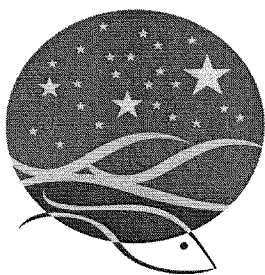


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General Report of CFCA 2007

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1 INTRODUCTION

1.1 Background

In accordance with Article 23, paragraph 2, point b of 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 policy¹, the Administrative Board shall adopt, by 30 April each year, the general report of the Agency for the previous year. Last year was the first year of operations of the Community Fisheries Control Agency ('CFCA' or 'Agency') and the year in which the CFCA became financially independent.

The present report summarises the initiation of the operational activities as well as the progress in establishing its administrative and financial structures.

1.2 Community Fisheries Control Agency

The CFCA has been established by Council Regulation (EC) No 768/2005.

After having ensured its initial set up in Brussels, the CFCA will relocate to its seat at Vigo, Spain, by July 2008. The CFCA is currently in the process of completing its basic administrative and financial structures and recruiting staff to the levels initially foreseen.

The CFCA Administrative Board was constituted at its first meeting held on 1 February 2006. At its second meeting held on 14 June 2006 in Vigo, the Administrative Board appointed the Executive Director of the CFCA. The Executive Director has taken up his function as from September 2006. In 2007, two meetings of the Administrative Board took place in Vigo and in Brussels.

A first meeting of the Advisory Board of the CFCA took place on 15 September 2006. The Advisory Board concluded that, provisionally, the Chairman of the North Sea RAC is appointed to take part in the deliberations of the Administrative Board without the right to vote. In 2007, two meetings of the Advisory Board were held in Brussels.

The first Annual Work Programme of the CFCA applicable to 2007 was adopted by the Administrative Board on 27 October 2006.

The CFCA has assumed its operational competence in relation to the coordination of control, inspection and surveillance activities in the NAFO Regulatory Area (R.A.) starting as from the end of January 2007. Furthermore it adopted the first Joint Deployment Plan (JDP) in relation to the cod recovery plan in the North Sea and adjacent areas on 13 July 2007.

¹ OJ L 128, 21.5.2005, p. 1.

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1.3 Mission, tasks and organisation

The Community control and enforcement system, laid down in Chapter V of Regulation (EC) No 2371/2002 of 20 December 2002 on the conservation and sustainable exploitation of fisheries resources under the Common Fisheries Policy², stipulates the distribution of responsibilities for fisheries control and enforcement between the European Commission and Member States.

The Member States are primarily responsible for control and enforcement of the rules of the Common Fisheries Policy (CFP) whilst the European Commission is responsible for the monitoring and enforcing of the correct application of these rules by Member States. The establishment of the CFCA does not affect this distribution of responsibilities.

In accordance with its competences, the CFCA shall promote uniform and effective application of the rules of the CFP primarily through the organisation of operational cooperation between Member States in the area of control and inspection. Moreover, the CFCA will provide support in the area of monitoring, control and surveillance (MCS) of fishing activities in the form of elaborating harmonised inspection procedures, training modules, developing control and inspection methodologies, etc. This support will promote the uniform application of the rules of the CFP.

The CFCA acts as a facilitator assisting Member States to comply with their obligations under the CFP in the area of control and inspection of fishing activities whilst the European Commission, in its capacity as guardian of the Treaty, may act against Member States which do not comply with their obligations.

In fact, the above distribution of responsibilities corresponds to the normal distribution of responsibilities under the Treaty between the European Institutions and the Member States. All important decisions on the CFP are taken, on proposal of the European Commission and after consulting the European Parliament, by the Council ("Fisheries Council") whilst each Member State has to implement, to control and to enforce the adopted measures.

Each Member State, in accordance with its domestic rules and procedures, is responsible for assigning its competent authorities and providing these authorities with the means required for their mission. As each Member State is organised in accordance with its own constitution and traditions, the organisational structure ensuring control and enforcement of the rules of the CFP differs significantly from one Member State to the other as well as the national priorities and working methods.

For the above reason, uniform and effective application of the rules of the CFP by 27 Member States including, where appropriate, autonomous regions, is not as obvious as often is assumed. On the other hand, the fishing industry in the Community claims both sustainable fisheries and a level playing field.

² OJ L 358, 31.12.2002, p. 59.

The sacrifices to achieve sustainable fisheries should be evenly spread between all participants to these fisheries but a level playing field cannot be achieved without uniform and effective application of the rules of the CFP.

Each Member State is required to ensure control and enforcement in relation to fisheries in its jurisdictional area as well as fisheries beyond this area in which vessels flying its flag participate. As fish stocks inhabit maritime areas often shared by several Member States, third countries, and/or with international waters, and fishermen exploiting such stocks claim equal treatment with regard to the application of the rules of the CFP, the CFCA develops operational coordination between the Member States on a regional basis and through JDP's. Therefore, all Member States interested in fisheries carried out in a particular maritime area shall proportionally participate to the JDP in question.

When organising operational cooperation, the CFCA acts for the Member States interested in the fisheries in question. In this sense, JDP's will not be modelled as "one size fits all". Indeed, taking into account the regional characteristics of the fisheries in the different areas, JDP's will be tailored to the needs in each geographical area.

Accordingly, as far as its operational activities are concerned, the CFCA organisational structure as well as its budget structure correspond on the one hand with a regional set up (desks in charge of JDP regions) and a horizontal set up covering general MCS support and coordination.

The CFCA works closely together with the stakeholders in the framework of the relevant Regional Advisory Council (RAC) in each of the geographical areas where it develops operational cooperation between Member States in addition to the meetings of the Advisory Board. In each of these regions a culture of compliance should be established.

The CFCA is willing to contribute to conferences and round tables convened by RAC on topics related to the application of the rules of the CFP and, in particular, improved control and enforcement. Moreover, in the case where RAC would mandate committees or working groups to deal with issues in relation to the level playing field and notably control and enforcement, the CFCA will ensure its participation to such fora, in order to contribute to their discussions and to provide regular updates as well as the results and conclusions from control and inspection activities carried out under JDP's.

