



DECISION NO 14-II-5
OF THE ADMINISTRATIVE BOARD
OF THE EUROPEAN FISHERIES CONTROL AGENCY

of 17 October 2014

**concerning the adoption of the Multiannual work programme
for years 2015-2019 and the Annual work programme of the European Fisheries Control
Agency for year 2015**

and

the Final Budget of the European Fisheries Control Agency for year 2015

2.

THE ADMINISTRATIVE BOARD OF THE EUROPEAN FISHERIES CONTROL AGENCY

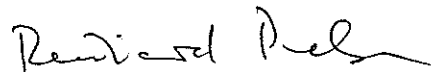
Having regard to Council Regulation (EC) No 768/2005 of 26 April 2005¹ establishing a Community Fisheries Control Agency² (hereinafter referred to as 'EFCA'), and in particular Articles 17f, 23(2)(c) and 23(2)(d) thereof,

HAS DECIDED AS FOLLOWS:

Sole Article

1. The Multiannual work programme for years 2015-2019 and the Annual work programme of the European Fisheries Control Agency for year 2015 as contained in Annex I and the Final Budget of the European Fisheries Control Agency for year 2015 as contained in Annex II are adopted.
2. This decision shall take effect on the date of its adoption.

Done in Vigo on 17 October 2014



Reinhard Priebe
Chair of the Administrative Board

¹ As amended.

² Since 1/1/2012 'European Fisheries Control Agency'.



**EFCA's Multiannual work programme 2015-2019
and Annual work programme 2015**

TABLE OF CONTENTS

List of acronyms	3
Definitions	5
Foreword by the Chair of the Administrative Board	7
Introduction by Pascal Savouret, Executive Director.....	8
Background.....	9
 1. EFCA MWP 2015-2019 and AWP 2015 prioritisation of tasks	 10
1.1. Assistance to the European Commission and to the Member States for the implementation of the Common Fisheries Policy (control):	10
1.2. Enhancement of capacity building instruments	14
1.3. EFCA Rationalisation	15
2. Mission Statement and Activities	17
3. Multiannual financial programming for operational activities (€).....	17
3.1 Multiannual financial programming	17
3.2 Budget 2015 and Multiannual Staff Policy Plan	18
4. EFCA organizational Chart	20
5. EFCA committees (steering and working groups).....	20
5.1 Operational coordination	20
5.2 Training	21
5.3 Data monitoring and networks	21
5.4 Maritime Surveillance	21
5.5 IUU PACT activities	22
6. ANNUAL WORK PROGRAMME 2015	22
6.1 Activity Based Management System (ABMS).....	22
6.2 ANNUAL WORK PROGRAME 2015	25
 Annex 1: Executive Director Key Performance Indicators (KPIs)	 36
Annex 2: Multiannual Staff Policy Plan 2015-2017.....	37

List of acronyms

AIS	Automatic Identification Systems
ABB	Activity Based Budgeting
ABMS	Activity Based Management System
ACC	Associated Coordination Centre
AWP	Annual Work Programme
BFT	Bluefin Tuna
CA	Conventional Area
CC	Core Curriculum
CCIC	Coordination Centre in Charge
CFP	Common Fisheries Policy
EFCA	European Fisheries Control Agency
CISE	Common Information Sharing Environment
DMS	Data management systems
EA	Enterprise architecture
ECA	European Court of Auditors
EDMS	Electronic Documentation Management System
EIR	Electronic Inspection Report
ERS	Electronic Reporting System
FIS	Fishery Information System
FPA	Fisheries Partnership Agreement
GIS	Geographical Information System
GFCM	General Fisheries Commission for the Mediterranean
HR	Human Resources
IAS	Internal Audit Service
ICCAT	International Commission for the Conservation of the Atlantic Tuna
ICES	International Council for the Exploration of the Sea
ICT (also IT)	Information and Communication Technology
ILO	International Labour Organisation
IMP	Integrated Maritime Policy
ITSC	IT Steering Committee
IUU	Illegal, Unreported and Unregulated fishing
JDP	Joint Deployment Plan

JISS	Joint Inspection and Surveillance Scheme
MARSURV	Maritime Surveillance System
MCS	Monitoring, Control and Surveillance
MS	Member State(s)
MSY	Maximum Sustainable Yield
MWP	Multiannual Work Programme
NAFO	Northwest Atlantic Fisheries Organisation
NAFO CEM	NAFO Control and Enforcement Measures
NEAFC	Northeast Atlantic Fisheries Commission
NGO	Non-Governmental Organisation
PACT	Partnership, Accountability (Compliance), Cooperation, Transparency
PMC	Project Management Code
RA	Regulatory Area
RAC	Regional Advisory Council
RFMO	Regional Fisheries Management Organisation
RSG	Regional Steering Group
SCIP	Specific Control and Inspection Programme
SCRS	Standing Committee on Research and Statistics
SG	Steering Group
SGTEE	Steering Group on training and exchange of practice
TJDG	Technical Joint Deployment Group
ToR	Terms of Reference
VMS	Vessel Monitoring System
WGTEE	Working Group on training and exchange of practice

Definitions

Core Curricula Development Platform (CCDP). This online application supports the collaboration of experts, Member States (MS), the European Commission (EC) and EFCA in the development of Core Curricula (CC) training materials. Authorised users are able to exchange, to track comments on the different versions of the documents, and to manage meetings, discussion groups, calendar, news, or announcements.

EFCA Corporate systems: include EFCA website, intranet, e-mail services, file servers and any application developed internally in support of internal EFCA activities.

EFCA Electronic Reporting System (EFCA ERS). This system will allow EFCA to receive and parse ERS messages, exchange them with the stakeholders involved in JDP operations (CCIC), ensure data quality, integrity and reliability through validation operations, and to provide the user with a set of tools, accessible through a web user interface, to view, search, analyze and produce statistics and reports based on specific criteria.

EFCA Electronic Inspection Report (EFCA EIR). This system will allow EFCA to receive and parse EIR messages, exchange them with the stakeholders involved in JDP operations (CCIC), ensure data quality, integrity and reliability through validation operations, and to provide the user with a set of tools, accessible through a web user interface, to view, search, analyze and produce statistics and reports based on specific criteria.

EFCA E-Learning: After their approval by MS the Core Curricula training modules will be published and made available on this distance learning platform.

EFCA Vessel Monitoring System (EFCA VMS). This system allows EFCA to receive and to exchange VMS data (identity, position and speed of fishing vessels larger than 12 m) to support JDP operations, within the geographical areas covered by the relevant SCIPs.

FISHNET is a single sign-on secured portal to allow access of most of EFCA applications (ERS, VMS, EIR, DMS, CCDP, E-training, JADE) and to provide EFCA stakeholders with collaboration tools (e.g. sharing data and documents, exchange information, teleconferencing). This system is designed to support decision making, planning, operational coordination, and the assessment of joint control operations, and to promote remote collaboration in support of EFCA activities.

Fishery Information System (FIS). The FIS will be the integration platform for the suite of data monitoring systems derived from the Control Regulation and will include specific additional EFCA applications designed to support the coordination and the training requirements.

JADE is a web application internally used by the EFCA coordinators to record, manage and report activity on JDPs. JADE stands for Joint deployment plan Activity Database.

Maritime Surveillance Information Systems. Information systems developed in cooperation with external stakeholders to integrate available information sources and data sets within the framework of Integrated Maritime Policy, inter-agency cooperation and the CISE (Common Information Sharing Environment).

PACT. Partnership, accountability (compliance), cooperation and transparency, meaning EFCA assistance to the implementation of projects at a regional level at the request of the Member States, to implement CFP rules; especially the landing obligation. It may incorporate partnership actions in regional risk management, data exchange, training, technology, methodologies and procedures, evaluation and/or industry awareness. The concept was named and discussed during the seminar on the landing obligation 2/2014 for partnership, accountability (compliance), cooperation and transparency.

Foreword by the Chair of the Administrative Board

This Multiannual work programme 2015-2019 and Annual work programme for 2015 of the European Fisheries Control Agency (EFCA) that you now have in your hands is adopted amidst a scenario of recent developments in fisheries policies in Europe. The reformed Common Fisheries Policy (CFP) is now in place. It contains the new important feature of the landing obligation which will be phased in from 2015 to 2019 through the progressive implementation of an obligation to land all catches of species subject to catch limits or below minimum landing sizes. The Agency has the ambition to assist Member States and the European Commission to develop simple and cost-efficient methods for monitoring and ensuring compliance with the new CFP and achieving a level playing field.

Moreover, the reformed CFP with its renewed international focus will reach beyond EU borders. According to the Food and Agriculture Organization (FAO), as much as 30% of the world's fish stocks are overexploited. As a global actor, the European Union has an important responsibility for compliance with the international rules for fisheries conservation. The new basic regulation calls on the European Union, and on the European Fisheries Control Agency, in particular to cooperate with third countries and international organisations dealing with fisheries, including RFMOs, to strengthen compliance with measures, especially those to combat IUU fishing.

Progress has been made during the past years, however big challenges are still ahead of us. To achieve the objective of the sustainable exploitation of marine resources, considerable further efforts are required in the coming years. The EFCA will broker cooperation between Member States and the Commission. Its added value is to enhance a culture of compliance ensuring that fishing activities are environmentally sustainable in the long term. The activities of EFCA that are presented here will contribute to achieve this goal.

My predecessor, Jörgen Holmquist showed great commitment and excellence in guiding the work of the EFCA Administrative Board. We will all remember his outstanding engagement for the cause of maintaining fisheries resources as the main objective of the Common Fisheries Policy. In this new phase, I am committed to working hard in pursuit of a culture of compliance that will allow for the conservation of maritime biological resources and ultimately for the benefit of European citizens.

Introduction by Pascal Savouret, Executive Director

It is my pleasure to introduce to you the EFCA's new Multiannual work programme 2015-2019 and the Annual work programme for 2015, which will very much focus on the effective assistance to Member States and the Commission in the implementation of the reformed Common Fisheries Policy. In this sense, the EFCA offers a renewed approach of cooperation to the Administrative Board with the ultimate goal of enhancing a culture of Compliance in the Common Fisheries Policy and achieving the level playing field in the most cost-efficient way.

The new features of the Common Fisheries Policy basic regulation entail significant changes related to the landing obligation for catches, new international requirements and in the fight against IUU activities. The EFCA offers its technical expertise, brokers cooperation and gives the necessary support to the Member States and the European Commission in the implementation of the control regime of the Common Fisheries Policy.

Beyond operational coordination, this support will comprise of the training for trainers and inspectors, as well as the facilitation of data management systems, that can operate in a smart and strategic way. Further, support will be extended to the proceedings of the expert group on compliance where the EFCA will be an observer.

Indeed, the recently agreed Common Fisheries Policy regulation offers new challenges and the EFCA - in cooperation with Member States, EU institutions and other stakeholders - will strive to ensure its effective implementation which will put the EU firmly on the path of a sustainable fishing sector and fishing communities.

Multiannual work programme 2015-2019 and Annual work programme 2015

Background

The European Fisheries Control Agency (EFCA) intends to annually adopt the necessary amendments to its Multiannual work programme (MWP) to have at all times a document expressing the up-to-date objectives and priorities of a rolling 5-year planning period.

The MWP 2015-2019 does not only focus on the major projects the Agency is planning for 2015 but also provides a more general overview of the activities planned on a multiannual basis in order to fulfil the mandate assigned to the Agency. It keeps the overarching objective, as contained in the MWP 2014-2018, of focusing on the application of the new Common Fisheries Policy. In line with the **recommendations issued by the Administrative Board following the 5 year external independent evaluation of the European Fisheries Control Agency¹**, the Common Fisheries Policy new basic regulation, the outcomes of the Administrative Board meeting held on 13 March 2014 and the available resources, the Agency has identified a number of priorities in its MWP 2015-2019.

The Agency will implement the activities listed in its Annual work programme (AWP) in close cooperation with the European Commission (EC) and the Member States concerned. Upon request from the European Commission, other or specific operational activities not listed in the AWP will be considered by the Administrative Board, taking into account the availability of financial and human resources for their implementation. In this respect, the Agency works hand in hand with the EU Agencies Network to find synergies and optimise the available resources without prejudice to the rationalisation of its own processes. Within the framework of the "Road map on the follow-up to the common approach on EU decentralised agencies", the Agency is playing an active role in the EU Agencies Performance Development Network. Through this Network the Agencies have identified the milestones of the Road map proposed by the European Commission and actions and deliverables have been set up accordingly. Furthermore, the Agencies are drawing up an inventory of the different areas where mutual cooperation has taken place, and are identifying future areas for synergy.

¹ Administrative Board Recommendations on EFCA 5 year evaluation, 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

1. EFCA MWP 2015-2019 and AWP 2015 prioritisation of tasks

According to its founding regulation², EFCA's objective is *"to organise operational coordination of fisheries control and inspection activities by the Member States and to assist them to cooperate so as to comply with the rules of the Common Fisheries Policy in order to ensure its effective and uniform application"*. The new features of the Common Fisheries Policy basic regulation³ entail a regional approach; a very significant change related to the landing of catches and new international requirements. Consequently, there are new tasks for Member States, and for the Agency which is expected to operate with a frozen budget and a decrease in staffing. Such an approach will be achieved through a staggered prioritisation of tasks and commensurate internal "Rationalisation". The later will be achieved by means of **scalability and streamlining**, through savings and benefits of EMFF for the Member States, better mobilisation and profiling of the staff, a move to e-administration and additional synergies with other agencies.

The Administrative Board will on an on-going basis discuss the relation between resources and tasks and, where necessary in concrete cases, decide on the downgrading of priorities.

Considering the overarching objectives of compliance and level playing field, the Member States and the European Commission's expectations, the legal framework governing the EFCA activities and the resources available, **the Agency will concentrate on the priorities as follows in 2015 -2019:**

1.1. Assistance to the European Commission and to the Member States for the implementation of the Common Fisheries Policy (control):

- A- Support the regional implementation of the Common Fisheries Policy (control) and in particular of the landing obligation:**
- In areas with a Specific Control and Inspection Programme (SCIP) /Joint Deployment Plan (five JDPs);
 - In fisheries where no SCIP/JDP is in force but subject to the landing obligation.

The Agency offers the vision of a broadened model of cooperation; utilising both JDP and non-JDP cooperation possibilities under several legal bases⁴ provided for in the EFCA founding regulation.

² Council Regulation (EC) No 768/2005 of 26 April 2005 establishing a Community Fisheries Control Agency and amending Regulation (EEC) No 2847/93 establishing a control system applicable to the common fisheries policy.

³ Regulation (EU) No 1380/2013 of the European Parliament and of the Council of 11 December 2013 on the Common Fisheries Policy, amending Council Regulations (EC) No 1954/2003 and (EC) No 1224/2009 and repealing Council Regulations (EC) No 2371/2002 and (EC) No 639/2004 and Council Decision 2004/585/EC.

⁴ This broadened model of cooperation would fall, *inter alia*, under the following articles of EFCA founding regulation:

- Article 3: "mission": (d) Assist MS to fulfil their tasks and obligations under the CFP and (e) Assist MS and EC in harmonising the application of the CFP throughout the EU
- Article 7: "assistance to the Commission and the Member States": d) draw up joint operational procedures in relation to joint control and inspection activities undertaken by two or more Member

- a) The JDP will remain the mainstay of the operational coordination. The JDP will be regional, multispecies and continuous^{5,6}. Beyond the JDPs in force (North Sea, Baltic Sea, Mediterranean Sea, North Atlantic and Western waters), new JDPs for other areas could be considered. The JDP coordination will benefit from the services delivered through the smart CCIC concept⁷.

The process will require, within the framework of the SCIP model developed by the European Commission, and as defined by the Regional multispecies SCIPs and the discard plans:

- to address the monitoring of the landing obligation to record catches including the discards;
- to improve the regional risk management in the JDP framework also including the specific requirements of the landing obligation;
- to implement the method⁸ for assessment of cost effectiveness and impact of control activities .

Specific work will be devoted to the improvement of common procedures and best practices in the three phases of the JDPs⁹: planning, implementation and assessment. It will include projects concerning regional risk analysis implementation, best practice for coordination and the optimum use of information tools, the identification of the legal requirements of the coastal Member States to ensure that appropriate actions are taking against non-compliance detected by Union inspectors, and the cost effectiveness of control operations.

