 24, WCPFC22 Outcomes Document). 3) Recognizing that the Government of New Zealand funds the harvest strategy work through the 'Sustainable Pacific Fisheries' project rather than under the WCPFC SSP contract, carry out tasks outlined below and update the progress on developing the harvest strategy framework by incorporating relevant recommendations from previous Commission and	SC / TCC / WCPFC papers	Mid-July	

	subsidiary body meetings as required.			
	A. <u>Bigeye harvest strategy development</u> 1) Continued assessment of the three candidate TRPs and submission of comparative performance results for Commission consideration (<i>para. 47, WCPFC22 Outcomes Document</i>) 2) Evaluate BET MSE performance including probability of the stock remaining above MSY as a performance indicator in MP/TRP evaluations; and continue development of climate-related robustness tests (<i>para. 48, WCPFC22 Outcomes Document</i>) 3) Develop additional candidate MPs that include controls for both tropical longline and tropical purse seine fisheries, consistent with Commission guidance (three-year management period with two-year data lag; evaluate range of HCRs incl. FAD closure length and LL catch/effort; interpolation plausibility; with/without inter-period constraints; TRP evaluation; fixed assumptions for catch outside MP control) (<i>para 49, WCPFC22 Outcomes Document</i>). 4) Conduct sensitivity analyses addressing uncertainties in Indonesian, Philippine, and Vietnamese archipelagic fisheries, including scenarios representing recent levels, recent averages, historical peak catches, and new national management measures (<i>para 55, WCPFC22 Outcomes Document</i>). 5) Provide technical work and support for development of a BET MP through the 2026 Bigeye Management Workshop series and related processes (<i>para 50-54, WCPFC22 Outcomes Document</i>). 6) Evaluate MP performance under fixed assumptions for catches outside the MP's direct control (<i>para 56, WCPFC22 Outcomes Document</i>).	SC / TCC / WCPFC papers	Mid-July	

	B. <u>Yellowfin harvest strategy development</u> Continue to support the Commission's harvest strategy development for yellowfin tuna by (i) applying the sequenced approach to the development of Target Reference Points (TRPs) for bigeye and yellowfin tunas, (ii) taking into account factors relevant to an effective monitoring strategy for yellowfin that are related to the bigeye management procedure, and (iii) evaluating yellowfin outcomes under the mixed fishery approach using the sensitivity scenarios outlined in WCPFC22-2025-26_Rev01 and the same performance indicators as developed for bigeye tuna, including MSY metrics measures (<i>para 58, WCPFC22 Outcomes Document</i>).			
	C. <u>South Pacific albacore harvest strategy development</u> Support the SPA MP implementation such as MP operation and associated assessment and advisory support. (<i>para. 41, WCPFC22 Outcomes Document</i>)			
	D. <u>Skipjack harvest strategy development</u> Monitor performance of the skipjack MP using available data through 2025, during the period where the Commission continues to apply the tropical tuna CMM			
ix.	Ecosystem and Climate Indicators			
	1) Noting WCPFC project 121, 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		

	3) Explore development of early warning tools to anticipate climate-driven changes affecting stocks/fisheries (<i>para.35, WCPFC22 Outcomes Document</i>) 4) Ensure that future assessments of climate impacts on tuna resources explicitly include the geographic regions of Indonesia, the Philippines and Vietnam (<i>para.38, WCPFC22 Outcomes Document</i>). 5) Conduct and/or support the March 2026 Ecosystem and Climate Indicator workshops and prepare a Working Paper for SC22 summarizing workshop outcomes, recommendations, and next steps, including investigating the inclusion of estimated median phytoplankton size (derived from satellite-remote sensed SST and chlorophyll-a data) in the Ecosystem and Climate Indicator Report Card (<i>para. 164 – 165, SC21 Outcomes Document</i>).			
x.	Wider ecosystem and bycatch mitigation theme activities			
	1) Report the reference models for tropical tunas based on SEAPODYM to SC22 including (as appropriate) standard convergence diagnostics, sensitivity analyses to fixed parameters and key model assumptions, likelihood profiles, sensitivity of model results to data used in the optimization period, and quantification of uncertainty in model estimates.	SC paper	Mid-July	
	2) Related to Projects 110 and 110a, develop two project TORs for consideration by SC22 to undertake additional work on the definition of biodegradable materials for dFADs - including a review of standards relating to biodegradability in the marine environment - and similar work relating to materials used in the construction of anchored FADs (<i>para. 174 – 175, SC21 Outcomes Document</i>).	SC papers	Mid-July	
	3) Provide guidance on how post-release survival data [specifically for mobulid rays] can be incorporated into bycatch impact assessments, and its potential value for evaluating the			