In line with the above principles, the CFCA is already publishing on its web site the results of joint control and inspection campaigns carried out in the North Sea and adjacent areas, the Baltic Sea as well as the NAFO R.A.

2 ADMINISTRATIVE BOARD

The Chairman convened two meetings of the Administrative Board in 2007 in order to monitor the implementation of the Work Programme and to secure the adoption of the strategic decisions ensuring the development of the CFCA beyond 2007.

At its 5th meeting held in Vigo on 14 March 2007, the CFCA Administrative Board adopted:

- The proposals for the preliminary draft budget for year 2008, the establishment plan and the strategic options for the work programme of the Agency for year 2008.
- The multi annual staff policy plan of the Agency for years 2008-2010.
- The rules applicable to detached national experts on secondment at the Agency.

In addition, Administrative Board approved the proposal for a Protocol between the Kingdom of Spain and the Agency ("Headquarters' agreement") and invited the Spanish authorities and the Executive Director of the Agency to finalise by 31 March 2007 the proposal for a "Memorandum of understanding between Spain and the Agency on the establishment of its headquarters in Vigo". It also invited the Executive Director to present by 31 May 2007 to the Budgetary Authority a report on the legal and financial implications of both "Protocol" and "Memorandum" to be signed by Spain and the Agency.

At its 6th meeting held in Brussels on 17 October 2007, the CFCA Administrative Board adopted:

- The Work programme of the CFCA for year 2008 together with the final budget of the CFCA for year 2008.
- The amendments to the Work Programme 2007 and the Budget 2007 concerning a mention of preparatory actions for the relocation to Vigo and a transfer of appropriations in the administrative part of the budget 2007.
- The first set of implementing rules of the EU Staff Regulations.
- A decision concerning the appointment of the Accounting Officer.
- The rules of procedure to be applied to the Advisory Board of the Community Fisheries Control Agency.
- The amendment of the rules of procedure of the Administrative Board of the Community Fisheries Control Agency adopted on 1 February 2006.

Moreover, the Administrative Board approved the proposal of the CFCA for temporary offices in Vigo, accepted the extension of this proposal concerning also the facilitation of the 7th floor of the provisional building and also agreed to the notification of this proposal to the Budgetary Authority.



3 ADVISORY BOARD

The Executive Director in its capacity as Chairman convened two meetings of the Advisory Board in 2007.

At the first meeting held on 5 March 2007 the main agenda point debated concerned the options for 2008 operational activities. Moreover the Advisory Board examined the draft Administrative Board's decision concerning the rules of procedure to be applied to the Advisory Board.

At the second meeting held on 26 September 2007, the Advisory Board confirmed the election of Hugo Andersson, Chairman of the North Sea RAC as representative of the Advisory Board to take part in the Meetings of the Administrative Board and debated, in particular, the draft 2008 Work Programme including operational activities in the North and Baltic Sea, the Mediterranean and in the NAFO R.A. as well as initiatives to enhance the collaboration between the CFCA and the RAC's.

The CFCA has established bilateral contacts with the North Sea RAC, the Baltic Sea RAC and ensured presentations at the constitutional meeting of the Long Distance fisheries RAC and a preparatory meeting of the Mediterranean RAC under establishment. The impetus of the conference convened in March 2007 in Copenhagen by the Baltic Sea RAC on Compliance and Control of the Baltic Sea Cod in order to stimulate better conditions for the sustainability of the cod fishery in the Baltic should not be underestimated, although the immediate effects have been limited so far. Indeed, stakeholders in the framework of the RAC's have an opportunity to contribute to enhanced control and enforcement and improving sustainability of the relevant fisheries.

4 OPERATIONAL ACTIVITIES IN 2007

4.1 NAFO Regulatory Area

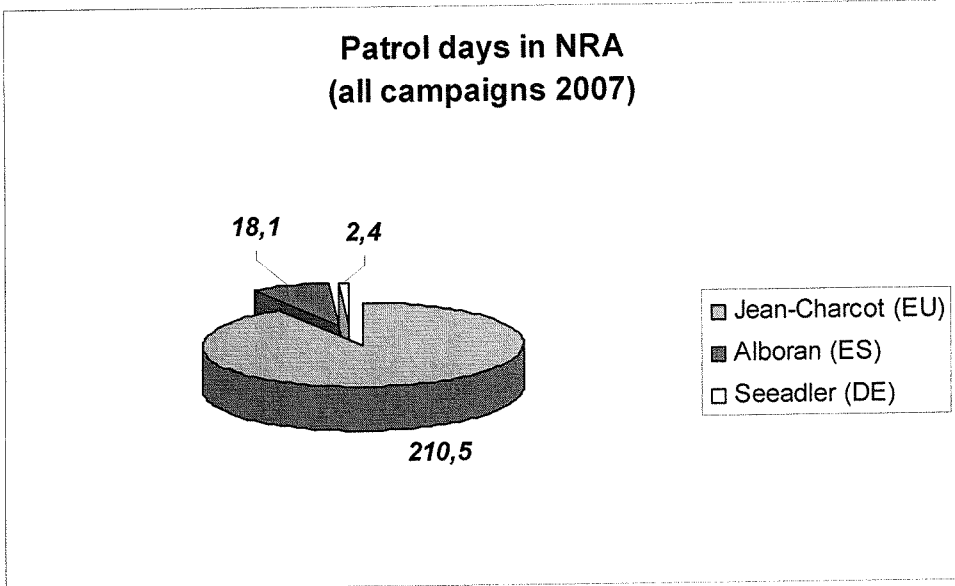
At the end of year 2006, the European Commission had requested the CFCA to take over the management of their NAFO inspection and surveillance operations as from the start of the campaign in January 2007 whilst the European Commission would ensure the contractual relations for the EU inspection vessel 'Jean Charcot'. In this sense 2007 has been a transitional year since, in 2008, the organisation of operational cooperation between the Member States concerned on the basis of a JDP would fall completely under the responsibility of the CFCA. In fact, the CFCA organised in 2007 the take over of EU commitments regarding control and inspection in the NAFO R.A. by the Member States concerned from 2008.