- b) Without prejudice to the JDP, EFCA remains available to consider the implementation of Operational Plans in accordance with article 15 of its founding regulation on the request of at least two Member States.
- c) The Agency will foster the proper conditions to improve the level playing field in offering a new and flexible cooperation concept to the Member States on the implementation of the control and enforcement requirements of the Common Fisheries Policy in order to achieve a more comprehensive common and shared operational "grid" and facilitate the dissemination of best practices. This concept

States, (e) elaborate criteria for the exchange of means of control and inspection between Member States and for the provision of such means by the Member States, (f) conduct risk analysis on the basis of the fisheries data on catches, landings and fisheries effort; (g) develop common inspection methodologies and procedures; (i) Promote and coordinate the development of uniform risk management methodologies; (j), Coordinate and promote cooperation between MS and common standards for the development of sampling plans ;

- Article 15: Two or more Member States may request the Agency to coordinate the deployment of their means of control and inspection in relation to a fishery or an area that is not subject to a control and inspection programme;
- Articles 17b and 17c: 17b(a) Issue manuals on harmonised standards of inspections; 17c(2) Facilitate cooperation between MS and MS and the EC in the development of harmonised standards for control.

⁵ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.2.1), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

⁶ The reference to continuous JDPs is understood to be used so that there is flexibility in the resource coordination and planning for deployment at optimal times to achieve best possible outcomes.

⁷ A virtual data and coordination centre designed to support the stakeholders during JDP and other similar cooperation.

⁸ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendations, 2.5.3 and 2.5.4),

⁹ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.2.3), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

is based on a pragmatic approach combining partnership, accountability (compliance), cooperation and transparency (PACT)¹⁰. The PACT concept allows assistance by EFCA to the Member States and the European Commission in accordance with the provisions of article 7 of EFCA founding regulation but does not necessarily entail the operational coordination of inspection assets. It foresees a flexible and tailored exchange of information which could be enshrined in a landing obligation regional operational programme or any regional partnership undertaking. In accordance with article 15 of EFCA founding regulation, the Member States wishing formal coordination might include an operational plan as part of PACT.

The concept enshrined applies additionally to areas/species covered by SCIP/JDP and to the achievement of a flexible and voluntary regional cooperation scheme/project between the Member States with the assistance of EFCA. The main aim being the monitoring of the landing obligation as required by **article 15 of the CFP regulation, through a phased implementation with or without** coordination of the inspection activities.

Consequently, the broadened cooperation concept will not require a SCIP/JDP decision for the time being. It will however foster interoperability through the possibility to use different cooperation mechanisms offered by EFCA, especially, but not limited to, facilitating the circulation of data already available and thereby contributing to improve transparency.

Looking beyond the benefits of interoperability and regional risk management strategy, either within or outside the boundaries of a SCIP/JDP, this broadened cooperation model would also provide instrumental capacity building commonalities and significantly contribute to levelling the playing field in areas such as:

- Training (*see also entry D and para. 1.3 Rationalisation below*);
- Methodologies and procedures;
- Landing obligation regional control programmes;
- Evaluation of compliance and cost effectiveness (proportionality), (*see also entry C below*);
- Acquisition of means for the Member States;
- Seminars on the implementation of the CFP, operational coordination and/or capacity building;
- Pilot projects with Member States on emerging technologies (*see also para. E*);
- Industry awareness.

¹⁰ Partnership, accountability (compliance), cooperation and transparency, meaning EFCA assistance to the implementation of projects at a regional level at the request of the Member States, to implement CFP rules; especially the landing obligation. It may incorporate partnership actions in regional risk management, data exchange, training, technology, methodologies and procedures, evaluation and/or industry awareness. The concept was named and discussed during the seminar on the landing obligation 2/2014 for partnership, accountability (compliance), cooperation and transparency.

B- Support the Union in the international dimension of the CFP and the fight against IUU activities

According to the CFP regulation¹¹ and EFCA remit for IUU and RFMOs in other EU legislation, **on request of the European Commission**, the Agency will:

- Assist the Union to cooperate with third countries and international organisations dealing with fisheries, including RFMOs, to strengthen operational coordination and compliance. It is envisaged, in particular:
 - Third countries, as:
 - North Atlantic Coastal States in the North Sea,
 - Baltic Sea and NAFO-NEAFC regulatory areas,
 - Other NEAFC and NAFO Contracting Parties and
 - Mediterranean and Black Sea third countries (*inter alia*, candidate countries and Southern Mediterranean countries) in the framework of GFCM;
 - RFMOs as NAFO, NEAFC, GFCM and ICCAT;
- In line with the above paragraph, to organise seminars on operational coordination and/or capacity building involving RFMO, third countries and Coastguards Fora;
- Support the European Commission as requested in the evaluation missions of third countries (*4 missions per year*);
- Support the European Commission in capacity building missions in the framework of fisheries partnership agreements (*3 missions per year*)¹²;
- Assist the Member States in a cooperation model to facilitate the enhancement of an IUU risk management strategy and in the development of a methodology for joint IUU catch certificate cross checks (see also footnote n°13) with various sources of intelligence, including Maritime Surveillance data;
- Explore and carry out an impact study on the feasibility of an IUU electronic catch certificate system;
- The PACT approach (see footnote n°10) would also apply to these missions and IUU training sessions could move to operational cooperation.

C- Support the European Commission, the European Parliament and the Member States in the proceedings of the expert group on compliance¹³

Following the work of the focus groups on cost effectiveness and on compliance evaluation, EFCA will offer its methodologies and partnership services to address a holistic view on compliance and help develop proposals for the full scale evaluation

¹¹ Article 30 new CFP basic regulation: "*The Union shall, including through the European Fisheries Control Agency ("the Agency"), cooperate with third countries and international organisations dealing with fisheries, including RFMOs, to strengthen compliance with measures, especially those to combat IUU fishing, in order to ensure that measures adopted by such international organisations are strictly adhered to*".

¹² The selection of the missions to third countries shall be based on the European Commission strategy with third countries which will be presented to the Board.

¹³ Article 37(2) new CFP basic regulation: "*The expert group on compliance shall be composed of representatives of the Commission and the Member States. At the request of the European Parliament, the Commission may invite the European Parliament to send experts to attend meetings of the expert group. The Agency may assist the expert group on compliance meetings as an observer.*"

of a specific fishery or fisheries each year, with longer term planning in this respect to be worked into the EFCA MWP.

1.2. Enhancement of capacity building instruments

D- Finalisation, delivery and update of the Core Curricula for trainers of inspectors and for Union inspectors

The core curricula will constitute a key reference for EFCA to achieve a level playing field. The training courses delivered by EFCA will cover the control aspects of the CFP regulation in general and apply regionally and will not be limited to the JDP context. Considering the resources available, training courses will be organised in line with the legal obligation of EFCA, envisaged as follows:

- Training the trainers;
- Training of Union inspectors (before first deployment);
- Advanced training for Union inspectors (exchange of best practices);
- Training for third countries at the request of the European Commission;
- Workshops on the implementation of the IUU regulation.

The priorities will be as follows:

- The final modules of the Core Curricula will be delivered in 2015 and updates of modules already delivered will be provided accordingly;
- Some Core Curricula modules will be tailored for training and/or e-training missions in third countries;
- Specific training and/or e-training sessions will be delivered (*see also Rationalisation*);
- A specific e-learning application will be updated and maintained in order to provide the trainees with continuous self-learning capability;
- The Core curricula Development Platform (CCDP) will be maintained;
- Coordination of the Core Curricula implementation in the Member States.

E- Finalisation, delivery and enhancements of the data management systems suite and architecture

- Design of the smart CCIC concept: a key component of EFCA's strategic objectives is the requirement to facilitate the access to data on fishing activities and control, which in turn assists in the setting up of remote operational coordination facilities, which is an essential part of streamlining EFCA's operations to make room for the new business model. EFCA has adopted a strategic approach to the development of supporting applications, where projects and activities have been converging towards the implementation of an integrated EFCA information system. EFCA will develop the concept of the 'smart CCIC', built around a Fishery Information System (FIS). The FIS will be the integration platform for the suite of data monitoring

systems derived from the Control Regulation and will include specific additional EFCA applications designed to support the coordination of the JDP operations and the training requirements. The integrated EFCA Fishery Information System (FIS) will encompass FishNet, the Operations Systems and the Training Platforms.

- Enhancement, maintenance and integration of the suite of operational systems: VMS, MARSURV, EIR, ERS, Jade and FISHNET;
- Review the provision of the EFCA EIR as a SaaS product (Software as a Service) and analyse the feasibility of expanding the concept to other products;
- Explore and carry out an impact study on the feasibility of an IUU electronic catch certificate system¹⁴, specific management applications for assisting the risk management strategy and the reporting of SCIP related activities of the Member States and on some emerging technologies in order for Member States to obtain clear evidence of cost benefit in relation to the traditional control means, (*cf. article 11 of the Control Regulation*);
- Distance learning platform (E-learning) and e-Training.

F - Enhancements of EFCA ICT infrastructure, continuity and security for operational and corporate systems

- This 5 year plan includes the move to "Infrastructure as a Service" approach and the deployment of EFCA servers in another hosting site in accordance with the mandate given by the Administrative Board to develop synergies with other agencies and EU bodies;
- Parallel development and maintenance of corporate IT support systems for EFCA will continue (e.g. EDMS, website, e-administration), along with the maintenance and update of existing systems, and improvement of EFCA operation room facilities;
- Implementation of an enterprise architecture (EA).

1.3. EFCA Rationalisation

As mentioned above, the resources for complying with ECFA priorities will be obtained by means of simplification, scalability and streamlining, through savings and benefits of EMFF for Member States, better mobilisation and profiling of EFCA staff, organisational adaptations, a move to e-administration and e-training and additional synergies with other agencies, as follows:

➤ Administration:

A significant level of rationalisation might be achieved through e-administration systems based on applications as Matrix, e-Prior and ABAC additional services.

¹⁴ EFCA proposes to explore a system for data to be uploaded, shared on an automated base or introduced manually for the core data on the Catch Certification system. This is a different system from the electronic Catch Certification system which would entail the actual production (and sharing) of such certificates worldwide.

75

EFCA is currently simplifying its workflow for financial transactions in order to move the focus from ex-ante to ex-post verification for a significant number of transactions which will contribute to streamlining the allocated resource. Ongoing discussions with other agencies might foster the conditions for resource saving synergies and/or better continuity in accounting, human resource management, procurement, legal advice and internal application of data protection regulation;

➤ **Budget Savings:**

- In line with the new business model the number of days of operational mission will be decreased where possible;
- The Member States might include travel and mission costs in relation to participation in EFCA activities in their EMFF national operational programme;
- As far as possible EFCA will revert to partly address training through e-Training seminars and sessions.

➤ **Human resource efficiency gains in Capacity building :**

- Core Curricula: the resources and budget needed until now for the development of new courses will be partially available for other activities;
- Training of Member States: to be partly addressed through e- learning and e-Training applications as Citrix "GoTo Training";
- Training in the Fisheries Partnership Agreement (FPA) framework: 3 missions per year and partly addressed through e-Training applications as Citrix "GoTo Training";
- Data management systems: the remodelling of EFCA data operational support will make resources more efficient and will liberate additional capacities. The hosting of EFCA data in an external environment in the framework of a service level agreement with EMSA is already an ongoing process.

➤ **Human resource efficiency gains in support of the European Commission in combating IUU fisheries:**

- Those activities need to be jointly re-assessed with the European Commission underlying that they refer to a decision of 2009;
- Meanwhile, the number of audit missions in third countries would be capped and scheduled on a yearly basis and the examination of hundreds of catch certificates by EFCA might be streamlined.

➤ **Moving to a new business model:**

- **The most salient point of scalability** will be a coordination move to a SMART and VIRTUAL concept;
- Profit the current regional organisation to implement the new EFCA model at a regional level (i.e., JDP and PACT to be implemented at a regional level);
- Specialise a group of EFCA staff to implement the *pure* coordination activities in a lesser scale, to be merged with IT data managers: follow-up of coordination

between MS, gather and distribution of information, special campaigns implementation;

- Regional groups to implement all EFCA activities: new regional steering groups.
- Keeping SMART missions on-the-spot limited but directed to implementation of projects.

2. Mission Statement and Activities

In accordance with its founding regulation, the Agency's **mission is to promote the highest common standards for control, inspection and surveillance under the CFP.**

In this regard, **level playing field, coordination and assistance for better compliance** are considered **wider objectives of the Agency**¹⁵.

In accordance with its founding regulation, the MWP is presented according to the ABMS¹⁶. To this end, the Agency is implementing an ABMS refining its multiannual planning, monitoring and reporting.

The Agency will promote the assessment of the effectiveness of its core activities on the basis of performance and impact criteria and benchmarks.

3. Multiannual financial programming for operational activities (€)

3.1 Multiannual financial programming

The European Commission Communication to the European Parliament and Council regarding programming for decentralised agencies sets the overall financial resources ceiling for EFCA at the same level as the 2013 budget (9.17 million EUR) until 2018 with a 2% increase in 2019 (9.4 million EUR). There is no proposed division between administrative and operational programming established. This programming for decentralised agencies is due to be assessed in an inter-institutional working group, set up to define a clear development path for each agency on a case by case basis. The table below presents an overview of the past operational programming and the Budget proposal for 2015.

¹⁵ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 1.1.2), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

¹⁶ The Agency accomplishes its mission through its Operational Activities and one functional activity, Governance and Representation, which is inherent to its operation as an independent EU body.

Operational expenditure	2012	2013	2014	2015 (*) ¹⁷
Capacity Building	724 000	804 000	937 791	963 000
Operational Coordination	1 006 000	1 086 000	775 000	775 000
Acquisition of Means	p.m.	p.m.	p.m.	p.m.
Total	1 730 000	1 890 000	1 712 791	1 738 000

(*)Proposed for the DB 2015.

3.2 Budget 2015 and Multiannual Staff Policy Plan

The budget circular for the DB 2015 provided specific instruction for decentralised agencies in preparing their financial statements. EFCA is currently classified as a "cruising speed" Agency. The budget circular establishes that the overall EU contribution for this classification of Agency will have a ceiling which in nominal terms is frozen at the level adopted in the **2013 budget**.

Considering the above, the EFCA proposes to make savings, while trying to avoid compromising the continuity of the priority activities of the Agency.

The amount in the budget for operational activities is €1,738,000, as shown in the table below.

¹⁷ The Communication from the Commission to the European Parliament and the Council (COM (2013) 519) of 10.7.2013 proposes to maintain the budget at 2012 level (€9,217 million for all titles) from 2014 to 2018.