	effectiveness of CMM 2019-05 (SC21 outcomes report para 195)			
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	
4. Other advisory and technical services				
xi.	<i>Other advisory and technical services</i>			
	1) Support continuing Intersessional Working Groups for 2026, including the SP Albacore Roadmap IWG, SPA management workshops, bigeye management workshops (BMW), the FAD Management Options IWG, and other FAD-related issues tasked by the Scientific Committee and the Commission, subject to funding..		Jan-Dec	
	2) Provide technical evaluation and options to support consideration of adjustments to meeting timetables, in coordination with the Secretariat and Chairs including some potential considerations and modifications on the SciData provision deadline earlier than 30 April (<i>paras. 17e-f, WCPFC22 Outcomes Document</i>).	SC paper	Mid-July	
	3) Support the SPAJWG process during 2026		Jan-Dec	
	4) Provide any requested information and analyses to support the SPA allocation workshop discussions		Jan-Dec	
5. Oversight of WCPFC-funded or supported projects				

xii.	1) Oversight of the Commission-supported projects (as of January 2026) and appropriate reporting, including consideration of SC recommendations related to each contract: • Project 35b: Maintenance of the WCPFC Pacific Marine Specimen Bank • Project 42: Implementation of the Pacific Tuna Tagging Program • Project 100d: Application of CKMR methods to SP albacore and cost-benefit evaluation and prioritisation of CKMR to WCPFC stocks (tuna, billfish, sharks) • Project 110a: Extension of non-entangling and biodegradable FADs (duration 2024-2027) • Project 114: Improved Cannery Receipt Data • 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 125: Biology from billfish samples in LL fisheries (duration 2025-2028) • Project 126: Developing sampling strategy for sharks (no cost extension) • Project 127a: Reconciliation of size composition data collection (duration 2025-2026) • P21X05: Building an age-length data stream for tuna assessments • P21X07: Joint bycatch assessment workshop for billfish and sharks			
	2) Provide a “provisional” list of the SPC-OFP documents for SC22 to the WCPFC Secretariat (Science Manager) as early as possible	List of SPC documents for SC22	By 15 April 2026	

	but no later than <u>15 April 2026</u> for the finalization of the SC22 provisional agenda.			
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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.	1,041,164
Providing essential computer support and software development for stock assessment ²		187,484
SPC's additional stock assessment scientist		171,666
Total Commission funding		1,400,314

IV. Schedule for Payments and Bank Details for Payment

The schedule of payments shall be as follows:

28 March 2026 (or before)	USD 350,079	Name of Bank	Banque de Nouvelle-Caledonie
30 April 2026 (or before)	USD 350,079	Address	25 av Henri Lafleur Victoire, Noumea, New Caledonia
30 June 2026 (or before)	USD 350,078	Account name	La Communauté du Pacifique - USD
30 September 2026 (or before)	USD 350,078	Account Number (IBAN/Swift code)	IBAN : FR76 1488 9000 8181 7160 0101 206 Swift Code: CEPANCNM

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

Rhea Moss-Christian
Executive Director, WCPFC

Date: _____ March 2026

Karen Mapusua
Acting Deputy Director General (Science and Capability), SPC

Date: _____ March 2026

Annex 13

Scientific Committee's Future Work Program and Budget

1. SC22 conducted a ranking process for all proposed Scientific Committee projects for 2027. SC22 recommended that the proposed work program and budget for 2027–2029, along with CCMs' priority scores for the budgeted projects in **Table WP01** of the SC22 Outcomes Document, be forwarded to FAC20 and WCPFC23 for consideration and funding support. 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
Notes: 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. 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).				