The CFCA has ensured throughout 2007 the coordination of inspections by national inspectors accredited as NAFO inspectors on board of the "Jean Charcot" from early 2007. For the first time, CFCA coordinators were continually present in the NAFO R.A., in order to coordinate the work of these NAFO inspectors.

At the start of the campaign a training seminar for NAFO inspectors was carried out in February 2007 by the CFCA, in collaboration with the European Commission, for all participating Member States' inspectors, in order to ensure the uniform application of the applicable rules. This involved the participation of 28 NAFO inspectors from seven Member States.

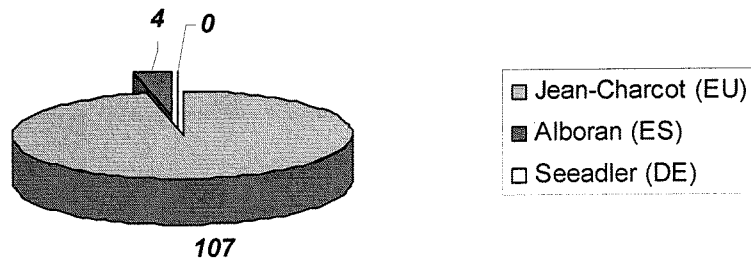
The CFCA held various meetings with the relevant Member States, in order to develop and finalise the NAFO JDP for 2008 which provides for a sharing of the burden between the Member States concerned. This also entailed negotiations regarding the contributions payable by the Member States for the costs of the service provided by the CFCA to Estonia, Latvia, Lithuania and Poland in the form of chartering the EU inspection vessel "Jean Charcot" for these Member States,

The other Member States actively involved in the NAFO fishery, being Portugal, Spain and Germany, decided to participate with their own inspection vessels, in order to meet the EU obligations under the NAFO Convention.

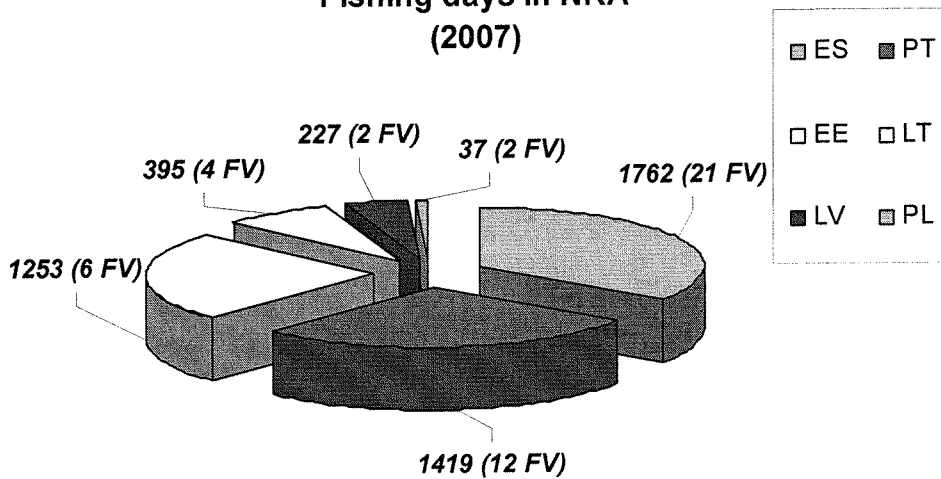


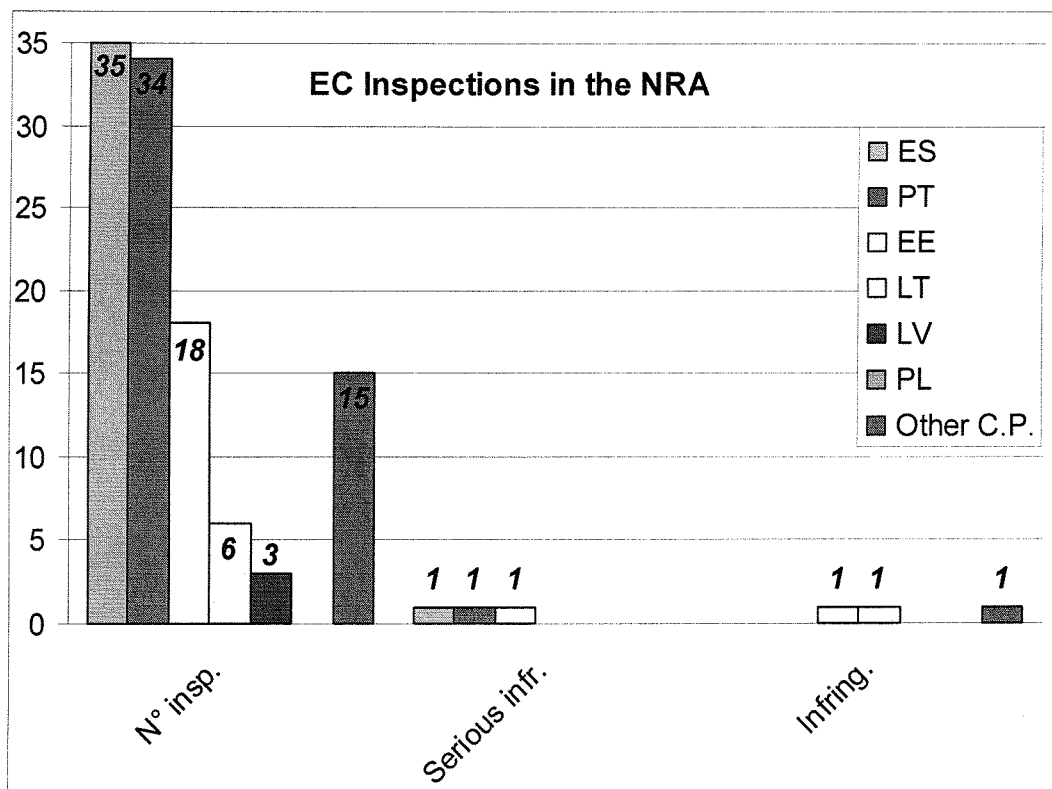
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Inspections in NRA (all campaigns 2007)