72

Operational Budget EFCA

Operational expenditure	2013 (executed budget)*	2014 (budget)*	2015 (budget)
Capacity Building	921,988	937,791	963,000
Operational Coordination	774,999	775,000	775,000
Acquisition of Means	p.m.	p.m.	p.m.
Total Budget	1,696,987	1,712,791	1,738,000

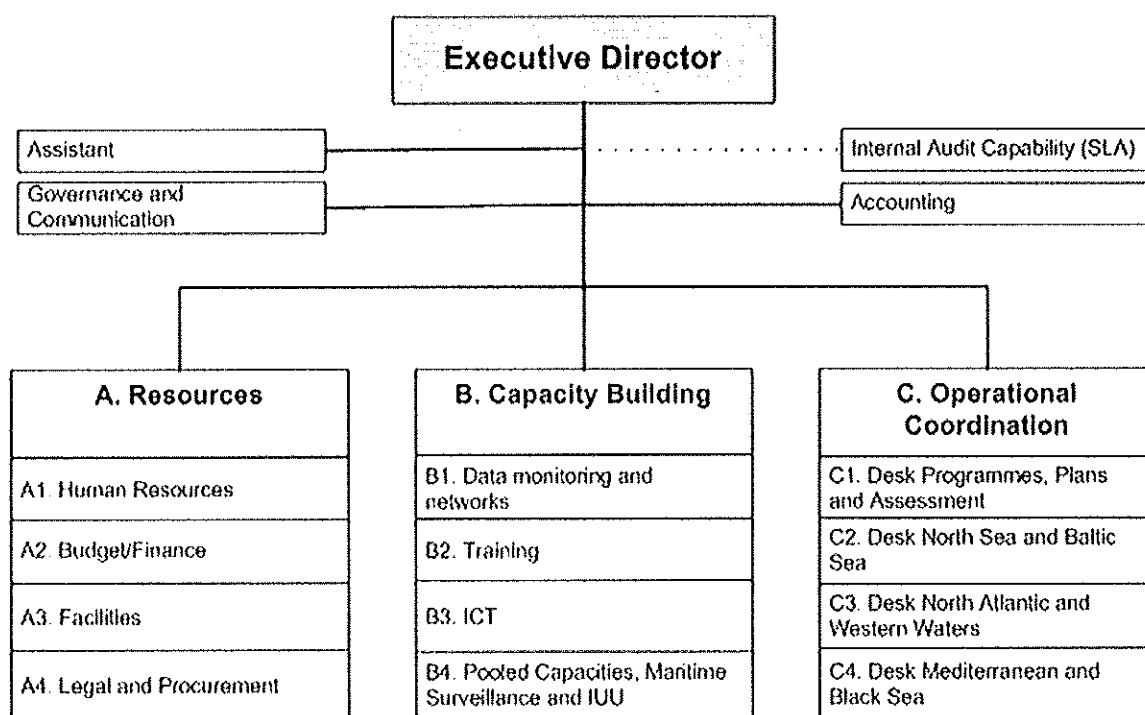
* Budgets for 2013 and 2014 were frozen at the level of 2012

Abiding to these planning figures, the Multiannual Staff Policy Plan (MSPP) 2015-2017 sets up the current planning references regarding staff in the three year period from 2015. The MWP 2015-2019 and AWP 2015 priorities are reflected in the MSPP 2015-2017; the approach proposed enables economies of scale to be made through the pooling of expenditure that would otherwise be required from each Member State.

More specifically, the MSPP 2015-2017 describes the planned EFCA activities in view of staff population and its evolution, general figures on expenditures, the organizational chart and the situation over the next three years. It further refers to the staff policies followed by the Agency (recruitment, career and frameworks) and information on schooling and the state-of-play of implementing rules adopted especially following the new Staff regulations as from 2014.

Yet, as from 2015, the MSPP foresees the implementation of the reduction by one further TA post in order to comply with the need for a 5% reduction (The evolution is from 2013: 54; 2014: 53; 2015: 52; 2016: 51).

4. EFCA organizational Chart



5. EFCA committees (steering and working groups)

The operational coordination and capacity building activities require strong coordination of the Agency, the European Commission and Member States.

Following the Administrative Board recommendations the Agency will continue taking advantage of the synergy between different meetings and promoting the use of telephone and video conference facilities¹⁸.

5.1 Operational coordination

In organising operational cooperation between Member States, and for the purpose of operational coordination of joint control, inspection and surveillance activities by Member States, the Agency has established two joint regional working groups in accordance with its founding regulation:

- Regional Steering Group

The Regional Steering Group (RSG) is composed of representatives designated by the Member States concerned and the European Commission, and is chaired by the Agency. The RSG is responsible for the overall coordination, and also

¹⁸ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.6.2), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

ensures the real functioning of the JDP, in accordance with the SCIP decision, in its three phases:

- Planning of activities, based on operational risk analysis
- Implementation of the activities, ensuring that the Member States commitments are fulfilled and applied properly
- Assessment of the effectiveness of the JDP, through a common system of reporting and evaluation

The RSG manages the implementation of the works based on the principles of transparency and consensus. Besides, all questions regarding the practical implementation of the JDP, the operational plans and the PACT activities shall be discussed in this forum.

– Technical Joint Deployment Group

The Technical Joint Deployment Group (TJDG) is composed of national coordinators assisted by the Agency coordinators, for the purpose of putting into practice the operational planning and execution of the joint deployment of pooled means of control, inspection and surveillance, as agreed in the JDP/operational plans. It ensures that the operational coordination between the Member States works. It is chaired by a representative of one of the Member States concerned.

The TJDG is responsible for ensuring the reception and transmission of all the operational information, to prepare the tactical recommendations for the control and inspection means in the JDP/operational plan areas and to report to the RSG the result of those joint control activities.

5.2 Training

A Steering Group and a Working Group involving the Member States and the European Commission will provide guidance and technical expertise on training and exchange of experience focusing on the development of the core curricula project.

5.3 Data monitoring and networks

EFCA will continue to steer the Agency's data monitoring and network activities together with Member States – mainly through the Regional Steering Groups. It will facilitate cooperation between the Agency, the Member States and the European Commission and favour the exchange of best practice.

5.4 Maritime Surveillance

The Marsurv Application has gradually been rolled out during the course of 2014 and the Technical User Group will focus on the change management to steer the MARSURV system

to further support the operations, as well as the development of and any maritime surveillance related application.

5.5 IUU PACT activities

Beyond the organisation of training seminars and sessions, EFCA offers to dedicate part of the training meetings to IUU cooperation and risk management strategy issues together with the Member States and the European Commission.

6. ANNUAL WORK PROGRAMME 2015

The provisional fiches for the AWP 2015 have been restructured following a horizontal approach, optimising the resources and providing flexibility towards the Common Fisheries Policy implementation. The Agency has limited human and material resources and cannot respond to each and every ad-hoc request for tasks to be performed which imply a need for additional resources. Therefore, the Administrative Board should decide on the priorities and core activities to be implemented.

Within the operational side, the following fiches are presented:

- Implementation of JDPs and operational plans
- Level playing field enhancement
- Programmes, plans and assessment
- Data Monitoring and Networks
- Training

Within the governance and representation domain there have not been any remarkable changes, the following fiches are presented:

- Administrative Board
- Advisory Board
- Representation and networks
- Communication

A fiche covering Horizontal tasks objectives, performance indicators and targets is added to the AWP 2105.

6.1 Activity Based Management System (ABMS)

The Activity Based Management System has been adjusted to the activities proposed in the fiches accordingly.

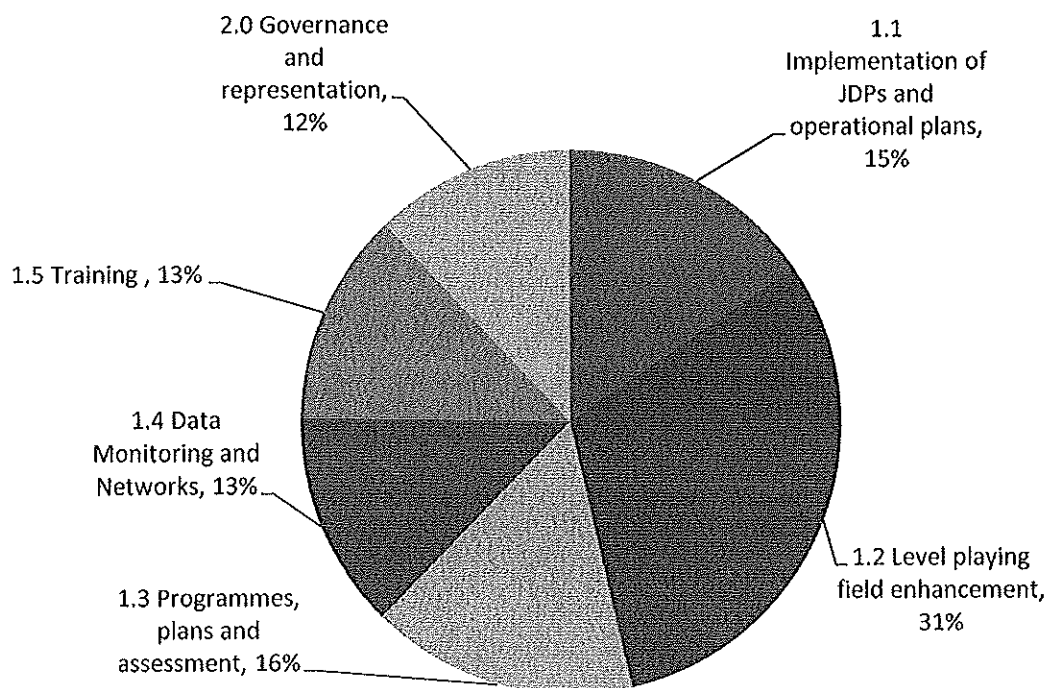
Activity Based Management System (ABMS)

ACTIVITY	ABMS Code
Operational activities	1
Implementation of JDPs and Operational Plans	1.1
Level playing field enhancement	1.2
Programmes, plans and assessment	1.3
Data Monitoring and Networks	1.4
Training	1.5
Governance and Representation	2

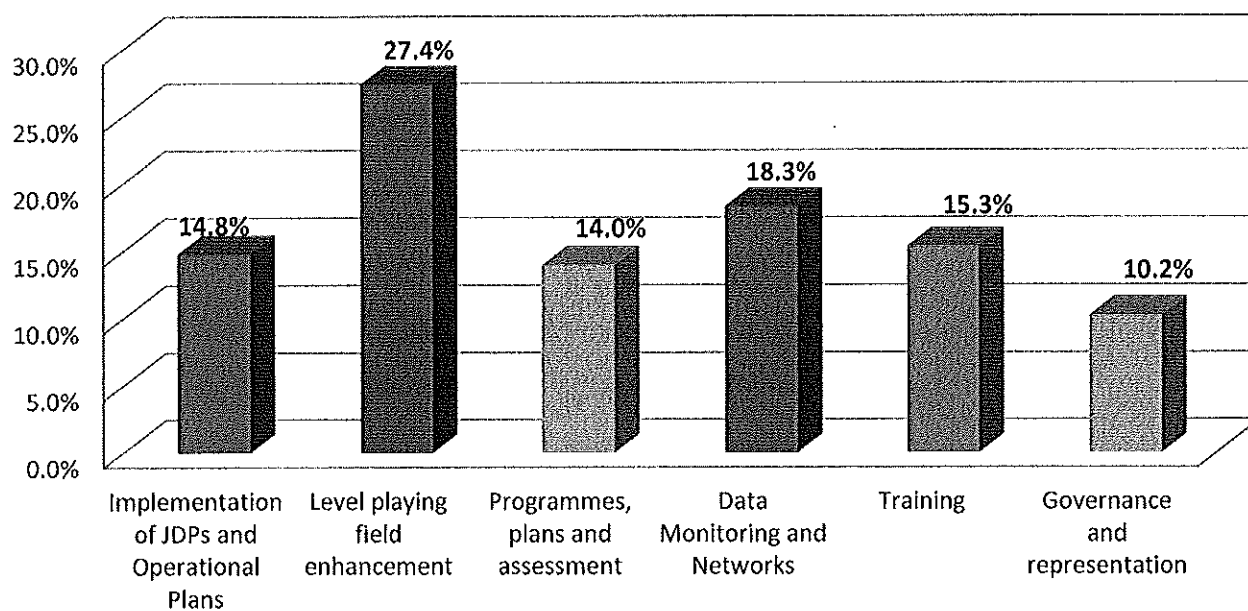
ABB- AWP 2015

Code	Activity/ Subactivity	Budet allocation (€)	Budet allocation (%)	Staff Dedication (%)
1	OPERATIONAL ACTIVITIES	8,275,627	89.8%	88.0%
1.1	Implementation of JDPs & Operational Plans	1,364,912	14.8%	15.5%
1.2	Level playing field enhancement	2,526,445	27.4%	30.9%
1.3	Programmes, plans and assessment	1,287,179	14.0%	16.0%
1.4	Data Monitoring and Networks	1,684,484	18.3%	12.9%
1.5	Training	1,412,607	15.3%	12.7%
2	GOVERNANCE AND REPRESENTATION	941,373	10.2%	12.0%
	TOTAL	9,217,000	100.0%	100.0%

DEDICATION OF STAFF (including AD, AST, CA and SNEs)



% OF THE BUDGET 2015 PER ACTIVITY



6.2 ANNUAL WORK PROGRAMME 2015

ACTIVITY: IMPLEMENTATION OF JOINT DEPLOYMENT PLANS AND OPERATIONAL PLANS ¹⁹				
STAFF (0.5TAD, 4 TAST, 2,5 SNE)		STANDARD BUDGET (127,000€)	ABMS €1,364,912	
OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS	
Coordinate the implementation of JDPs and Operational plans, including PACT regional projects by the Member States in EU waters	<ul style="list-style-type: none"> Regional JDPs and operational plans for 2015 in North Sea, Baltic Sea, Western Waters, Mediterranean Sea and Black Sea implemented. JDPs in International waters managed by NAFO, NEAFC and ICCAT implemented. Joint campaign reports delivered PACT regional projects implemented 	<ul style="list-style-type: none"> By JDP/OP <ul style="list-style-type: none"> Number of campaigns days per JDP Percentage of campaign, sea and ashore days carried out vs planned Control and inspection means deployed in accordance with the JDP schedule (% of total planned) Man/days in joint inspection teams Availability of fishing vessels target list in Joint campaign Number of campaigns coordinated from EFCA Number of PACT regional projects implemented 	<ul style="list-style-type: none"> > 300 95% 90% 75 80% 5 2 	
Coordinate the implementation of the EU contribution to the International Control and Inspection Programmes in RFMOs (NAFO, NEAFC, ICCAT)				
Provide shared and cost effective data availability to Member States inspection and surveillance means in the JDPs and operational plans	<ul style="list-style-type: none"> System availability rate for the real-time exchange of data, documents and information in relation to JDPs/operational plans Improved operational monitoring capabilities for JDPs/operational plans Management and use of tailored IT applications (e.g. MARSURV) in different JDP/operational areas 	<ul style="list-style-type: none"> VMS,ERS, FISHNET, JADE when applicable: <ul style="list-style-type: none"> Availability rate Connected MS rate for VMS/ERS Connected MS rate for Fishnet User evaluation on availability of Maritime applications and IT tools, including at EFCA Operations coordination centre 	<ul style="list-style-type: none"> 96% 100% 75% < 10% non-satisfaction rate from participating MS 	
Multiannual index to be used as a tendency for compliance evaluation purposes				
<ul style="list-style-type: none"> Number inspections and inspections with at least 1 suspected infringement Ratios for inspections with at least 1 suspected infringement detected/ per activity day 				

¹⁹ Including relevant to EFCA regulation articles 7 and 15.