2. SPC-OFP provided the following specific list as the 2027 priority work for the scientific services (Sub-item 1), SSP's additional resourcing, and additional stock assessment scientist (Sub-item 2) in **Table WP01**:

- South Pacific albacore tuna stock assessment;
- Refinement of the 2026 yellowfin tuna stock assessment;
- Ongoing development work on WCPO tuna stock assessments;
- Development, support, and consolidation work on MULTIFAN-CL and related software;
- Ongoing work on improving the workflow and systems for efficient repeatability of stock assessments and supporting analyses;
- Analytical support for management needs, such as TRPs and harvest strategies, CMM evaluations, that lie outside of existing externally funded work;
- Improvements to standardized data submission templates and web-based submission process;
- Ongoing work to enhance CCM access to Commission-managed data assets;
- Technical and analytical support to WCPFC meetings called in 2027, in particular for the tropical tuna CMM re-negotiation;
- Ongoing work on assessment diagnostics based on SC discussions;

- Organisation, technical input and logistical support for the billfish and sharks assessment methods workshop, and other relevant workshops that are supported by WCPFC23 (e.g. tag modelling workshop, pending funding agreement);
- Delivery of 2027 pre-assessment Workshop;
- Technical support and analysis for the FADMO-IWG.

3. While the above identifies the “priority work” for 2027, readers should refer to Annex 12 (SSP’s annual scientific services) of this document for a more comprehensive list of potential SSP taskings and SC projects for 2027. These annexes reflect the work agreed for 2026 and include additional ongoing activities supported by the associated funding lines.

Table WP01. Agreed to recommend the future work program and budget table for 2027 – 2029 with CCMs' priority scores. The new project ID *P22Xi* denotes an arbitrary identifier (*Xi*) proposed by SC22. The data needs field marked as “N/A” indicates that no specific descriptions were provided in the Terms of Reference.

No.	Project Title	2027	2028	2029	Notes	Expenditure /Contribution ¹	Data needs	Priority Score
	Sub-item 1. Scientific services							
	SPC-OFP scientific services	1,061,987	1,083,227	1,104,892	Budget: 2% annual increase	Essential		
	Sub-item 2. Scientific research							
	SPC Additional resourcing	191,234	195,058	198,960	Budget: 2% annual increase TOR: MFCL work	Essential		
	SPC FIRST additional stock assessment scientist	175,099	178,601	182,173	Budget: 2% annual increase	Essential		
I. Project priority ranking - NOT required								
1	P35b. WCPFC Pacific Marine Specimen Bank	113,945	116,224	118,549	Responsibility: SPC Budget: 2% annual increase	Essential		
2	P42. Pacific Tuna Tagging Program	950,000	950,000	950,000	Responsibility: SPC	Essential		
3	P22X01. Stock assessment of southwest Pacific blue shark	85,000			Responsibility: SPC-OFP (New project)	Essential	SPC data	

II. Priority ranking - Required								
1	P22X04. Technical workshop on approaches to utilising tagging data within regional stock assessments to support best available science	135,000			Responsibility: SPC-OFP (New project)	Tuna/Unidentified	SPC data	7.4
2	P129. Building an age-length data stream for tuna assessments	90,000	60,000	60,000	Responsibility: SPC-OFP (Ongoing)	Tuna/Fish Aging Services&CSIRO	Additional data from CCMs	7.3
3	P100d. Application of CKMR methods to SP albacore and cost-benefit evaluation	115,000			Responsibility: SPC-OFP (Ongoing)	Tuna, billfish, sharks/WCPFC,	SPC data	6.8