Fishing days in NRA (2007)





4.2 North SEA

Departing from the existing cooperation between some Member States (United Kingdom, Netherlands, France, Belgium; the so called operations “SHARK” and “SAINT PIERRE”), the CFCA elaborated a JDP which was the first of its kind together with the Member States surrounding the North Sea to give effect to Commission Decision (2005/429/EC) of 2 June 2005 establishing a specific monitoring programme related to the recovery of cod stocks³. This JDP in relation to control and inspection of fishing activities involving catches of cod in the North Sea, Kattegat, Skagerrak and the Eastern Channel was adopted on 13 July 2007 (ED Decision 2007/010) and implemented through Joint campaigns (more than 100 campaign days in the second half of 2007).

The Joint campaigns started in late June (test campaign) and a total of seven campaigns were carried out in different areas of the North Sea and the Eastern Channel. These operations resulted in a number of infringements being detected, some of which resulted in significant financial penalties; further cases are awaiting the judicial process.

Each Joint campaign was guided by one of the participating Member States. The Joint campaigns were based on a prior analysis of all fishing activities per statistical rectangle in the previous year and covered both sea inspections by Community inspectors and landing inspections by mixed inspection teams.

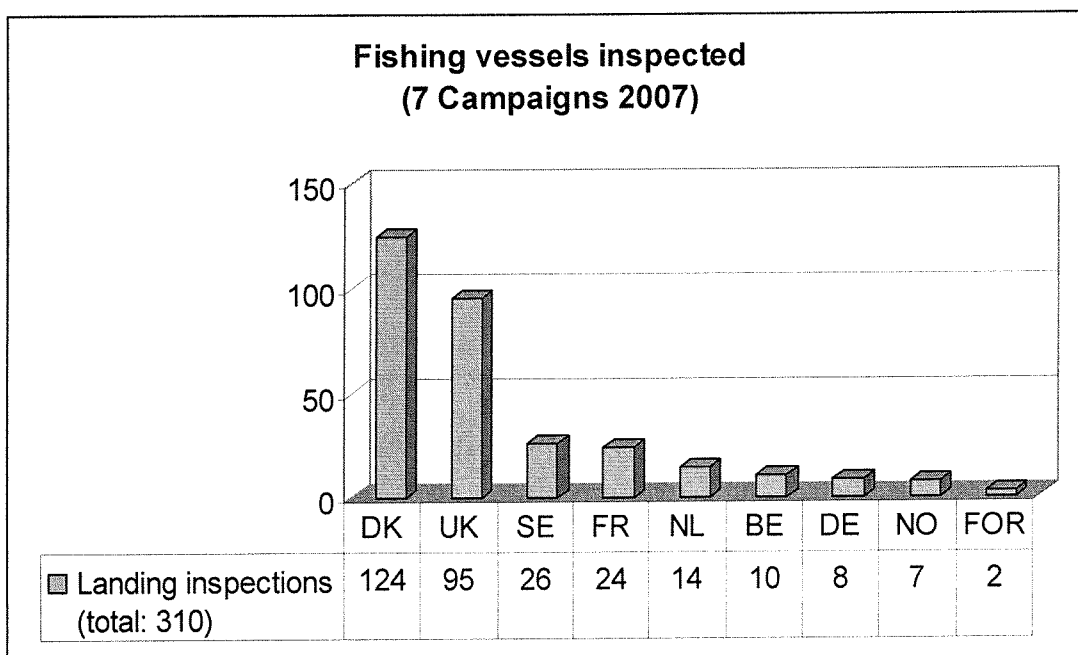
³ OJ L 148, 11.6.2005, p. 36. Decision as last amended by Decision (2007/429/EC) (OJ L 160, 21.6.2007, p. 28).

Through the implementation of the JDP, the existing cooperation has been considerably extended and intensified. The original operations "SHARK" and "SAINT PIERRE" focused rather on the borders of the Exclusive Economic Zone (EEZ) of the Member States concerned whilst the JDP considers the relevant parts of the North Sea as one area of control and inspection where inspection and control activities by the national means pooled by Member States are coordinated by one coordination centre in charge. To this end, all Member States concerned pool also all their real time data on fishing activities in the whole North Sea and, as a consequence, throughout the Joint campaigns national inspection vessels have been used in the most rational way throughout the whole fishing area and therefore also outside the waters of the Member States which flag the inspection vessel was flying. CFCA coordinators were present in the coordination centre in charge and assisted to guiding the national control and inspection assets to the areas where the main fishing activities take place.

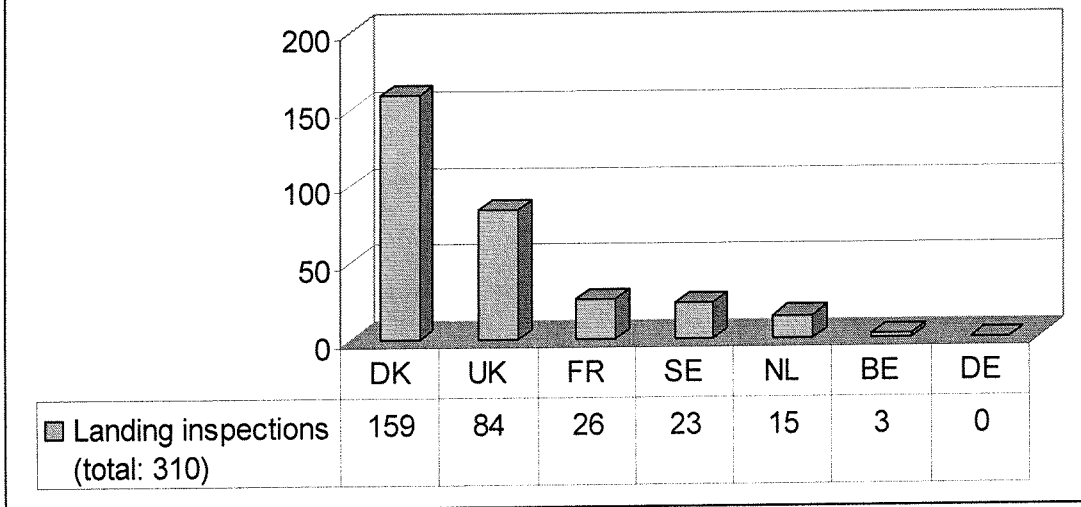
The results of each Joint campaign have been published on the CFCA website.