ACTIVITY: LEVEL PLAYING FIELD ENHANCEMENT				
STAFF (3.5 TAD, 8.5 TAST)	STANDARD BUDGET (404 000€)	ABMS €2,526,445		
OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS	
Assist Member States and the Commission in harmonising the application of the Common fisheries Policy, including through PACT regional projects	<ul style="list-style-type: none"> Assistance to Member States and the Commission in projects related to the implementation of the CFP, including PACT regional projects Organisation and reports on the regional steering group meetings Planning and assessment of the regional control operations, including PACT regional projects Support to MS on pilot projects or ToR for evaluation of emerging technologies 	<ul style="list-style-type: none"> Planning of control operations delivered timely Assessment reports 2014 delivered before 30 June 2015 ID cards issued for new Union Inspectors where info and photos have been provided Road map issued for PACT regional projects proposed by MS Project evaluation or ToR 	Q4 100% 100% 100% 1	
Provide assistance to the European Commission and the Member States in order to ensure uniform and effective application of the rules of Council Regulation (EC) No 1005/2008 and fight IUU fishing	<ul style="list-style-type: none"> Mission preparation, on the spot visits and reports on evaluation missions in third countries Analysis of catch certificates and processing statements Cooperation model to facilitate the enhancement of an IUU risk management strategy Organisation and reports on the IUU steering group meetings 	<ul style="list-style-type: none"> Number of missions in third countries Percentage of planned missions completed Number of mission reports Number of catch certificates and processing statements analysed Number of third countries to which risk management strategy applies 	4 100 4 500 2	
Promote a level-playing field at EU level and vis-à-vis RFMO's and third countries	<ul style="list-style-type: none"> Report of results of assistance in relation with third countries Report on the implementation of the tasks delegated to EFCA in relation to RFMOs 	<ul style="list-style-type: none"> Percentage of third countries to which EFCA assisted in comparison with EC requests No delay in the implementation of the tasks delegated by the EC 	100% 100%	
Multiannual index to be used as a tendency for compliance evaluation purposes				
<ul style="list-style-type: none"> In the IUU domain: <ul style="list-style-type: none"> Number of evaluation missions, dialogue missions, and follow-up missions to third countries Number of catch certificates and processing statements analysed and processed Number of reports produced within 3 weeks of the completion of the evaluation mission Number of third countries to which the IUU risk management strategy has been applied 				

ACTIVITY: PROGRAMMES, PLANS AND ASSESSMENT					
STAFF (3.5 TAD, 0.5 TAST, 1 CA)		STANDARD BUDGET (200 000€)	PERFORMANCE INDICATORS	ABMS €1,287,179	TARGETS
OBJECTIVES	DELIVERABLES				
Promoting cost effectiveness of control operations	<ul style="list-style-type: none"> Implementation of a project on regional risk analysis Implementation of a project to evaluate compliance trends and cost-effectiveness of control operations in a limited number of fisheries to be decided by the AB through the Focus Groups Support to the expert group on compliance. Evaluation of the costs of JDPs and operational plans Implementation of a project to implement the landing obligation at a regional level 	<ul style="list-style-type: none"> JDPs/operational plans with a full regional risk analysis system established Implementation of cost estimation model in JDPs Methodology for compliance evaluation implemented in specific fisheries Risk management implemented for landing obligation 	60% 100% 100% At least three regions		
Promote an efficient coordination of the control activities	<ul style="list-style-type: none"> Workshop for CCIC/ACC representatives Report on MS procedures and requirements to be considered by Union inspectors when acting in waters of another Member State and follow-up. Road map 2015 to ensure that coordination of control activities is organised efficiently. 	JDPs/operational plans campaigns implemented following the best practices guide of EFCA	75%		
Assist the EC to cooperate with international organisations	<ul style="list-style-type: none"> Assistance in establishing and/or maintaining a reliable control system on EC request Organisation of exchange of inspectors on EC request 	Number of international organisations to which EFCA assisted in comparison with EC requests	1		

ACTIVITY: DATA MONITORING AND NETWORKS				
STAFF (1.5 TAD, 2.5 TAST, 0.5 SNE)	STANDARD BUDGET (630 000€)	DELIVERABLES	PERFORMANCE INDICATORS	ABMS €1,684,484 TARGETS ²⁰
OBJECTIVES				
Develop and strengthen the skills, abilities, processes and resources that Member States need for the uniform application of the rules of the Common Fisheries Policy in the field of data monitoring and networks	<ul style="list-style-type: none"> User-defined application IT tools for the provision of an integrated maritime awareness picture Continue the development, enhancement, maintenance and integration of the EFCA ICT applications in support to operational activities Impact study to explore the feasibility of: <ul style="list-style-type: none"> An IUU electronic catch certificate A specific management application for assisting the risk management strategy and reporting of SCIP related activities 	<ul style="list-style-type: none"> EFCA applications developed, enhanced, upgraded and implemented according to planning Number of Impact studies delivered 	<ul style="list-style-type: none"> 95% 2 	
Provide guidance and to facilitate the exchange of best practice for building capacities in the areas of data monitoring and networks	<ul style="list-style-type: none"> Feasibility studies, user needs analysis, project management reports E-learning platform IT contracts signed and implemented according to plan Test reports Project Management Scoreboard Reports on the implementation of the IT Security policies and the IT Project Management standards, training materials Meeting documentation, minutes and reports Implementation of the plan to move to "infrastructure as a service" approach and the possible deployment of EFCA servers in another hosting site 	<ul style="list-style-type: none"> Meetings minutes prepared, and circulated along with all associated documents Project Management Scoreboard 	<ul style="list-style-type: none"> 100% of the meetings shall be documented <p>The progress of 100% of the ongoing projects in the DMN-section shall be monitored in a scoreboard</p>	

²⁰ To be refined.

Contribute to the implementation of the EU IMP and the CFP, continuing cooperation in maritime affairs with Member States, the European Commission, relevant EU Agencies and external bodies	<ul style="list-style-type: none"> • Active participation and expert input in the CISE project, attendance to the TAG and associated project meetings • Effective information sharing and exchange of best practices in the framework of IMP and interagency cooperation. 	<ul style="list-style-type: none"> • Participation to TAG meetings (CISE) • Effective exchange of information sharing with FRONTEX and EMSA. • Attendance to inter-agency maritime workshops and seminars 	60% attendance to meetings and seminars
Further improve and develop the usage of external information sources not readily available at the Agency for fisheries control purposes in order to improve risk analysis, control and monitoring at EU level	<ul style="list-style-type: none"> • Provision to the Member States of the EFCA EIR system as a SaaS (Software as a Service) and analysis of the feasibility of expanding the concept to other EFCA applications. • A smart CCIC concept providing access to Member States to maritime information systems and applications, in line with the operational and user requirements • Participate in and follow research projects that explores the use of Earth Observation data 	<ul style="list-style-type: none"> • User evaluation on availability of Maritime applications and tools at EFCA Operations coordination centre 	> 90% satisfaction by participating MS

ACTIVITY: TRAINING				
STAFF (0.5 TAD, 4.5 TAST, 1 CA, 1 SNE)	STANDARD BUDGET (377 000€)	ABMS €1,412,607		
OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS	
Provide guidance and to facilitate the exchange of best practices for building MS capacities in the areas of training	<ul style="list-style-type: none"> Workshop and seminars for Member States IUU competent authorities Participation in Member States national IUU training seminars on request Core Curricula training courses (content, modules, teaching and learning aids) Core Curricula update of training courses already delivered E-learning platform E-training 	<ul style="list-style-type: none"> Training for MS on IUU: IUU workshops and seminars satisfaction rate 	Attendees satisfaction (good or very good) >80%	
Make available Core Curricula training courses and promote their usage by MS		<ul style="list-style-type: none"> CC Courses published: <ul style="list-style-type: none"> - Union inspectors, - IUU, - Markets, - Transports. Regionalised CC for Union Inspectors CC courses implemented²¹: <ul style="list-style-type: none"> - Number of MS using CC training material - Number of e-learning sessions 	Q1 Q1 Q1 Q1 First drafts ready by Q4 >80% of coastal MS over a period of three years	
Uniform and effective implementation of workshops and best practice	<ul style="list-style-type: none"> Training of Union inspectors (before first deployment); Advanced workshops for Union inspectors ("best practices"); Workshop(s) and best practice for Member States Union inspectors (regional/national level) E-training 	<ul style="list-style-type: none"> Percentage of EU inspectors concerned trained by EFCA By region/JDP: <ul style="list-style-type: none"> - Number of workshops and best practice delivered - Union inspectors attending workshops attendees satisfaction - Percentage of EU-NAFO/NEAFC inspectors at sea trained - Percentage of EU-ICCAT inspectors at sea trained 	10% At least 1 by region Attendees satisfaction (good or very good) >80% 50% 50%	
Assist the EC to cooperate with third countries	<ul style="list-style-type: none"> Assistance to third countries in the development of inspection training programmes and/or training manuals for 	<ul style="list-style-type: none"> Development of a standard training programme for basic fisheries inspection. 	100%	

²¹ The assessment of the actual implementation by Member States of the CC training courses and modules based on a template developed by the SGTEE and the results transmitted to the Board.

	trainers on EC request	Number of missions	3
	<ul style="list-style-type: none"> Assistance to third countries on request of the Commission 		
Multiannual index to be used as a tendency for compliance evaluation purposes			
-	Number of attendees to regional workshops by EFCA including by e-training		
-	IUU training sessions and seminars number of participants, including by e-training		

ACTIVITY: GOVERNANCE AND REPRESENTATION – ABMS €941,373			
ADMINISTRATIVE BOARD			
STANDARD BUDGET (55 000€)			
OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
As the main governing body of the Agency the forefront objective of the Administrative Board is to ensure the correct and effective functioning of the Agency	<ul style="list-style-type: none"> Agency Decisions Agency Multiannual work programme, Annual work programme and Annual Report Adoption of the Budget and the Accounts Adoption of the Multiannual Staff Policy Plan; Endorsement and/or support of the activities carried out by the Agency in the development of its mission 	<ul style="list-style-type: none"> Number of Administrative Board meetings Preparation and notification of the Board decisions in due course Preparation and notification of the Board Agency Multiannual work programme, Annual work programme and Annual Report in due course Preparation, adoption and notification of Budget and the Accounts in due course Preparation, adoption and notification of Multiannual Staff Policy Plan in due course Preparation of briefings and/or notes addressed to the Administrative Board Monitoring the submission to EFCA of Annual written declarations of interests of Administrative Board members to ensure a proper control of those declarations of interest and compliance with legal obligations 	<p>2</p> <p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p>
	<ul style="list-style-type: none"> Annual Declaration of interest of the Administrative Board members submitted before the year end 		100%

REPRESENTATION AND NETWORKS			
STANDARD BUDGET (90 000€)			
OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Ensure Agency representation, cooperation, dialogue and transparency with other institutional bodies, EU agencies and third parties	<ul style="list-style-type: none"> Attendance to relevant meetings for the Agency Contribution to drafting positions in the field of the inter-agency working groups Presentations and briefings delivered in the different meetings Briefings and documents issued to inform the institutional bodies and third parties 	<ul style="list-style-type: none"> Rate of participation on the Heads of Agencies and Heads of Administration Number of debriefings/ informative notes provided to the Administrative Board 	<p>2 meetings</p> <p>Twice a year under the Information from the ED provided to the Board during the Board meetings</p>

COMMUNICATION		
STAFF (1 TAD)	STANDARD BUDGET (55 000€)	
OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS
		TARGETS

Stakeholders: promote a culture of compliance with the rules of the Common Fisheries Policy by contributing to a climate trust, confidence and accountability	<ul style="list-style-type: none"> Communication on the seminar/event organised with a AC, Stakeholders visits to the Agency Raising awareness campaigns for stakeholders 	<ul style="list-style-type: none"> Number of visits to the EFCA by stakeholders Publications produced Number of visits to the EFCA website 	6 2 4000 average visits per month
General public: contribute to and support of the Communication Strategy defined by the European Commission in the field of the Common Fisheries Policy and in particular in the area of Control and Enforcement	<ul style="list-style-type: none"> Ensuring the quality and timeliness of EFCA's website content and other online presence. Stand, Agency staff presence, promotional material at the Seafood Exposition in Brussels and the Maritime Day Participation in EU activities on the CFP and particularly Control such as information seminars, press conferences or fairs as well as contributing to the dissemination of the EU project Layout and distribution of the main publications of the Agency: Annual Report and Work Programme Effective Communication tools available for trainings, visits, fairs, presentations, etc. Strong media relations on the topics covered by the Agency by issuing press releases, having phone contact and organising press trips or conferences when relevant. Main Agency supports apply the corporate visual identity Communication of JDPs results on the Agency web site 	<ul style="list-style-type: none"> Number of informative sessions where the EU/CFP is addressed with a local audience Number of presentations to institutional actors Meetings with all staff when relevant 	6 3 6 2
Local public: foster the values of the European Union locally	<ul style="list-style-type: none"> Organisation of a local event with vast institutional presence and media coverage Cooperation with the EC Representation Office and EU Communication relays Organisation of visits of the local stakeholders to Agency office 		

12

Institutional actors: raising awareness about the Agency's work and mission in general and ensure fluent information flow	<ul style="list-style-type: none">• Presentations to EU stakeholders, especially those involved in the JDPs		
	<ul style="list-style-type: none">• Holding staff meetings after the Administrative Board meetings as well as when there are major developments within the EFCA• Keep updated a collaborative intranet which will boost communication• Organise social events that can favour cross-unit and informal communication (e.g. lunch time conferences...)		

HORIZONTAL TASKS		
STAFF (5.5 TAD, 7 TAST, 2 CA) OBJECTIVES	PERFORMANCE INDICATORS	TARGETS
Finance, legal, procurement and logistics: - Financial Initiation of all financial transactions. - Verification of commitment and payment files: - Organising and executing transfers. - Providing forecasting, implementation and monitoring on budget execution. - Coordinating procurement. - Advising on and verifying contracts and procurement procedures. - Providing legal advice to the Executive Director and the units. - Managing facilities and support services of the Agency. - Internal application of Data Protection Regulation.	<ul style="list-style-type: none"> • Execution rate commitments appropriations • Execution payments appropriations • Percentage of payments done within the time limits 	100% >= 70% >95%
Human resources: -Management of the establishment plan (new recruits, turnover, etc.). -Management of staff related budget. -Implementation of rights and obligations of EFCA staff members. -Implementation of Staff Development Policy. -Improvement and updating of e-HR tools. -Implementation and improvement of existing HR policies related to career development. -Preparation of Implementing Rules to the Staff Regulations.	<ul style="list-style-type: none"> • Execution rate establishment plan 	>95%
ICT: - Maintenance of IT infrastructure at EFCA - ICT Governance - Acquisitions of hardware and software - System maintenance - IT Security management - License handling for corporate and operational systems - Running of EFCA's internal Service Desk - ICT Contract Management	<ul style="list-style-type: none"> • Corporate Application availability rate • Operational Applications availability rate 	95% 95%

Annex 1: Executive Director Key Performance Indicators (KPIs)

Executive Director KPI's	
KPIs in Relation to Operational Objectives	
To provide evidence of the Agency performance	
Deliverable	Target
Timely submission of the draft AWP	100%
Percentage of completion of the activities of the AWP	80%
Timely achievement of objectives of the AWP	80%
KPIs in Relation to Management of Financial and Human Resources	
a) To provide evidence of the swift, timely and full use of the financial resources allocated by the budgetary authorities	
Deliverable	Target
Rate (%) of C8 appropriations resulting from unplanned carry-forwards from previous year	25%
Rate (%) of outturn (Total payments in year N and carry-forwards to Year N+1, as a % of the total EU funding and fee income, where applicable, received in Year N)	5%
Rate (%) of payments executed within the legal/contractual deadlines	95%
b) To provide evidence of timely improvements in the adequacy and effectiveness of internal control systems	
Deliverable	Target
Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines (excluding 'desirable')	100%
c) To provide evidence of the level of staff wellbeing	
Deliverable	Target
Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year)	Under 9%
Annual average number of days of sick leave per staff member (excluding week ends and public holidays).	Under 6

Annex 2: Multiannual Staff Policy Plan 2015-2017

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

Contents

1. The Agency's activities	1
2. Staff population and its evolution	2
3. Annual staff-related expenditure in 2013, in absolute terms and as a percentage of the overall administrative expenditure	6
4. Organisation and organizational chart at 31.12.2013	8
5. Overview of the situation over the years 2015-2017	9
6. Staff policy followed by the Agency	13
7. Schooling	19
8. State of play of implementing rules adopted by the agencies consistent with its staff policy	19
9. ANNEX	20

1. The Agency's activities

EFCA's founding regulation and current mission have not been modified significantly in 2013/2014. Please see a comprehensive description in the Annex (A).

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

2. Staff population and its evolution

2.1. Overview of all categories of staff

Staff population		Staff population actually filled in 31.12.2012 ¹	Staff population in EU Budget 2013 ²	Staff population actually filled at 31.12.2013 ³	Staff population in voted EU Budget 2014 ⁴	Staff population in Draft EU Budget 2015	Staff population envisaged in 2016 ⁵	Staff population envisaged in 2017 ⁶
Officials	AD							
	AST							
	AST/SC							
TA	AD	20	22	22 ⁷	22	22	22	23
	AST	30	32	30 ⁸	31	30	29	28
	AST/SC							
Total ⁹		50	54	52	53	52	51 ¹⁰	51 ^{11,12}
CA GFIV								
CA GF III		2	2	2	2	2	2	2
CA GF II		3	3	3	3	3	3	3
CA GFI								
Total CA ¹³		5	5	5	5	5	5	5
SNE ¹⁴		4	4	3	4	4	4	4
SSP ¹⁵		4.7	5	5	7	5	5	5
TOTAL		63.7	68	65	69	66	65	65
External staff ¹⁶ for occasional replacement ¹⁷		1.7		3				

¹ Offer letters sent should be counted as posts filled in with a clear reference in a footnote with a number how many posts/positions it concerns.

² As authorised for officials and temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).

³ Offer letters sent should be counted as posts filled in with a clear reference in a footnote with a number how many posts/positions it concerns.

⁴ As authorised for officials and temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).