¹ This column represents research expenditure across broad categories (for example tunas, billfish, sharks and other species) and other significant co-funding or in-kind contributions, as requested by FAC19 (Para. 55, FAC19 Report)

	and prioritisation of CKMR to WCPFC stocks (tuna, billfish, sharks)					SPC, EU, IATTC and CSIRO		
4	P22X11. WCPO skipjack external tagging analysis: phases 2 and 3 analyses for abundance indices and biomass estimation	110,000	110,000		Responsibility: SPC-OFP (New project)	Tuna/None	SPC data	6.4
5	P120. Updated reproductive biology of tropical tunas	70,000			Responsibility: SPC-OFP (Ongoing)	Tuna/EU	SPC data	5.9
6	P22X02. Data characterisation of low information sharks and mobulids	40,000			Responsibility: SRP (SPC-OFP) (New project)	Sharks&mobulids /None	SPC data	5.6
7	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, Indonesia, Philippines, Vietnam, SPC (Ongoing)	Tuna/CSIRO	Existing data and samples (refer to TOR for details)	5.5
8	P121. Ecosystem and Climate Indicators	15,000			Responsibility: SPC-OFP (Ongoing)	Ecosystem& climate/GEF	N/A	5.4
9	P22X07. Monitoring of the dFAD fishery to guide management	86,000			Responsibility: SPC-OFP (New project)	FADs&Tuna& Ecosystem/None	N/A	5.4
10	P22X06. Mitigation of the adverse environmental effects of FADs in the WCPO	133,000	133,000	133,000	Responsibility: SPC-OFP (New project)	FADs&Ecosystem/ None	N/A	5.2
11	P22X08. Mitigating the environmental impacts of industrial aFAD loss	47,000	47,000	47,000	Responsibility: SPC-OFP (New project)	FADs&Ecosystem/ None	N/A	4.5
12	P22X05. Data characterisation of black marlin, sailfish and shortbilled spearfish	40,000			Responsibility: BRP (SPC-OFP) (New project)	Billfish/None	SPC data	4.4
13	P22X03. Bycatch Mitigation Information System	32,000			Responsibility: SPC-OFP (New project)	Bycatch/ISSF	SPC data	3.3
	Total Sub-item 2.	2,553,278	1,789,884	1,689,681				
	Total SC budget (Sub-items 1+2)	3,615,266	2,873,111	2,794,573				

4. The following **Table WP01-Supplement** provides brief information — including the objectives and scope of work — for the projects listed in Table WP01 that require funding support from the Commission. Complete details on the terms of reference for each project are available at [WCPFC-SC22-2026-GN-WP04 Rev01 \(Terms of reference for proposed projects for 2027-2029 Rev01\)](#).

TABLE WP01-supplement

II. Priority ranking - Required							
No.	Project Title	2027	2028	2029	Notes	Data	Score
1	P22X04. Technical workshop on approaches to utilising tagging data within regional stock assessments to support best available science	135,000			Responsibility: SPC-OFP (New project)	SPC Data	7.4
Objectives • Conduct a comprehensive evaluation of the approaches and key decision points in the development of tagging data sets. • Review current practices and identify alternative approaches for the inclusion of tagging data sets within integrated models. • Review approaches that utilise tagging data external to integrated models. • Develop good practice approaches to the use of tagging data within regional tuna stock assessments. Scope of Work This project will support: 1. Convening a 5-day technical workshop on the development of tagging data sets and their incorporation within assessment models, attended by analysts involved in the modelling of tagging across relevant RFMOs, with invited experts in relevant modelling methods. 2. The workshop would cover key themes: ○ The nature and key uncertainties present in tagging data sets ○ Development of tagging data inputs for integrated assessments ○ Consideration of the assumptions that typically need to be made for tagging data to be used in integrated stock assessment models, and how those assumptions relate to tagging programme realities ○ 'External' methods to develop information from tagging data to input into integrated assessments (e.g. SEAPODYM, DTU Aqua spatiotemporal model) ○ Implementation, application, and strengths/weaknesses of these methods in stock assessment models, with a focus on the key sources of uncertainty and the role of assumptions (e.g., overdispersion (estimation or fixed), and including recapture rates in the mixing period calculations) 3. The outcomes of the workshop would include: ○ Synthesis paper reviewing current practices across relevant RFMOs ○ Good practice guidelines specific to the development and implementation of these data sets for tropical tuna assessments ○ Workshop report with actionable recommendations ○ Journal article/special edition (tbd) In a more general sense, the workshop's discussions on potential future analyses will help inform the necessary logistics, experimental design and project management of tagging programmes. It will therefore feed into the discussions initiated considering SC22-SA-WP-04. A small informal steering committee of SPC and non-SPC personnel will be arranged to help develop and guide the workshop logistics and details and support development of outputs.							
2	P129. Building an age-length data stream for tuna assessments	90,000	60,000	60,000	Responsibility: SPC-OFP (New project)	Yes	7.3
Objectives 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.							