The fishing industry has reacted rather positively as reinforcement of control is necessary and the Joint campaigns are contributing to a level playing field.

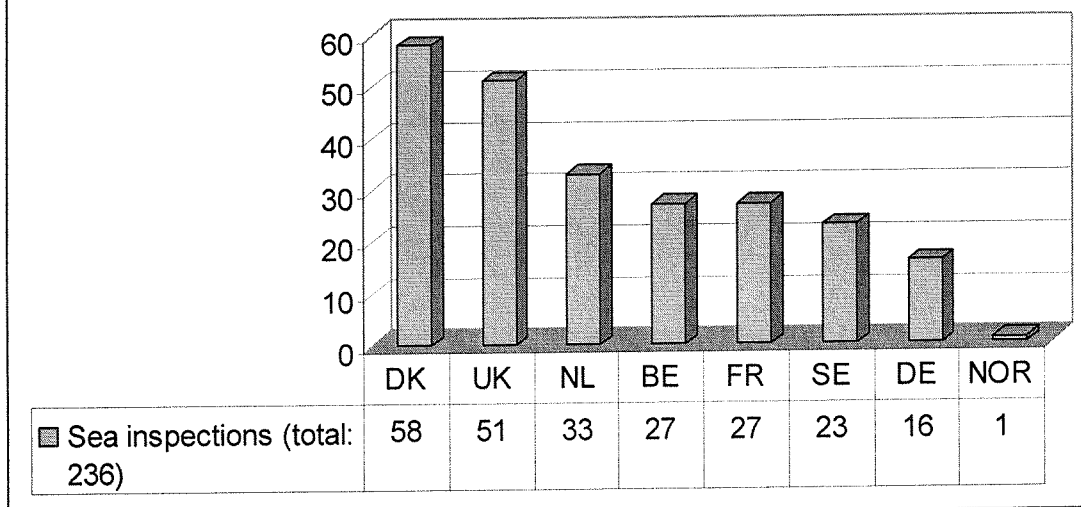
As the CFCA is in the process to recruit staff for engaging in its duties to proceed to an assessment of the effectiveness of Joint Deployment Plans, final conclusions have not been drawn regarding the added value of the joint operations. Apart from the political advantages (level playing field), it is believed that the Joint campaigns contribute to the rational use of the national means of control and inspection, to an harmonisation of the application of the rules of the CFP, to an exchange of best practices and notably in the southern North Sea and the Eastern Channel to a more effective application of the technical conservation measures.



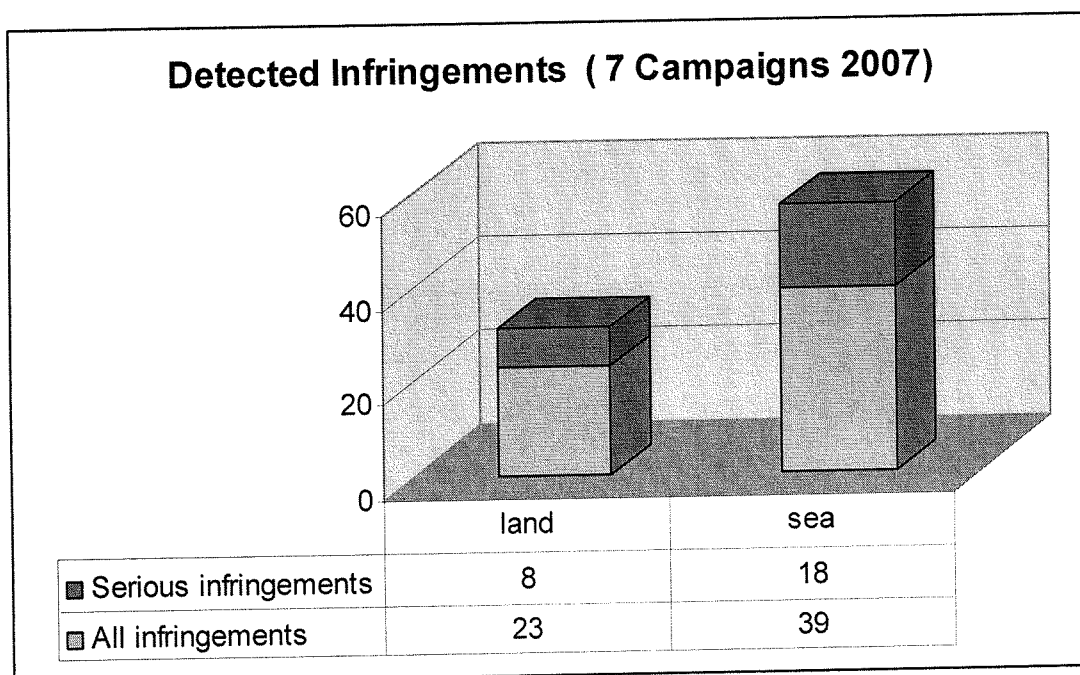
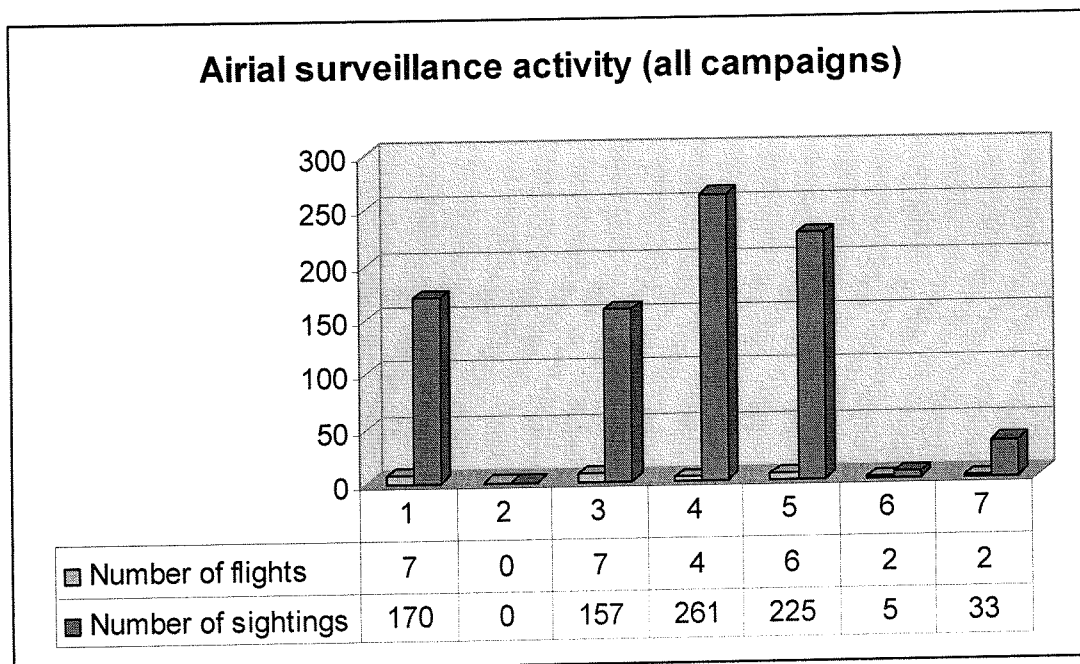
**Number of landing inspections in MS port
(7 Campaigns 2007)**