⁵ Figures should not exceed those indicated in the Legislative Financial Statement attached to the founding act (or the revised founding act) minus staff cuts in the context of 5% staff cuts over the period 2013-2017.

⁶ *Ibid.*

⁷ Included are 2 offer letters sent in 2013.

⁸ Included is 1 offer letter sent in 2013.

⁹ Headcounts

¹⁰ Level can be reached only if unforeseen staff departures happen.

¹¹ Level can be reached only if unforeseen staff departures happen.

¹² Subject to the conclusions of the Interinstitutional Working Group (IIWG).

¹³ FTE

¹⁴ FTE

¹⁵ Structural Service Providers (SSP) are contracted by a private company and carry out specialised outsourced tasks of horizontal/support nature, for instance in the area of information technology. At the Commission the following general criteria should be fulfilled: 1) no individual contract with the Commission; 2) on the Commission premises, usually with a PC and desk; 3) administratively followed by the Commission (badge, etc.) and 4) contributing to the value added of the Commission.

¹⁶ FTE

¹⁷ For instance replacement due to maternity leave or long sick leave.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

2.2. Establishment plan evolution 2013-2017

Establishment plan 2013

The establishment plan 2013 contained all modifications implemented in accordance with anterior multiannual staff planning.

Evolution in 2013

By decision of the Administrative Board, a conversion of one AST6 post into one AD6 post was implemented. Further, the reduction of the plan by one AST post was agreed for the establishment plan as from 2014.

In 2013, a contract for ICT services started which increased the use of structural service providers in this area. An increase by two (up to 7) of the structural service provider staffing for 2014 is required in order to face the latest IT enhancements before and when implementing the synergic joint measures with EMSA in accordance with the premises laid down in EC letter quoted at footnote 31 of the present document.

Due to maternity leave, long term sickness and a slightly higher number of staff departures in 2013, the number of interim staff increased in 2013 compared with 2012.

Establishment plan 2014

The Establishment Plan 2014 maintains the changes of the previous plans and implements a reduction by one AST post in order to comply with the need for a 5% reduction (Total of posts 2014: 53).

Establishment plans 2015-2017

The Establishment plans foresee reductions by one AST post in 2015 and one post in 2016 in order to comply with the need for a 5% reduction. The level of a total of 51 posts in 2016 can be reached only if unforeseen staff departures happen.

The Commission communication on Programming of human and financial resources for decentralised agencies 2014-2020 of 10/07/2013, to implement further staff reductions in form of an annual 1% levy for the redeployment pool for agencies summing up to a total of further 5% staff reduction over five years in the context of the new multiannual financial framework (MFF) 2014-2020 set further constraints for evolution of EFCA resources in the planning period.

The new Inter-institutional Working Group (IWG) will undertake closer and more permanent scrutiny of the development of the Agencies. This will ensure a coherent approach with view to the appropriate financial means and staff to enable EFCA to fulfil properly the tasks assigned by the legislative authority and as well as assessing the important aspect that EFCA enables economies of scale to be made through the pooling of expenditure that would otherwise be outlaid by each Member State to achieve exactly the same result.

Subject to the conclusions of the IWG, EFCA shall adjust to the appropriate staff levels in its multiannual staff planning.

Further, the Establishment plans 2016 and 2017 foresee the upgrading of certain grades in anticipation of possible reclassification of staff.

The conversion of AST positions into AD positions is envisaged in the future, in view of staff changes, to adapt the Agency to the evolution of profiles needed in operational

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

activities. These changes will be duly notified and will not mean any increase in the global expenditure. With this in mind, the plan for 2017 foresees the conversion of an AST post into an AD post.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

Category and grade	Establishment plan in EU Budget 2013		Modifications in 2013 in application of flexibility rule ¹⁸		Establishment plan in voted EU Budget 2014		Modifications envisaged in establishment plan 2014 in application of flexibility rule ¹⁹		Establishment plan in Draft EU Budget 2015		Establishment plan 2016		Establishment plan 2017	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
AD 16														
AD 15		1				1				1		1		1
AD 14														
AD 13		2				2				2		2		2
AD 12		2				2				2		2		2
AD 11														
AD 10		3				3				3		3		3
AD 9		6				6				6		6		6
AD 8		5				5				5		5		5
AD 7		1				1				1		1		1
AD 6		1				2				2		2		2
AD 5														
Total AD	0	21	0	+1	0	22	0	0	0	22	0	22	0	23
AST 11														
AST 10		7				7				7		7		7
AST 9		3				3				3		3		3
AST 8		3				3				3		3		3
AST 7		8				8				8		8		8
AST 6		3				2				2		2		2
AST 5		6				6				6		6		6
AST 4														
AST 3		2				2				1				
AST 2		1												
AST 1														
AST:SC 1-6														
Total AST	0	33	0	-1	0	31	0	0	0	30	0	29	0	28
TOTAL	0	54	0	0	0	53	0	0	0	52	0	51 ²⁰	0	51 ²¹

¹⁸ In line with Article 32 (1) of the framework Financial Regulation, the management board may modify, under certain conditions, the establishment plan by in principle up to 10% of posts authorised, unless the financial rules of the body concerned allow for a different % rate.

¹⁹ *Ibid.*

²⁰ Level can be reached only if unforeseen staff departures happen.

²¹ Subject to the conclusions of the Interinstitutional Working Group (IIWG) and without prejudice to the aforementioned, only if unforeseen staff departures happen.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

3. Annual staff-related expenditure in 2013, in absolute terms and as a percentage of the overall administrative expenditure

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

(EURO)	Executed budget 2013 ²² per source of revenue			Executed budget 2015 ²³ broken down by titles		
	EU Budget (1)	Other sources ²⁴ (2)	Total (3=1+2)	Title 1 ²⁵ (4)	Title 2 (5)	Title 3 (6)
Salaries & allowances (1)	5,970,602		5,970,602	5,821,178	149,424	
of which establishment plan posts (officials, TA)	5,193,282		5,193,282	5,193,282		
of which external personnel (CA, SNE and	627,896		627,896	627,896		
External staff for occasional replacement	149,424		149,424		149,424	
of which structural service providers						
Other support/administrative expenditure (2)	3,120,765		3,120,765	280,448	1,143,329	1,696,988
Expenditure related to staff recruitment	50,550		50,550	50,550		
Socio-medical infrastructure	19,897		19,897	19,897		
Training costs	281,199		281,199	127,071		154,128
Mission costs	514,231		514,231	52,000		462,231
Information and publishing	104,200		104,200		55,765	48,435
Studies / Surveys / Consultations	23,090		23,090		9,290	13,800
IT costs	1,011,583		1,011,583		459,787	551,795
Experts costs	114,924		114,924			114,924
Postage / telecommunications	60,266		60,266		60,266	
Translation and interpretation costs	135,095		135,095		135,095	
Meetings / Conferences / Receptions / Events	442,339		442,339	930	75,317	366,093
Auditing and evaluation						
Running costs	152,577		152,577		152,577	
Rental of buildings and associated costs	52,680		52,680		52,680	
Research and Development / Innovation						
Movable property and associated costs	35,231		35,231		35,231	
Other (please specify)	123,103		123,103		107,521	15,582
% share of salaries, allowances expenditure (1)/(2)			66%			
Other operational costs (3)						
						66%

²² Final executed budget (in commitment appropriations) including carry-overs to 2013, EFTA and third and candidate countries contributions.

²³ *Ibid.*

²⁴ Including i.e. fees, charges, industry associations and Member State contributions; if applicable please also specify below the sources of contribution.

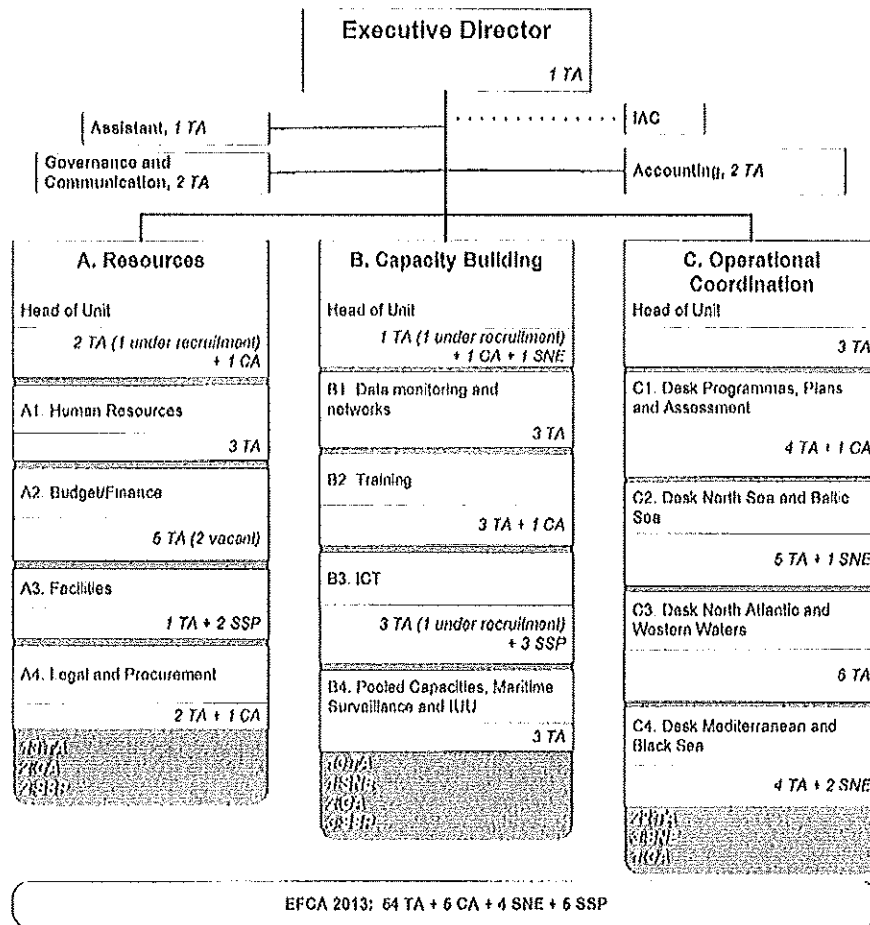
²⁵ The total of figures presented under columns "Title 1", "Title 2" and "Title 3" should add up and equal the execution on each title of the budget.

²⁶ The sum of columns 4, 5 and 6 does not match (6) difference) on the lines of IT costs and meetings/Conferences/Receptions/Events due to automatic rounding of decimals.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

4. Organisation and organizational chart at 31.12.2013

The organizational chart of EFCA includes 54 TA in 2013. By 31/12/2013, 49 TA are employed and 3 TA will be recruited between February and May 2014. There are 5 CA and 4 Seconded National Experts (SNE) positions at EFCA. Further, 5 FTE (Full Time Employment) of Structural Service Providers (SSP) have been used for ICT, reception and logistics. The Internal Audit Capability (IAC) is provided under a Service Level Agreement (SLA) with the European Maritime Security Agency (EMSA). In 2014 one TA will be reduced.



MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

5. Overview of the situation over the years 2015-2017

The future activities of EFCA are described in its Multiannual Work Programme (MWP) 2014-2018 and Annual Work Programme (AWP).

The MWP is reviewed and updated annually in order to have up-to-date objectives and priorities on a rolling 5-year planning period.

The MWP 2014-2018 focuses not only on major projects the Agency is planning in 2014, but also provides a more general overview of the activities programmed on a multiannual basis in order to fulfil the mandate assigned to the Agency.

In line with the recommendations issued by the Administrative Board following the 5-year external independent evaluation of the European Fisheries Control Agency of 2012 and the available resources, the Agency has identified a number of priorities in its current MWP (2014-2018).

5.1. New tasks

The Agency will implement the activities listed in its AWP in close cooperation with the European Commission and the Member States concerned. In the context of the reform of the Common Fisheries Policy (CFP) regionalisation and landing obligation are the headline changes. There is a belief that the landing obligation will be extremely difficult to enforce, so the Union needs to do everything within its powers to assist Member States in their efforts to control this new policy. There is a wide political support to the landing obligation, but failure to control it would carry a very high political risk.

Since the implementation of the landing obligation is a new obligation that does not replace existing ones, it will inevitably imply extra control work. The coordination tasks of EFCA have already shown to have a very high added value, notably by improving the cost-effectiveness of fisheries control by Member States. It is therefore essential that EFCA has the means it will need to ensure that the landing obligation is adequately controlled. The most salient challenge is the preparation of the monitoring of the obligation to land all catches in accordance with Article 15 of the new CFP Basic Regulation²⁷. This new provision will progressively enter into force on January 1st 2015. The Agency will provide the required support to the Member States in providing criteria to be considered in the drafting of discard plans and immediate measures to be already implemented in 2014 onwards, and will contribute to the definition of procedures and systems for monitoring and controlling the landing obligation ("discard ban").

The premises governing the control and enforcement (Article 36 of the new CFP basic regulation) will require EFCA to re-assess its model where need be in the framework of the operations and capacity building in order to assist the Member States and the European Commission accordingly.

Also, with the CFP reform²⁸, EFCA will increasingly be requested to cooperate with Third Countries and International Organisations dealing with fisheries, including Regional Fisheries Management Organisations (RFMOs), to strengthen compliance with measures,

²⁷ Regulation (EU) n° 1380/2013 of the European Parliament and of the Council of 11 December 2013 on the Common Fisheries Policy, amending Council Regulations (EC) n° 1954/2003 and (EC) n° 1224/2009 and repealing Council Regulations (EC) n° 2371/2002 and (EC) n° 639/2004 and Council Decision 2004/585/EC.

²⁸ See in particular Article 30 of the new CFP Basic Regulation (EU) n° 1380/2013.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

especially those to combat IUU fishing, in order to ensure that measures adopted by such international organisations are strictly adhered to. It is worth mentioning that, at the Commission's request, the Administrative Board in October 2012 accepted that the Agency and the Commission would evaluate the implications in terms of financial and human resources of a possible delegation from the Commission (DG MARE) to the Agency of Data Centre tasks to implement the EU obligations with regard to the Regional Fisheries Management Organisations and Fisheries Partnership Agreements, in order to assess the feasibility of such a transfer. The Administrative Board might revisit this outcome in the light of the new provisions on the international variant of the Common Fisheries Policy.

Finally, upon request of the Commission or the Member States, other or specific operational activities not listed in the AWP shall be considered by the Administrative Board, taking into account the availability of financial and human resources for their implementation.

These new tasks imply the potential need for new staff that can be estimated at this stage as 5 new staff.

5.2. Growth of existing tasks

EFCA will strongly contribute to the implementation of the new Common Fisheries Policy regulation. EFCA has been involved in the implementation of the Control Regulation n°1224/2009 which was completed with a Commission Implementing Regulation n°404/2011. This legal corpus for control initiated a new approach for inspection and monitoring of fishing activities based on IT technologies and data monitoring that EFCA had to set up and develop to maintain its interoperability with the Member States and the European Commission at a high operational level.

EFCA's MWP 2014-2018 and AWP 2014 priorities foresee to maintain its core operational activities. Considering the overarching objectives of compliance, level playing field and cost effectiveness, the Member States and the Commission expectations, the legal framework governing EFCA activities and the resources available, the Agency will concentrate on the core tasks and will contribute to the proceedings of the new expert group on compliance²⁹ as follows:

EFCA will carry on the evolution towards regional, multispecies and continuous Joint Deployment Plans in force (North Sea, Baltic Sea, Mediterranean Sea, North Atlantic and Western Waters) and operational support to the Black Sea Member States. The process will require, within the framework of the SCIP model developed by the European Commission, as defined by the Regional multispecies SCIPs:

- Improving regional risk management in the JDP framework;
- Developing specific provisions for controlling the recording of discards and;
- Implementing a method for assessing and analysing the compliance level.

Specific work will be devoted to the implementation of common procedures and best practices in the three phases of the JDPs: planning, implementation and assessment. It is expected that the tasks currently developed by EFCA will grow: a regional multispecies

²⁹ Article 37 of Regulation (EU) n° 1380/2013.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

approach in JDPs for Baltic Sea, North Sea, Western Waters and Mediterranean, depending on the European Commission to adopt the related regional specific control and inspection programmes.