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)

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.

3	100d. Application of CKMR methods to SP albacore and cost-benefit evaluation and prioritisation of CKMR to WCPFC stocks (tuna, billfish, sharks)	115,000			Responsibility: SPC (New project)	No	6.8
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Objectives

- 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

- (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).
- (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.

4	P22X11. WCPO skipjack external tagging analysis: phases 2 and 3 analyses for abundance indices and biomass estimation	110,000	110,000		Responsibility: SPC-OFP (New project)	SPC Data	6.4
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Objectives

1. Complete external skipjack tag analysis phase 2 – develop abundance indices
2. Complete external skipjack tag analysis phase 3 – develop biomass estimation
3. Test the use of external tag analysis outputs on the 2028 skipjack assessment

Scope of work

1. Complete external skipjack tag analysis phase 2 – develop abundance indices
2. Complete external skipjack tag analysis phase 3 – develop biomass estimation
3. Test the use of external tag analysis outputs on the 2028 skipjack assessment

Provide writing progress reports on each of the above, and a final report, all provided to WCPFC SC, regular meetings with SPC co-PI and administrative contact.

Activity / milestone	Months
Year 1 - 2027: - Develop abundance indices - Progress report to SC23	6
Year 2 – 2028: - Jan-August - develop biomass estimation - Progress report to the SC24 - August – Dec - Test the use of external tag analysis outputs on the 2028 skipjack assessment - December: Final report (also delivered to SC25)	3 3

5	P120. Updated reproductive biology of tropical tunas	70,000			Responsibility: SPC	SPC data	5.9
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Objectives

1. Provide updated estimates on the reproductive biology of tropical tunas in the WCPO to improve WCPFC stock assessments.
2. Explore the potential for new methods in identifying maturity and spawning regimes from hard and soft tissues
3. Establish baselines, drivers and spatiotemporal variability of the reproductive potential for tropical tunas in the WCPO for monitoring the impacts of climate change.

Scope of work

Phase One

Year 1

- QC the gonads held in the PMSB for histological analyses and identify key gaps in spatial representation.
- Quantify and resolve uncertainties associated with maturation staging from frozen samples (multiple-reader quality assessment).
- Sample collection to fill key gaps.
- Commence histological and laboratory analyses.

Year 2

- Histological and laboratory analyses.

Year 3

- Updated estimates of reproductive biology.

Phase Two

Year 4

- Develop spatiotemporal methods to quantify variability in maturity across the WCPO