**Number of MS fishing vessels subject to sea inspection
(7 Campaigns 2007)**



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4.3 Baltic SEA

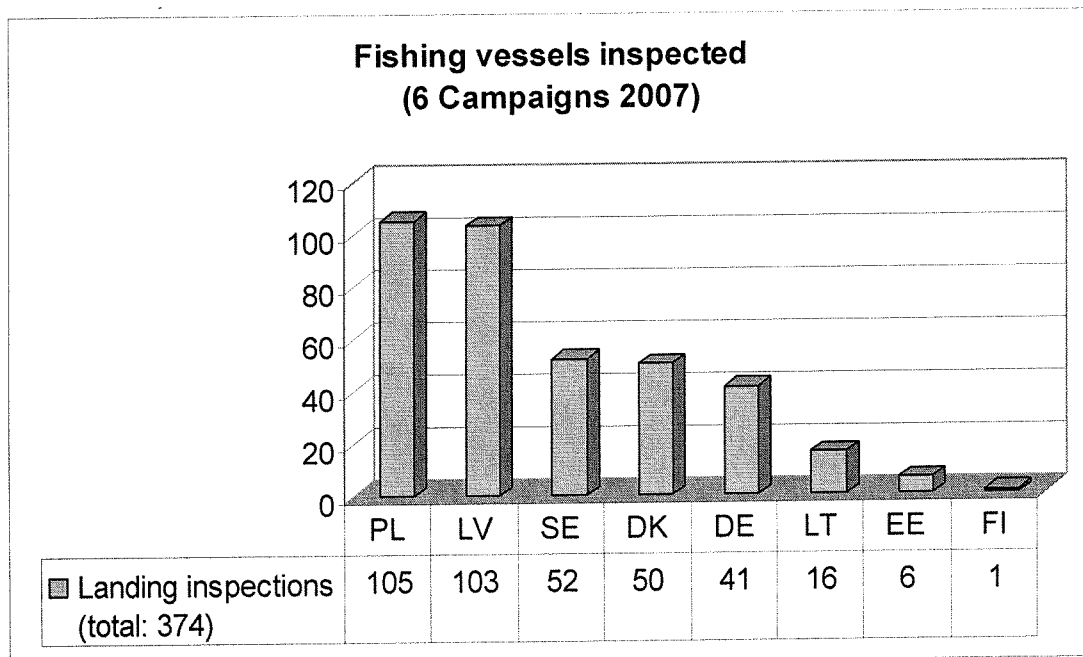
In accordance with Annex III, point 2.12. of Council Regulation (EC) No 1941/2006 - the TAC and quota Regulation applicable to the Baltic Sea - Member States concerned were required to engage in 2007 in joint inspection and surveillance campaigns under a "Joint Inspection and Surveillance Scheme" (JISS) in relation to the recovery of cod stocks in the Baltic Sea.

On this basis and based on the work of the European Commission in previous years, the CFCA proposed the Member States concerned to ensure the coordination of these campaigns.

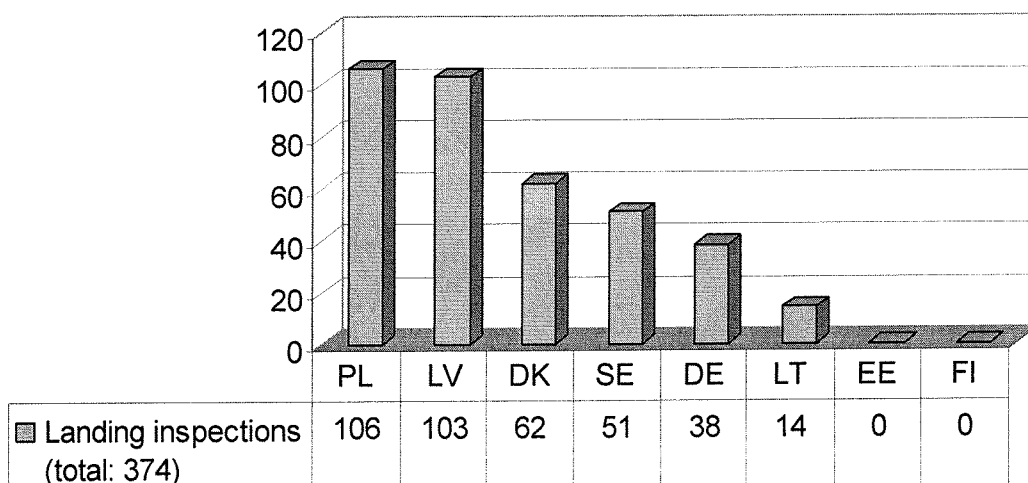
This objective has been fully achieved by the Agency. All Member States concerned have participated. The (JISS) campaigns have been set up in the same way as the ones in the North Sea and each campaign was coordinated by one of the coordination centres of the Member States concerned with a CFCA coordinator present in this centre.