- Training:
 - Member States: Core Curricula development and maintenance, based on a road map agreed by the Administrative Board, in particular for the remaining course areas, including the training of trainers, the integration of IUU best practices gained during visits to third countries, the regional dimension of training, and the organisation of workshops for trainers;
 - Third countries (on request of the Commission³⁰): the assistance to establishing and/or maintaining a reliable control system, including IT tools and data management, the assistance to developing inspection training programmes and/or training manuals for trainers based on the Core Curricula, and the organisation of training sessions in EFCA premises and/or in concerned third countries with specific focus on practical situations and exchange of best practices (including IUU aspects).
- Support of the Member States, of the Commission and horizontal support of the Agency activities:
 - Maintenance, enhancement and where possible integration of EFCA data management systems: FISINET which will be the portal of the operational applications: Vessel Monitoring System (VMS), Electronic Reporting System (ERS), Electronic Inspection Report (EIR), tasking and assessment of JDPs, (JADE), Core curricula development platform (CCDP) and E-learning (training platform) for providing the best collaborative tools to the Member States and fostering interoperability and common information availability;
 - Development of corporate ICT support systems for EFCA, (EDMS, website, intranet, in-house communication platform), and improvement of EFCA operation room facilities;
 - Maritime surveillance and new technologies based on the evaluation and implementation of pilot projects such as MARSURV-3 in close cooperation with other EU agencies;
 - Acquisition of means for the Member States.

Operational cooperation with third countries may be envisaged, in particular:

- Norway, Faeroes and Iceland in the North Sea, and Pelagic Western Waters JDPs;
- Russia in the Baltic Sea and North Atlantic JDPs;

³⁰ Ref. Ares(2013)3786695 - 20/12/2013 "the Commission has identified Ivory Coast, Gabon and Cape Verde as priority candidates for a specific cooperation programme provided by the Commission with the assistance of EFCA."

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

- Canada and USA in the North Atlantic JDPs;
- Mediterranean and Black Sea third countries (inter alia, candidate countries in the process of accession, Turkey and maybe Libya and Morocco);
- Western African Countries: Cape Verde, Gabon and Ivory Coast;
- Exchange of inspectors in the context of third countries capacity building assistance.

Seminars on operational activities will be organised, and the roadmap of the two focus groups set up to (1) evaluate general trends in compliance levels and to (2) assess cost effectiveness of control operations will continue.

Compensation for increased efforts associated with the above tasks may be accomplished along the lines as described under 5.3 and 5.4.

5.3. Efficiency gains

The Agency's approach taken to achieve further efficiency gains within the given frameworks is concentrating in the following areas:

- The prioritization of activities in MWP and AWP;
- Organisational adjustments if need be in order to optimize the allocation of resources;
- Identification and use of synergy effects which may result from the cooperation, sharing of services and exchange of practises between institutions and agencies³¹, namely BMSA and EMCDDA without prejudice of the European Commission (corporate framework contracts);
- The future operational added value provided with the new data management systems and the subsequent efficiency gains and mission expenditure savings;
- Ensuring EFCA's high level of professional competency through measures such as training addressing expertise and management in the relevant areas, swift recruitment and retention of staff;
- Sound management of staff and resources under the EU regulations and the service principles for the EU civil service;
- Identify and apply possible measures with added value upon the operational efficiency in the domains of management, staff training, support, planning and others.

The efforts for efficiency gains are linked to accommodating the reduction of one post in 2014 and a further post in 2015. These reductions require the need of further tightening, concentration and prioritisation of tasks to achieve the same targets. The compensatory effects, if any, from the staff regulations reform 2014 (increased working hours and other adjustments) will have to be seen in the coming period.

³¹ Ref. Ares(2013)3072083 - 17/09/2013 Identification of potential synergies between regulatory agencies.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

5.4. Negative priorities/Decrease of existing tasks

In accordance with the MWP the following objectives will require prioritizing and accepting negative priorities, considering the lack of resources. Considering the magnitude of the efforts required from the Member States to implement the new features of the Common Fisheries Policy basic regulation, it is assumed that:

- The coordination of the Joint Deployment Plans will more significantly depend on the analysis of the data available through the new EFCA data management systems;
- the implementation of the discard plan might require a non uniform involvement of EFCA, which could concentrate its efforts where the situation commands.

5.5. Redeployment of resources in view of budgetary constraints

The reprioritisation of its objectives and redeployment of resources of EFCA in view of the budgetary constraints including 5 % staff cuts within the period 2013-2017 has been laid down in the planning of the MWP and the AWP. The draft AWP 2015 includes a restructuring of projects and an identification of resources attached to those.

This cross functional approach aims to fit the available workforce and competency towards the operational objectives in a more flexible manner. At the same time it may enable positive dynamics from learning effects and motivation by an optimized inclusion of staff to the endeavours, and to the extent possible under the given framework. As can be concluded from the previous points 5.1-5.4, EFCA is striving to stay within the budgetary constraints.

Redeployment in view of the budgetary constraints has been taken into account in the planning and organizational measures already undertaken since 2012. Independent of any potential increase in workload, the determinant for reflection on staff evolution in this MSPP will remain on accommodating a 5% cut. This is without prejudice to any conclusion on budgetary constraints which may emanate from the IWG which has been set up to look at the resource situation of each Agency on a case by case basis.

EFCA makes the proposal to implement the reduction of 5% by 2016. Given the size of the Agency, this cut represents nearly 3 posts (5% of 54 = 2.7). The MSPP 2014-2016 had foreseen a decrease by one TA as from 2014. The present MSPP introduces (in line with the budget request) a further reduction by one TA post in 2015 and one post in 2016. The cuts in 2014 and 2015 apply to Unit A reducing to a minimum the capacity to comply with administrative requirements.

6. Staff policy followed by the Agency

6.1. Recruitment policy

The recruitment policy has not been modified significantly in 2013/2014. Please see a comprehensive description in the Annex (B).

6.2. Benchmarking of the key functions in the agencies

The benchmarking of the key functions has not been modified significantly. Please see the detailed table in the Annex (D).

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

6.3. Appraisal of performance and promotion/reclassification.

Following changes in the new Staff Regulations as from 01/01/2014 the appraisal and reclassification scheme will be adjusted. EFCA adopted by analogy the new Commission decision on the appraisal and will implement it for its appraisal exercise 2014. The current reclassification scheme will be maintained until the adoption of a new scheme in accordance with Article 110 of the Staff Regulations by October 2014.

Reclassification of temporary staff/promotion of officials

Category and grade	Staff in activity at 1.01.2012		How many staff members were promoted / reclassified in 2013		Average number of years in grade of reclassified/promoted staff members
	officials	TA	officials	TA	
AD 16					
AD 15					
AD 14		1			
AD 13				2	4,75
AD 12		2			
AD 11					
AD 10		1		1	4
AD 9		3		1	4,5
AD 8		4		4	4,125
AD 7		6			
AD 6		2		1	3,4
AD 5		1			
Total AD	0	20	0	9	
AST 11					
AST 10					
AST 9		3		2	4,75
AST 8		5		2	4,75
AST 7		3		2	4,5
AST 6		3		1	5,2
AST 5		8			
AST 4		6			
AST 3		2			
AST 2		2			
AST 1					

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

AST/SC 1-6					
Total AST	0	32	0	7	
Total	0	52	0	16	

W/

R

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

Reclassification of contract staff

Function Group	Grade	Staff in activity at 1.01.2012	How many staff members were reclassified in 2013	Average number of years in grade of reclassified staff members
CA IV	18			
	17			
	16			
	15			
	14			
CA III	13			
	12			
	11			
	10			
	9	2	0	Not applicable
CA II	8			
	7			
	6			
	5			
	4	2	0	Not applicable
CA I	3			
	2			
Total	1			
		4	0	

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

6.4. Gender balance

The Agency promotes a policy of equal treatment and would aim to have an optimal gender balance among its staff. The Agency has an equal treatment statement included in each vacancy notice published.

EPCA employs 35 male and 22 female staff (including SNE). There is a majority of men employed in the operational units, among experts coming from a traditionally male domain. The operational units have a major part of male staff and all of the four currently engaged SNE are males. On the contrary, there is a majority of female staff in Unit A and under the Executive Director.

Recruitment in the last two years has increased the overall proportion of female staff (31/12/2010: 31%; 31/12/2012: 40%). This trend is continued in the recent recruitments.

In the following table you can see the distribution of temporary agents, contract agents and seconded national experts by gender including a breakdown of staff numbers by the organisational units (Status of 31/12/2013).

Gender	temporary agents	contract agents	SNE
male	32 under ED: 1 Unit A: 3 Unit B: 9 Unit C: 19	0 under ED: 0 Unit A: 0 Unit B: 0 Unit C: 0	3 under ED: 0 Unit A: 0 Unit B: 1 Unit C: 2
female	17 under ED: 5 Unit A: 7 Unit B: 3 Unit C: 2	5 under ED: 0 Unit A: 2 Unit B: 2 Unit C: 1	0 under ED: 0 Unit A: 0 Unit B: 0 Unit C: 0

6.5. Geographical balance

EPCA staff (including SNE) is composed of 17 nationalities which is the level that has been maintained over the last three years. The quota of expatriates is 80%. In the following table you can see the distribution of temporary agents, contract agents and seconded national experts by nationality.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

EFCA staff by nationality (31/12/2013)					
	TAD	TASt	CA	SNE	TOTALS
ES	5	4	3	0	12
PT	1	5	2	0	8
FR	4	2	0	0	6
BE	0	4	0	0	4
DE	2	2	0	0	4
UK	2	2	0	1	5
IT	0	3	0	1	4
EL	1	1	0	0	2
FI	0	2	0	0	2
IE	2	0	0	0	2
LT	1	1	0	0	2
BG	0	1	0	0	1
DK	0	1	0	0	1
PL	1	0	0	0	1
RO	1	0	0	0	1
SE	0	1	0	0	1
NL	0	0	0	1	1
TOTAL (17)	20	29	5	3	57

6.6. Mobility (internal mobility, between the agencies and between the agencies and the institutions)

Given the size and structure of EFCA, the number of opportunities for internal mobility is restricted. Nevertheless, mobility takes place. In 2013, 3 TA moved internally following selection procedures. 4 TA from prior functions in the European Commission and from another Agency and from the European Central Bank are recruited between 2013 and May 2014. Of the 5 staff departures in 2013, 2 TA left to other Agencies and 2 TA went to the European Commission.

EFCA has signed the Inter-agency Job Market agreement (IAJM) and the Staff Regulations foresee as from 2014 new provisions regarding mobility for Temporary Agents in Agencies facilitating mobility.

66

2

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

7. Schooling

The schooling situation at Vigo has not changed significantly in 2013/2014. Please see a comprehensive description in the Annex (C).

8. State of play of implementing rules adopted by the agencies consistent with its staff policy

In 2013 EFCA adopted General Implementing Provisions concerning middle management staff (Decision No. 13-W-05 of 17/07/2013) and concerning rules for implementing Article 7(2) of the staff regulations as regards temporary occupation of management posts (Decision No. 13-W-06 of 17/07/2013).

Further to the recent reform of the Staff Regulations which entered into force on 01.01.2014 the Agency will have to adopt its new implementing rules in line with the new Article 110 and after consultation with its Staff Committee.

Most general implementing provisions need to be adapted, adopted and subsequent changes implemented. The reformed Article 110 of Staff Regulation specifies a new procedure for adoption. This process was started in 2013 in coordination between the Agencies and DG HR for a set of provisions needed to be in place as from the beginning of 2014.

Following the first group of Commission Decisions taken on 16/12/2013, the following Commission decisions are being adopted by EFCA by analogy in early 2014.

Reference to the Commission Decisions	Reference to the Staff Regulations
Commission Decision laying down general provisions giving effect to Article 8 of Annex VII to the Staff Regulations C(2013) 8987	Article 8 of Annex VII to the SR (Travel expenses)
Commission Decision repealing Commission Decision of 28.4.2004 adopting General implementing provisions on the early retirement of officials and temporary agents without reduction of pension rights (C(2004) 1588 final/5) C(2013) 9039	Article 9 of Annex VIII to the SR and Article 39 of the CEOS (Early retirement)
Commission Decision laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations on Art. 43 and 44 C(2013) 8985	Article 43 of the SR and the first paragraph of Article 44 of the SR (Appraisal)
Commission Decision laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement C(2013) 8970	Article 32 of the SR (Classification in step on appointment or engagement)
Commission Decision on general implementing provisions on granting the education allowance (Article 3 of Annex VII to the Staff Regulations) C(2013) 8971	Article 3 of Annex VII to the SR (Education allowance)

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

Commission Decision on leave C(2013) 9051	Articles 57, 58 and 61 of the SR and Annex V thereto, and Articles 16 and 91 of the CEOS (Leave)
Commission Decision on maternity leave and maternity pay for women whose maternity leave begins before the end of their contract (Articles 17 and 91 of CEOS) C(2013) 9020	Articles 17 and 91 of the CEOS (Maternity leave and maternity pay)
Commission Decision on Article 55a of the Staff Regulations and Annex IVa thereto concerning part-time work C(2013) 9046	Article 55a of the SR (Part time work)
Commission Decision on laying down general implementing provisions to Article 7(4) of Annex VII to the Staff Regulations on determining the place of origin C(2013) 8982	Article 7(4) of Annex VII to the SR (Place of origin)
Commission Decision on working time C(2013) 8995	Articles 1(e) and 55 of the SR and Articles 16 and 91 of the CEOS (Flexitime and working time)
Commission Decision on General Implementing Provisions on removal expenses (Article 9 of Annex VII to the Staff Regulations) C(2013) 9040	Article 9 of Annex VII to the SR (Removal expenses)

EFCA will continue with the adoption of further general implementing provisions during 2014.

9. ANNEX

(A) The Agency's activities

(Reference to Point 1 of the MSSP)

Founding Regulation and current mission

The European Fisheries Control Agency (EFCA) is a European Union body established in 2005 to organise operational coordination of fisheries control and inspection activities by the Member States and to assist them to cooperate so as to comply with the rules of the Common EU Fisheries Policy in order to ensure its effective and uniform application. EFCA commenced its operations in 2007 and was relocated in 2008 to its seat in Vigo, Spain.

The Agency has been established to strengthen the uniformity and effectiveness of enforcement by pooling national means of fisheries control and monitoring resources and coordinating enforcement activities. This operational coordination helps to tackle the shortcomings in enforcement resulting from the disparities in the means and priorities of the control systems in the Member States.

The Agency's mission is to promote the highest common standards for control, inspection and surveillance under the Common Fisheries Policy (CFP). It is managed by its Executive Director without prejudice to the competencies of the Administrative Board and has its official seat in Vigo, Spain.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

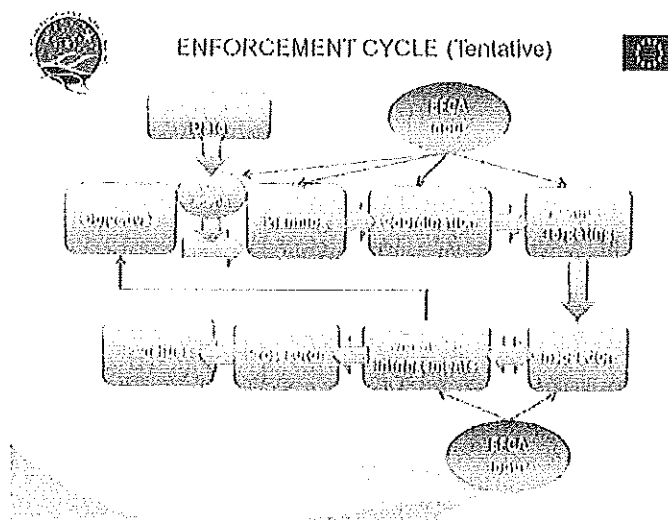
In this sense and in accordance with Article 3 of Council Regulation (EC) No 768/2005 of 26 April 2005 establishing EFCA, as amended by Regulation 1224/2009, the mission of the Agency in detail is *inter alia*:

- a) To coordinate control and inspection by Member States relating to the control and inspection obligations of the Community;
- b) To coordinate the deployment of the national means of control and inspection pooled by the Member States concerned in accordance with this Regulation;
- c) To assist Member States in reporting information on fishing activities and control and inspection activities to the Commission and third parties;
- d) In the field of its competences, to assist Member States to fulfil their tasks and obligations under the rules of the common fisheries policy;
- e) To assist Member States and the Commission in harmonising the application of the common fisheries policy throughout the Community;
- f) To contribute to the work of Member States and the Commission on research into and development of control and inspection techniques;
- g) To contribute to the coordination of inspector training and the exchange of experience between Member States;
- h) To coordinate the operations to combat illegal, unreported and unregulated (IUU) fishing in conformity with Community rules;
- i) To assist in the uniform implementation of the control system of the Common Fisheries Policy, including in particular:
 - Organisation of operational coordination of control activities by Member States for the implementation of specific control and inspection programmes, control programmes related to illegal, unreported and unregulated (IUU) fishing and international control and inspection programmes;
 - Inspections as necessary to fulfil the Agency's tasks in accordance with Article 17a.