Develop methods for identifying reproductive histories through blood and otolith hormone levels Year 5 Synthesis of all project data for updated parameters of yellowfin tuna reproductive biology, its variability in space and time, and implications for stock structure, in time for 2029 WCPO yellowfin tuna assessment.							
6	P22X02. Data characterisation of low information sharks and mobulids	40,000			Responsibility: SRP (SPC-OPF) (New project)	SPC Data	5.6
Objectives Refer to the scope of work Scope of Work - This work should include all threshers, hammerhead sharks and manta rays. - Reviewing any previous work in the WCPO on these species. - Present a characterisation of the data and fisheries interacting with or catching these species. - Attempt to develop WCPO abundance indices using observer data. - Attempt to present the stock status or trends in terms of the metrics outlined in the 2021-2025 Shark Research Plan. - Provide a report containing the above results for SC23.							
7	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	5.5
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: - 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). - 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: - 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. - 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)). - 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. - 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.							
8	P121. Ecosystem and Climate Indicators	15,000	15,000		Responsibility: SPC (Ongoing)	N/A	5.4
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							
9	P22X07. Monitoring of the dFAD fishery to guide management	86,000			Responsibility: SPC-OFP (New project)	N/A	5.4
Objectives 1. Re-assessment of dFAD use per vessel: deployment and active FAD numbers 2. Develop a set of FAD fishery related indicators Scope of work Desktop analyses of satellite buoy data, and other fishery data, to guide the management of the WCPO dFAD fishery. This includes the assessment of number of deployments and active number of dFADs, to provide guidance related to the 350 active buoy limit in the tropical tuna CMM review scheduled for 2027. And also the development of a set of dFAD fishery related indicators. This could include indicators such as annual dFAD deployments, catches and set numbers; numbers of active buoys; numbers of strandings and lost dFADs; entanglements of SSI; and any other relevant indicators. The project will provide results to SC23, in order to guide the review of the tropical tuna CMM in 2027.							
10	P22X06. Mitigation of the adverse environmental effects of FADs in the WCPO	133,000	133,000	133,000	Responsibility: SPC-OFP (New project)	N/A	5.2
Objectives 1. Reviewing definitions and international standards linked to biodegradable materials; 2. Evaluating the current monitoring framework and its ability to adequately monitor biodegradable materials and designs; including assessment of the current materials and designs used in the construction of dFADs; 3. Continue supporting the industry to transition to the use of biodegradable dFADs, including capacity building in implementation processes and requirements imposed by the WCPFC. 4. Better understand the impacts of stranded FADs on different habitats. 5. Further assess options to increase dFAD recovery, including through investigation of feasibility for pilot projects. Scope of Work Support and monitor the industry to transition to biodegradable dFADs: - review of definitions and international standards, advice to SC and TCC on how to define, categorise and monitor biodegradable materials use in dFADs. - updated analyses of material used in bioFADs - enhance the monitoring framework to assess the transition - provide guidance and desktop analyses to scientifically assess performance of bioFADs that would be entirely constructed and deployed by the industry. - industry capacity building workshops and materials for supporting transition and understanding/meeting WCPFC timelines and requirements. Better understand the impacts of stranded FADs on different habitats, including using FAD tracking data: - Support the continued monitoring of dFAD stranding through in situ data collection (training, coordination, data processing, desktop analyses) Source funds and administer grants for countries to continue the stranded FAD data collection and pilot recovery programs - Analyses of FAD tracking data to assess and monitor hotspots of stranding to provide target area for field studies of habitat impacts (desktop analyses). Assessment of options to increase dFAD recovery: - Further refine the feasibility and economic analyses of dFAD recovery programmes (desktop analyses). - Support for recovery programmes (desktop analyses; training; consultation/workshop).							

Monitor buoys attached to dFAD outside fishing grounds and support developing recovery programs (remote monitoring, and desktop analyses; satellite communication fees)								
11	P22X08. Mitigating the environmental impacts of industrial aFAD loss	47,000	47,000	47,000	Responsibility: SPC-OFP (New project)	N/A	4.5	
Objectives Investigate ways to better monitor and mitigate anchored FAD loss								
Scope of work Consider and assess materials that could be used in the construction of anchored FADs. This would first include literature review and expert discussions; collaboration with PNG, Solomon Islands, ID and PH to conduct some testing or materials. Second, it would include guidance and desktop analyses, to scientifically assess performance of biodegradable materials on aFADs that would be constructed and deployed by the industry (desktop work; procurement and at-sea work not carried out by SPC), with position tracking devices attached. -Deploy satellite buoys or other position tracking devices fixed on to aFADs rafts to monitor loss (procurement, monitoring, desktop analyses), drift and stranding.								
12	P22X05. Data characterisation of black marlin, sailfish and shortbilled spearfish	40,000			Responsibility: BRP (SPC-OFP) (New project)	SPC Data	4.4	
Objectives Refer to the scope of work.								
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. Prepare a report containing the above results for SC23.								
13	P22X03. Bycatch Mitigation Information System	32,000			Responsibility: SPC-OFP (New project)	SPC Data	3.3	
Objectives Ensure the BMIS remains curated and available for WCPFC members to access as they progress their review of work for the Ecosystem and Bycatch Theme.								
Scope of Work This project will support: - Curation and validation of the information held in the BMIS - Complete urgent upgrades and maintenance of the BMIS portal and database.								