Joint campaigns having a test character began in May 2007 and a total of 6 campaigns (83 campaign days) were carried out in different areas of the Baltic Sea. Their results have been published on the CFCA website.

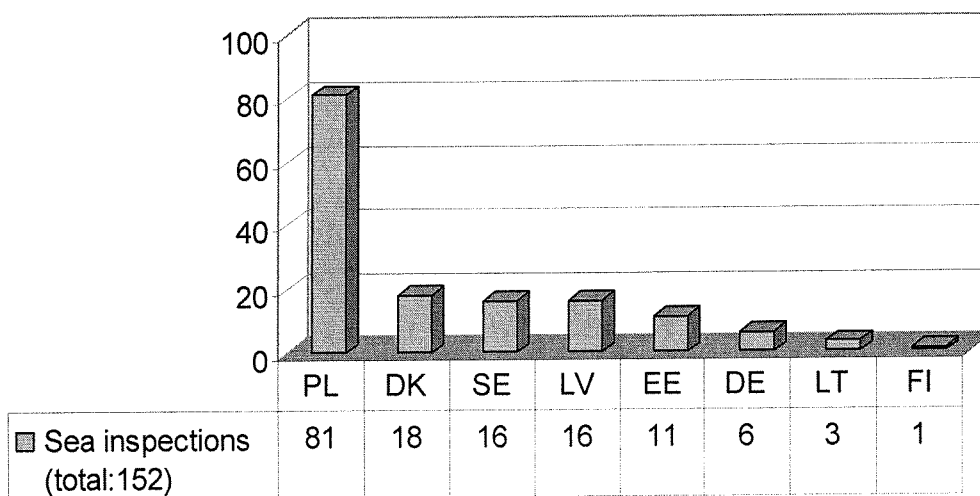
In the politically difficult period in the summer in which the cod fishery in Poland was closed, the CFCA managed to keep up the constructive cooperation between all competent authorities.

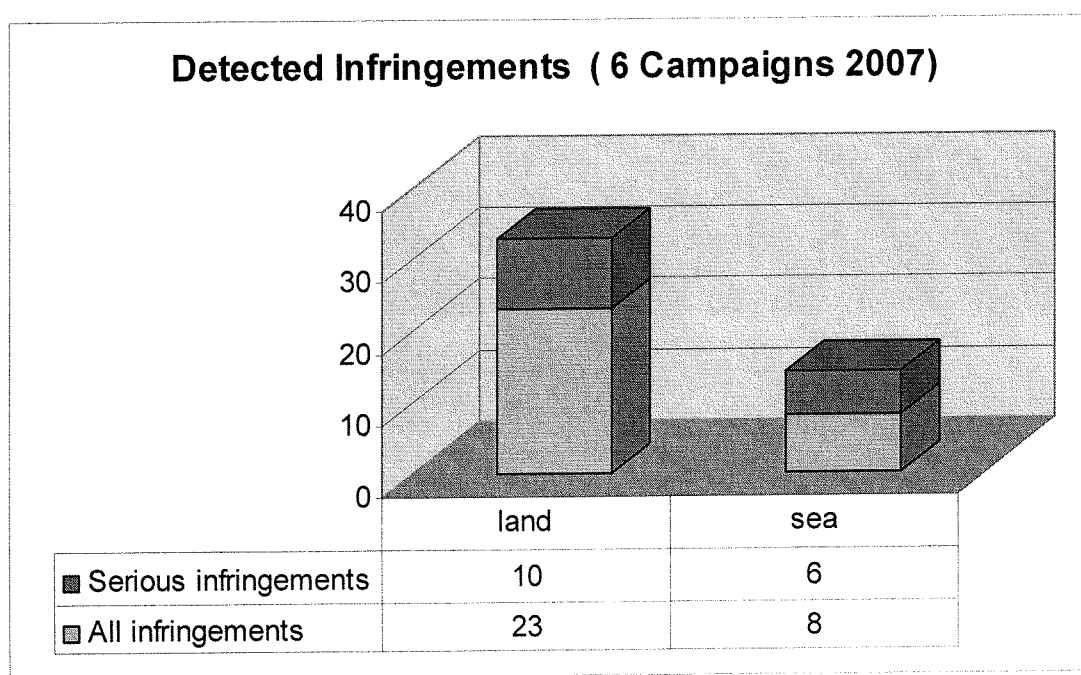
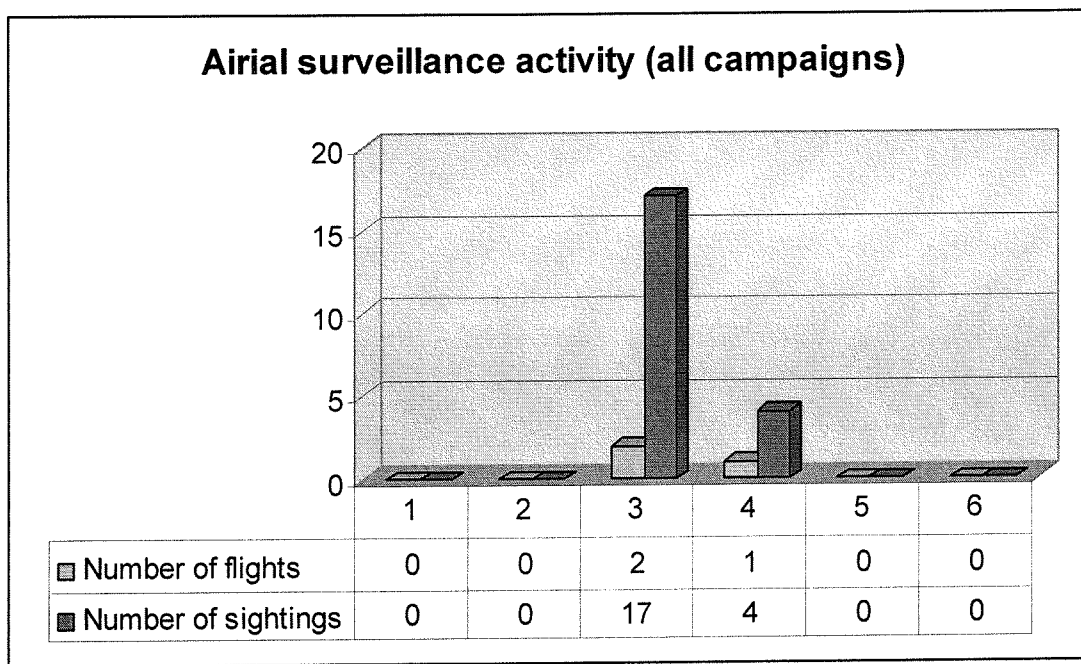