In accordance with Article 17(f) of Regulation (EC) 768/2005 as amended, the Administrative Board of EFCA has adopted, on 15 October 2013, the Multiannual Work Programme 2014-2018 and the Annual Work Programme 2014 of EFCA.

EFCA intervention scheme is based on the enforcement cycle stressing on the fact that the Member States are responsible for the prosecution in accordance with the TFEU and are to provide the surveillance and inspection platforms. EFCA is empowered to charter additional assets in accordance with its work programme as far as its budget allows. EFCA objective of improving the compliance with the Common Fisheries Policy legal corpus and achieving a level playing field in a cost effective way is conveyed through the Joint Deployment Plan. Beyond the permanent risk analysis, the planning of operations, the coordination and tasking of assets, EFCA contributes also to the improvement of the compliance and sustainability in developing core curricula and data management systems and delivering training to fisheries inspectors.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017



(B) Recruitment policy

(Reference to Point 6.1 of the MSSP)

Officials

The Agency has not foreseen post of officials.

Temporary agents

Type of key functions: The table below is an overview of types of Temporary Agents in relation to their function in the framework of the Agency's activities and objectives.

Temporary Agents	
Function / Job title	Profiles and tasks
Executive Director	Legal representative of the Agency developing and executing the Agency's strategic activities in accordance with its mission.
Head of Unit (middle management)	(Unit A) Management of horizontal support activities ensuring the sound management of EFCA.
	(Unit B) Management of capacity building supporting control and inspection infrastructure and developing the human potential.
	(Unit C) Management of operational coordination facilitating an uniform and effective application of the CFP rules through the accomplishment of the objectives and benchmarks of the Specific Control and Inspection Programmes and the International Control and Inspection Schemes.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

Deputy Head of Unit (non middle management)	Supporting, Depulsing or temporarily replacing the Head of Unit in functions as predefined in the job description or as instructed. Providing coordination and expertise to the activities and objectives of the unit or/and to a specific area of activities ensuring effective day to day management and business continuity.
Desk Manager, Senior Administrator	Providing coordination and expertise to the activities and objectives of a section, desk or a specific area of activities and ensuring effective day to day management and business continuity reflecting a higher level of complexity or a broader context. To contribute to the elaboration of joint deployment plans and to coordinate control, inspection and surveillance activities by national authorities under the relevant joint deployment plan.
Senior Coordinator, Senior Assistant	Coordinating inspections and control activities define and implement quality standards and timelines according to programmes and performing related tasks that require specific expertise and skills or professional experience of an higher level. Participate in the operational coordination of control, inspection and surveillance activities under the relevant joint deployment plan and assist to the elaboration and implementation and follow up of this joint deployment plan. Replace the desk manager in case of absence including in its function as chairman of the steering group. Providing Coordination and Expertise to the activities and objectives of a section, desk or a specific area of activities or expertise and ensuring effective day to day management and business continuity. Performing clerical duties, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, supervision of services, other equivalent tasks reflecting a higher level of complexity.
Coordinator, Assistant	Coordinating inspections and control activities define and implement quality standards and timelines according to programmes and performing related tasks that require specific expertise and skills or professional experience. Participate in the operational coordination of control, inspection and surveillance activities under the relevant joint deployment plan and assist to the elaboration and implementation and follow up of this joint deployment plan. Performing clerical duties, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, supervision of services, other equivalent tasks reflecting a higher level of complexity.
Administrator	Providing Coordination and Expertise to the activities and objectives of a section, desk or a specific area of activities or expertise and ensuring effective day to day management and business continuity.
Assistant	Performing clerical duties, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, supervision of services, other equivalent tasks.

Selection procedure and recruitment: Recruitment of temporary and contract agents follows the rules of the Staff Regulations and the Conditions of Employment of Other Servants (CEOS) and the General Implementing Provisions (GIP) for the engagement and the use of TA at EFCA adopted (09-II-06(2)) on 15/10/2009 and applicable as of 01/01/2010. These provisions specify in more detail the rules of the Staff regulations on selection and recruitment, entry grades and contract prolongation and follow the standards for EU Agencies. They include the policies on procedures, transparency, selection requirements and cooperation with European Personnel Selection Office (EPSO).

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

The new Staff regulations introduce modifications on the use of TA. EFCA will adopt in 2014 new provisions in accordance with the provisions for TA 2(f) and the reformed procedure of Article 110 of the Staff Regulations.

Within the framework of these standards, the Agency applies predefined working procedures for selections. The terms of reference are set out in the vacancy notices. These are updated for keeping abreast with the current processing standards regarding transparency, data protection and other standards.

The selection procedure generally includes the following steps:

- Nomination of the selection committee performing the selection which includes representatives of the Agency as well as staff representatives;
- Publication of a vacancy notice on the website of the Agency and on the EPSO website, including the job description, eligibility and selection criteria, the duration of the contract and the grade and other terms of reference for the selection;
- Preparation of the assessment by the Selection Committee;
- Pre-selection of candidates for interviews;
- Post-screening (prior invitations) of applications against the eligibility criteria by the HR Section;
- Interviews with assessment of candidates, including written tests;
- A short list of the most suitable candidates will be proposed by the selection committee to the ED, who will decide to adopt a reserve list of candidates to whom job offers may be made.

Length of contracts: The Agency employs its Temporary agents on long term employment, on 3 years' contracts with the possibility of extension for 3 further years and conversion of these contracts into indefinite contracts at the second extension. With exception of the post of the Director which is a short term contract as it is limited to 5 years with the possibility of a 5 years' extension, the Agency uses long term assignments for Temporary Agents.

Entry grades: In accordance with the provisions for the engagement and use of TA and for the classification into grade and step, the regular entry grades for temporary agents depend on the tasks and level of the vacancy and are from AST1 to AST4 for Administrative Assistants and from AD5 to AD8 for Administrators. For Head of Units or Deputy Heads of unit the respective grades range from AD9 to AD12.

Contract agents

Type of key functions: The below table is an overview of types of Contract agents in relation to their function in the framework of the Agency's activities and objectives.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

Contract Agents		
Function group	Job title	Profiles and tasks
Function group I	Administrative Agent	Manual and administrative support service tasks, implementation of routines, logistical and organisational tasks related to the efficient functioning of the Agency. The tasks are performed under the supervision of temporary staff.
Function group II	Administrative Assistant, Secretary	Clerical and secretarial tasks, office management, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, and other equivalent tasks. The tasks are performed under the supervision of temporary staff.
Function group III	Executive Assistant	Executive tasks, drafting, accountancy, administrative and financial support and other equivalent tasks reflecting an higher level of complexity compared to function group II, and entailing, as relevant, the interpretation of applicable rules and general instructions, assessment of the needs to be met and proposal for actions to be taken. The tasks are performed under the supervision of temporary staff.
Function group IV	Assistant Administrator	Administrative, scientific or technical planning, advisory, supervisory and project management-related tasks or other tasks equivalent to the duties of an administrator, excluding formal management functions and responsibilities. The tasks are performed under the supervision of temporary staff.

Selection procedure and recruitment: Selection procedures for Contract Agents follow the same terms as those for temporary agents.

Length of contracts: The Agency uses Contract agent contracts to assign specified tasks and projects on long and short term. The assignment of a Contract Agent function for long or short term duration will depend on the area and nature of the duties assigned in the context of the Agency's objectives and service requirements. Project related tasks will e.g. relate to short term assignments. Contracts may be concluded for a period between 3 months to 2 years. They may be extended for another period between 3 months and 2 years and converted into indefinite contracts at the second extension in accordance with the Conditions of Employment of Other Servants (CEOS).

Seconded national experts³²

Seconded National Experts (SNE) carry out tasks for the development of activities in the context of the predetermined work programme and supporting EFCA's general objectives. Their tasks may include participating in the implementation of campaigns, joint deployment plans or/and IUU plans, participation in training and missions to evaluate data and reports, participation in the development of data monitoring systems, to enhance certain fields of expertise and/or methods for data processing and other areas.

Seconded National Experts (SNE) are selected and engaged under the terms of EFCA rules (AB Decision 09-I-7 of 19/03/2009) and procedures for SNEs. There are two types of SNE: There are SNE on long term engagement which consists in an one-year or longer assignment, depending on needs and on the period supported by the sending member state.

³² NB SNEs are not employed by the Agency.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

Further, there are SNE on short term engagement which runs for 3 or more months, related to specific projects, in particular the Blue Fin Tuna Joint Deployment Plan (BFT JDP). Since 2012 two SNE have started work in Data Monitoring and Networks.

Structural service providers³³

EFCA uses structural service providers for (mainly) ICT services and for the reception. Services for helpdesk, reception and logistic duties are performed under service contracts based on tender procedures and on specified durations. Additionally, interim staff may be engaged, based on a framework contract. For the internal audit function, a service level agreement with European Maritime Safety Agency (EMSA) is in place which is automatically prolonged each year.

(C) Schooling

(Reference to Point 7 of the MSSP)

The possibility of a school accredited to the European School system is continuing to be explored by the Agency as this is considered as the most suitable long term solution for the schooling of Staff members' children. To this end, it is necessary to designate a school which will be proposed by Spain for accreditation to the European School system. Furthermore, the school to be accredited has to meet requirements stipulated by a multilingual and multicultural European Curriculum, recognized by the System of European Schools. For the time being this school has not been proposed by Spain. This solution is unlikely to be achieved in the short term.

In the absence of this longer term solution that would provide appropriate international or European schooling and curricula, the Agency maintains since 2009 a scheme for provision, of tuition in mother-tongue languages and supplementary support for Spanish and English (AB Decision 13-W-07 of 11/11/2013). The scheme has been successfully run by the schools and well received by parents and children alike. Further, the Galician Government confirmed in 2013 that a period of 2 years of exemption from Galician language for children is being granted by law in order to facilitate integration of expatriate children in the local schools.

(D) Benchmarking of the key functions in the agencies

The benchmarking of the key functions at EFCA with default types of contract and classifications at recruitment has been introduced since the MSSP 2014-2016.

<i>Key functions (examples)</i>	<i>Type of contract (official, TA or CA)</i>	<i>Function group, grade of recruitment (or bottom of the brackets if published in brackets)</i>	<i>Indication whether the function is dedicated to administration support or policy (operational)</i>
CORE FUNCTIONS			
<i>Head of Department (please identify which level in the</i>	<i>Not applicable</i>		

³³ NB Structural service providers are not employed by the Agency.

MULTI-ANNUAL STAFF POLICY PLAN 2015-2017

<i>structure it corresponds to taking the Director as level 1)</i>			
<i>Head of Unit (please identify which level in the structure it corresponds to taking the Director as level 1)</i>	<i>TA Level 2</i>	<i>AD9</i>	<i>Operational</i>
<i>Head of Sector (please identify which level in the structure it corresponds to taking the Director as level 1)</i>	<i>TA Level 3</i>	<i>AD7</i>	<i>Operational</i>
<i>Senior Officer</i>	<i>TA</i>	<i>AD7</i>	<i>Operational</i>
<i>Officer</i>	<i>TA</i>	<i>AD6</i>	<i>Operational</i>
<i>Junior Officer</i>	<i>TA</i>	<i>AD5</i>	<i>Operational</i>
<i>Senior Assistant</i>	<i>TA, CA</i>	<i>AST10-11</i>	<i>Support</i>
<i>Junior Assistant</i>	<i>TA, CA</i>	<i>AST1, FG II</i>	<i>Support</i>
SUPPORT FUNCTIONS			
<i>Head of Administration</i>	<i>TA</i>	<i>AD11</i>	<i>Support</i>
<i>Head of Human Resources</i>	<i>TA</i>	<i>n/a</i>	<i>Support</i>
<i>Head of Finance</i>	<i>TA</i>	<i>n/a</i>	<i>Support</i>
<i>Head of Communication</i>	<i>TA</i>	<i>n/a</i>	<i>Support</i>
<i>Head of IT</i>	<i>TA</i>	<i>n/a</i>	<i>Support</i>
<i>Senior Officer</i>	<i>TA</i>	<i>AD7</i>	<i>Support</i>
<i>Officer</i>	<i>TA</i>	<i>AD6</i>	<i>Support</i>
<i>Junior Officer</i>	<i>TA</i>	<i>AD5</i>	<i>Support</i>
<i>Webmaster- Editor</i>	<i>Not applicable</i>		
<i>Secretary</i>	<i>TA, CA</i>	<i>AST/SC1-2, FG II</i>	<i>Support</i>
<i>Mail Clerk</i>	<i>Not applicable</i>		
SPECIAL FUNCTIONS			
<i>Data Protection Officer</i>	<i>TA</i>	<i>AD6</i>	<i>Support</i>
<i>Accounting Officer</i>	<i>TA</i>	<i>AD9</i>	<i>Support</i>
<i>Internal Auditor</i>	<i>TA</i>	<i>n/a</i>	<i>Support</i>
<i>Secretary to the Director</i>	<i>TA</i>	<i>AST4</i>	<i>Support</i>

ANNEX II

**Final Budget of the
European Fisheries Control Agency for year 2015**



EUROPEAN FISHERIES CONTROL AGENCY
Administrative Board

AB Decision 14-II-5

of 17 October 2014

**FINAL BUDGET AND ESTABLISHMENT PLAN
OF THE EUROPEAN FISHERIES CONTROL AGENCY
FOR YEAR 2015**

71

ANNEX I

**Multiannual work programme for years 2015-2019
and the Annual work programme of the European Fisheries Control
Agency for year 2015**

FINAL BUDGET 2015 - REVENUE STATEMENT

AB 14-II-5

TITLE/ CH/ BL	DESCRIPTION	BUDGET 2013 (*)	EXECUTION 2013 (PA)	BUDGET 2014	BUDGET 2015	Var % 2014- 2015	REMARKS/ REFERENCES
1	EUROPEAN UNION SUBSIDY	9,216,900	7,728,506	9,217,150	9,217,000	0.0%	
1 0	EUROPEAN UNION SUBSIDY	9,216,900	7,728,506	9,217,150	9,217,000	0.0%	
1 0 0	Contribution from the General EU Budget	9,216,900	7,728,506	9,217,150	9,217,000	0.0%	Regulation (EC) No 768/2005 of the European Council establishing a Community Fisheries Control Agency (now European Fisheries Control Agency).
	Titles I and II	7,504,359	6,765,820	7,504,359	7,479,000	-0.3%	Revenue for Staff and Administrative Expenditure
	Title III	1,712,541	962,686	1,712,791	1,738,000	1.5%	Revenue for Operational Expenditure
1 0 1	Reserve	pm	pm	pm	pm		
2	SERVICES RENDERED BY THE AGENCY	pm	pm	pm	pm		
2 0	SERVICES RENDERED BY THE AGENCY	pm	pm	pm	pm		
2 0 0	Contribution from Spain	pm	pm	pm	pm		
2 0 1	Contribution from Member States	pm	pm	pm	pm		According to art.6 of the Council Regulation (EC) 768/2005, related to the Provision of Contractual services to Member States.
	TOTAL REVENUE	9,216,900	7,728,506	9,217,150	9,217,000	0	

(*) In accordance with Article 19, paragraph 1 of AB Decision 13-W-09 concerning the Financial Regulation of the EFCA, the Agency's budget revenue and payment appropriations must be in balance (Principle of Equilibrium)

pm = pour mémoire

TITLE/ CH/ BL	DESCRIPTION	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014- 2015
1	STAFF	6,329,000	6,101,626	6,344,359	6,334,000	-0.2%
1 1	Staff in active employment	5,891,000	5,684,125	5,992,359	5,990,000	0.0%
1 2	Expenditure related to recruitment	119,000	187,603	110,000	110,000	0.0%
1 3	Administrative missions and duty travel	137,000	82,000	100,000	90,000	-10.0%
1 4	Socio-medical infrastructure, training	172,000	146,968	140,000	142,000	1.4%
1 7	Reception and representation	10,000	930	2,000	2,000	0.0%
2	ADMINISTRATIVE EXPENDITURE	1,175,359	1,292,753	1,160,000	1,145,000	-1.3%
2 0	Rental of building and associated costs	330,000	300,973	342,000	311,400	-8.9%
2 1	Data processing expenditure and associated costs	271,900	415,677	272,000	295,000	8.5%
2 2	Movable property and associated costs	25,000	43,324	32,000	31,600	-1.3%
2 3	Current administrative expenditure	20,000	22,230	22,000	22,000	0.0%
2 4	Postal charges and telecommunications	75,000	60,266	61,000	65,000	6.6%
2 5	Meeting expenses	60,000	75,317	56,000	62,000	10.7%
2 6	Supplementary services (External services, interpreters, translation)	308,100	275,091	320,000	303,000	-5.3%
2 7	General Info / Communication expenses	85,359	99,875	55,000	55,000	0.0%
		CA		CA	CA	
3	OPERATING EXPENDITURE	1,712,541	1,696,987	1,712,791	1,738,000	1.5%
3 0	Capacity building	937,541	921,988	937,791	963,000	2.7%
3 1	Operational coordination	775,000	774,999	775,000	775,000	0.0%
3 2	Acquisition of means	0	pm	pm	pm	

pm = pour mémoire

DRAFT BUDGET 2014	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014- 2015
TOTAL TITLES I & II	7,504,359	7,394,379	7,504,359	7,479,000	-0.3%
	CA	CA	CA/PA	CA/PA	CA
TOTAL TITLE III	1,712,541	1,696,987	1,712,791	1,738,000	1.5%
(A) TOTAL SUBSIDY	9,216,900	9,091,367	9,217,150	9,217,000	0.0%

TITLE/ CH/BL	DESCRIPTION	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014-2015	DESCRIPTION
11	STAFF IN ACTIVE EMPLOYMENT	5,891,000	5,684,125	5,992,359	5,990,000	0.0%	
1100	Basic salaries	3,842,000	3,561,921	3,935,892	3,874,200	-1.6%	Salaries of officials, permanent officials and temporary agents, including any adjustment or salary weightings.
1101	Family allowances	600,000	595,469	574,580	626,000	8.9%	To cover the household, dependent child and education allowances for officials and temporary staff. It's also intended to cover other education related expenses, such as specific provisions for mother tongue teaching for the staff.
1102	Expatriation and foreign-residence allowances	550,000	537,676	557,520	560,000	0.4%	To cover the expatriation and foreign-residence allowances for temporary staff.
1111	Contract staff	180,000	207,380	200,000	210,000	5.0%	To cover the remuneration (including overtime) and the employer's share of social security contributions for Contract staff.
1112	Interim staff	120,000	209,938	120,000	135,000	12.5%	To cover the remuneration (including overtime) and the employer's share of social security contributions for Interim staff.
1116	Seconded national experts	224,000	210,578	225,000	225,000	0.0%	To cover the cost of national officials or other experts on secondment or temporary assignments to the Agency or called for short consultations.
1130	Insurance against sickness	130,000	124,305	130,896	130,000	-0.7%	To cover the employers' contribution to the insurance against sickness.
1131	Insurance against accidents and occupational disease	35,000	18,662	19,271	20,000	3.8%	To cover the employer's contribution to insurance against accidents and occupational disease.
1132	Insurance against unemployment	50,000	47,540	49,200	49,800	1.2%	To insure staff against unemployment.
1141	Annual travel expenses	160,000	170,656	180,000	160,000	-11.1%	To cover the flat-rate travel expenses for officials and temporary staff, their spouses and dependents, from their place of origin.
12	RECRUITMENT EXPENDITURE	119,000	187,603	110,000	110,000	0.0%	
1200	Candidates recruitment and other related costs	23,000	46,793	27,000	27,000	0.0%	To cover the expenditure on traveling of the candidates attending interviews and medical examinations, as well as other expenses for recruitment such as publication cost.
1210	Travel expenses on entering/leaving and transfer	3,000	3,757	3,000	3,000	0.0%	To cover all travel expenses of staff, including the members of their families, when taking up on duty, transfer or ending their contract.
1220	Installation, resettlement and transfer allowances	30,000	30,601	38,000	35,000	-7.9%	To cover the installation allowances for staff obliged to change residence after taking up their appointment or when they definitively cease their duties and settle elsewhere.
1230	Removal expenses	41,000	82,088	20,000	20,000	0.0%	To cover the installation allowances for staff obliged to change residence after taking up their duty.
1240	Daily subsistence allowance	22,000	24,364	22,000	25,000	13.6%	To cover the daily subsistence allowances due to staff able to prove that they were obliged to change their place of residence after taking up their duties (including transfer).
13	MISSIONS AND DUTY TRAVEL	137,000	82,000	100,000	90,000	-10.0%	
1300	Administrative missions	137,000	82,000	100,000	90,000	-10.0%	To cover expenditure on transport, the payment of daily mission allowances and the ancillary or exceptional expenses incurred by the Director, the Management Team and administrative staff in the interest of the service.

TITLE/ CH/BL	DESCRIPTION	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014-2015	DESCRIPTION
14	SOCIO MEDICAL STRUCTURE AND TRAINING	172,000	146,968	140,000	142,000	1.4%	
1410							Appropriations to cover costs related to the medical services provided to the EFCA in relation to the medical examinations (mandatory or optional) to be conducted to the candidates or staff.
	Medical service	34,000	13,014	17,000	15,000	-11.8%	
1420							Appropriations intended to cover the cost of providing the staff with training and language courses, including training material needed for the preparation of the courses.
	Training of staff	130,000	127,071	115,000	120,000	4.3%	
1430							Appropriations intended to cover the costs of the social welfare activities of its staff, including the Staff Committee and any other special allowance.
	Social welfare of staff	8,000	6,883	8,000	7,000	-12.5%	
17	RECEPTION AND REPRESENTATION	10,000	930	2,000	2,000	0.0%	
1700							To cover representation expenses and miscellaneous costs of official receptions and events.
	Reception and representation	10,000	930	2,000	2,000	0.0%	
	TOTAL TITLE I	6,329,000	6,101,626	6,344,359	6,334,000	-0.2%	
20	RENTAL OF BUILDINGS AND ASSOCIATED COSTS	330,000	300,973	342,000	311,400	-8.9%	
2000							To cover the payment of rents for buildings or parts of buildings occupied by the Agency.
	Rent	58,800	52,679	58,800	56,000	-4.8%	
2010							To cover the services related to the building occupied by the EFCA such as insurance, maintenance, cleaning, as well as water, waste, gas and electricity consumptions.
	Utilities and services	163,200	130,347	164,200	138,400	-15.7%	
2050							To cover miscellaneous expenditure on buildings connected with security and safety, in particular contracts governing building surveillance, hire and replenishment of extinguishers, purchase and maintenance of fire-fighting.
	Security and surveillance of buildings	80,000	73,548	76,000	74,000	-2.6%	
2051							To cover expenditure on buildings not specially provided for in the other budget lines in chapter 20.
	Other building expenditure	28,000	44,399	43,000	43,000	0.0%	
21	INFORMATION AND COMMUNICATION TECHNOLOGIES	271,900	415,677	272,000	295,000	8.5%	
2100							To cover the purchase or leasing of ICT hardware, software, maintenance, and various ICT consumables.
	ICT hardware and software	130,000	151,631	130,000	145,000	11.5%	
2101							To cover expenditure on external operating staff, consultancies, and development.
	ICT external services	141,900	264,046	142,000	150,000	5.6%	

TITLE/ CH/ BL	DESCRIPTION	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014-2015	DESCRIPTION
22	MOVABLE PROPERTY AND ASSOCIATED COSTS	25,000	43,324	32,000	31,600	-1.3%	
2200							
	Technical and electronic office equipment	13,000	20,741	18,400	18,400	0.0%	To cover the purchase or rent of technical installations and electronic office equipment, including the maintenance and consumables.
2210	Furniture and related equipment	3,000	14,490	5,000	5,000	0.0%	To cover the purchase or rent of all furniture and related equipment, including maintenance and replacement.
2252	Subscriptions to newspapers and periodicals	9,000	8,093	8,600	8,200	-4.7%	To cover the cost of subscriptions to newspapers and periodicals in line with the Agency's own needs, as well as the purchase of books, documents and other publications.
23	CURRENT ADMINISTRATIVE EXPENDITURE	20,000	22,230	22,000	22,000	0.0%	
2300	Stationery and office supplies	17,800	20,479	20,000	20,000	0.0%	To cover the purchase of stationary and office supplies.
2320							To cover all financial charges, including bank charges and the cost of connection to the inter-bank telecommunications network, exchange rate losses, as well as any other financial charge such as unforeseen interest cost for late payments.
	Financial charges	pm	0	pm	pm		To cover preliminary legal costs and the services of lawyers or other experts.
2330	Legal expenses	pm	0	pm	pm		To cover other current administrative expenditure, including small orders for internal meetings (water, etc..) as well as departmental removals, archiving, uniforms and equipment for staff.
2350	Other current administrative expenditure	2,200	1,751	2,000	2,000	0.0%	
24	POSTAGE AND TELECOMMUNICATIONS	75,000	60,266	61,000	65,000	6.6%	
2400	Courier and postage services	15,000	12,000	14,000	13,000	-7.1%	To cover the expenditure on postal and delivery charges, including parcels sent by post.
2410	Telecommunication charges and equipment	48,000	37,160	45,000	52,000	15.6%	To cover the cost of fixed and mobile telephone rentals and charges, faxes, videoconferences and data transmission, as well as purchases of telecommunication equipment.
2411	("Telecommunications equipment" merged into BL A02410)	12,000	11,106	2,000			
25	EXPENDITURE ON FORMAL AND OTHER MEETINGS	60,000	75,317	56,000	62,000	10.7%	
2500							To cover the travel, subsistence and other visiting expenses and the costs of other formalities incurred by experts of the Administrative Board, Advisory Board, as well as other formal meetings of administrative nature with experts. It is also intended to cover the costs connected with the organisation of these meetings.
	Administrative and Advisory Board meetings	52,000	54,230	50,000	62,000	24.0%	
2501	("Advisory Board meetings" merged with BL 2500)	8,000	3,587	6,000			
2502	Other meetings with experts	0	17,500	0	pm		To cover the travel, subsistence and other visiting expenses and the costs of other formalities incurred by experts during other meetings.

TITLE/ CH/BL	DESCRIPTION	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014-2015	DESCRIPTION
26	Supplementary services (External Services)	308,100	275,091	320,000	303,000	-5.3%	
2600	Translation and interpretation services (former "Freelance interpreters and conference technicians")	145,000	135,095	160,000	160,000	0.0%	To cover the fees and travel expenses related to translation and interpretation services, as well as the cost of conference technicians. This will also include the reimbursement of services provided by Commission interpreter.
2620							To cover the fees incurred by the EU Commission for administrative assistance provided to the Agency where no other budget line applies, for example, computerised salary management, ABAC system, etc.
2630	External services Commission	103,100	96,386	100,000	88,000	-12.0%	
	External services others	60,000	34,320	60,000	55,000	-8.3%	To cover the fees and other expenses incurred by the EU bodies and other parties, for administrative assistance provided to the Agency.
2670	Other external services	0	9,290				(Starting with 2015 budget, under line 2630)
27	General Info / Communication	85,359	99,875	55,000	55,000	0.0%	
2700							To cover all the expenses incurred in other activities or services provided by the Agency for the purpose of communication and general information to other parties. For example: special events, corporate identity activities, etc..
	Communication expenses (former "Web design and maintenance")	85,359	99,875	55,000	55,000	0.0%	
	TOTAL TITLE II	1,175,359	1,292,753	1,160,000	1,145,000	-1.3%	
30	CAPACITY BUILDING	937,541	921,988	937,791	963,000	2.7%	
3010							Database enhancement and development, IT consultancy services and studies, meetings, mission expenses and associated costs related to the development of data monitoring systems and networks.
	Data Monitoring and Networks	421,000	576,222	421,000	630,000	49.6%	Expert and consultancy services, studies, meeting and mission expenses for the development of a Core Curricula and the organisation of training courses and associated costs.
3020	Training	286,000	180,290	286,000	219,000	-23.4%	Procurement of services and equipment needed to support the operational coordination, associated costs related to Maritime Surveillance and Pooled Capacities and IUU activities and services, as well as interagency cooperation.
3030	Maritime Surveillance, Pooled Capacities and IUU	230,541	165,477	230,791	114,000	-50.6%	

TITLE/ CH/ BL	DESCRIPTION	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014-2015	DESCRIPTION
31	OPERATIONAL COORDINATION	775,000	774,999	775,000	775,000	0.0%	
3100							To cover expenses related to the execution of the JDPs in the North Sea and Baltic Sea, including meetings, missions, trainings, technical assistance, communication and others.
3110	North Sea and Baltic Sea	150,000	132,800	275,000	200,000	-27.3%	
	Baltic Sea (merged with North Sea in 2014 budget structure)	150,000	170,600	(merged with North Sea, budget line 3100)			
3120							To cover expenses related to the execution of the JDPs in the NAFO/NEAFC regulatory areas, and Western Watters, including meetings, missions, trainings, technical assistance, communication and others.
3130	North Atlantic and Western Watters	175,000	147,199	275,000	200,000	-27.3%	
	Mediterranean Sea and Black Sea	150,000	189,400	150,000	200,000	33.3%	
3150	Western Waters (merged with North Atlantic in 2014 budget structure)	150,000	135,000	(merged with North atlantic, budget line 3120)			
3160							To cover expenses related to horizontal activities in support of training, risk management and assessment, and efficient coordination of control activities.
	Programs, plans and assessment			75,000	175,000	133.3%	
32	ACQUISITION OF MEANS	0	pm	pm	pm		
3210	NAFO and NEAFC	pm	pm	pm	pm		Intended to cover the acquisition, rent or chartering of equipment that is necessary for the implementation of the joint deployment plans. It is also intended to cover the cost of providing contractual services to
3220	ICCAT	pm	pm	pm	pm		
3230	Others	pm	pm	pm	pm		
TOTAL TITLE III		1,712,541	1,696,987	1,712,791	1,738,000	0.0%	

DESCRIPTION	BUDGET 2013	EXECUTION 2013 (CA)	BUDGET 2014	BUDGET 2015	Var % 2014-2015
TITLE I AND II	7,504,359	7,394,379	7,504,359	7,479,000	-0.3%
	CA	CA	CA/PA	CA/PA	CA
TITLE III	1,712,541	1,696,987	1,712,791	1,738,000	1.5%
TOTAL SUBSIDY	9,216,900	9,091,367	9,217,150	9,217,000	0.0%

Category	2013				2014		2015	
	Authorised under the EU Budget		Filled as of 31/12/2013		Authorised under the EU Budget			
	Permanent posts	Temporary posts			Permanent posts	Temporary posts		
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Permanent posts	Temporary posts
AD 16								
AD 15		1		1		1		1
AD 14								
AD 13		2		2		2		2
AD 12		2		2		2		2
AD 11								
AD 10		3		3		3		3
AD 9		6		6		6		6
AD 8		5		5		5		5
AD 7		1		1		1		1
AD 6		2		2		2		2
AD 5								
Total	0	22	0	22 (1)	0	22	0	22
AD category								
AST 11								
AST 10		7		7		7		7
AST 9		3		3		3		3
AST 8		3		3		3		3
AST 7		8		8		8		8
AST 6		2		2		2		2
AST 5		6		6		6		6
AST 4								
AST 3		2		1		2		1
AST 2		1						
AST 1								
Total	0	32	0	30 (2)		31	0	30
AST category								
SUBTOTAL	0	54	0	52	0	53	0	52
TOTAL	54		52		53		52	

(1) Includes 2 offer letters sent in 2013

(2) Includes 1 offer letter sent in 2013

2