Number of landing inspections in MS port (6 Campaigns 2007)



Number of MS fishing vessels subject to sea inspection (6 Campaigns 2007)





4.4 Other operational activities

Blue Fin Tuna

As indicated in the 2007 Work Programme the CFCA would carry out preparatory work in 2007 with the view to proceed to the establishment of a JDP to be adopted before the start of the 2008 fishing season. In fact, as the main Bluefin Tuna season is from March – June, it was not possible for the CFCA to be ready so early in the year to undertake its core activities in relation to the 2007 Bluefin Tuna campaign.

The CFCA coordinators participated to the training organized by the European Commission, DG FISH services, for Member States' inspectors in Malta. One CFCA coordinator participated in missions of the Commission inspectors to control the cages.

Four meetings were held between the CFCA, the European Commission, the Member States and stakeholders, in order to prepare the grounds for a JDP for Bluefin Tuna for the Eastern Atlantic and the Mediterranean Sea. This JDP is due to start in March 2008.

IUU

The term "IUU" under this section of the General Report, refers to fishing activities carried out by fishing vessels in international waters or in waters under the jurisdiction or sovereignty of third countries that undermine the effectiveness of the conservation measures adopted by Regional Fishery Monitoring Organisations and third countries.

As far as the Community is concerned, the main type of IUU relates to fishing activities by vessels flying several flags in the North Atlantic, the South Atlantic, the Antarctic and the Indian Ocean. The NEAFC and the NAFO have solved to a large extent the problems in the North Atlantic. However, in the other areas the problems seem to have increased.

In 2007, the CFCA was awaiting a precise definition of its role by the Council and the European Parliament in the context of the discussions relating to the European Commission proposal on the adoption of measures to combat IUU fishing activities to be considered by the Council.

In 2007, the CFCA was presented in meetings in which IUU issues were discussed, notably in IUU conferences held in Galicia and in London.

5 RELOCATION TO VIGO

According to Article 18(4) of the basic act of the Agency, the CFCA shall have its seat at Vigo in Spain.

After the initial set up of the CFCA had been ensured from the moment the Executive Director took up duties in September 2006 in the premises of the parent DG, DG FISH, in Brussels, the CFCA has been since 12 March 2007 installed in the building Rue de la Loi 56, in Brussels.

Following the adoption of the basic act of the CFCA on 26 April 2005, Spain proposed to offer for the seat of the CFCA an existing building to be restored and to provide 3 700m² in the centre of Vigo, Praza da Estrela. This proposal was presented to the Administrative Board of the Agency, at its first meeting on 1 February 2006.

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Following the requirements of the Agency to have modern office facilities, the plans were finalised with the support and expertise of the Office for Infrastructures and Logistics in Brussels (OIB) of the European Commission.

In March 2007, an agreement in principle was reached on the conditions for acceding the proposed building. The final plans were including a delivery date for the building, being January 2010 at the latest.

On the basis of the agreement in principle of March 2007 and in order to prepare the relocation to Vigo and fix its conditions, the CFCA has negotiated a Protocol and a Memorandum of Understanding with the Spanish authorities.

The texts of the Protocol and Memorandum of Understanding were submitted to the Board at its meeting of 14 March 2007, were finalised by agreed conclusions between the CFCA and the Kingdom of Spain on 13 June 2007 and were then notified to the Budgetary Authority.

Taking into account the conclusions of the Board at its meeting on 14 March 2007 concerning the final Headquarters of the Agency in Vigo, the CFCA and the Kingdom of Spain agreed that the building will be renovated by the Spanish authorities at their own account. The contribution of the Agency for the use of its Headquarters will be a symbolic annual rent of 7.20 euros per m² (total 3000 m²). The CFCA should be able to access the final Headquarters when it is renovated (in principle 1 January 2010).

As regards the provisional Headquarters of the Agency, the the CFCA and the Kingdom of Spain agreed that Spain shall facilitate to the CFCA the use of a temporary office space of about 3000 m² until the installation of the CFCA in the final Headquarters. These offices shall provide the necessary services required for a functioning in accordance with modern office standards and shall be delivered key in hand during the first semester of 2008.

Further to the above mentioned agreed conclusions, Spain undertook a prospection of the local market in Vigo and indicated to the CFCA 4 possible locations for the provisional Headquarters. On 1 October 2007, a final proposal was addressed to the CFCA by the Spanish authorities on the location considered as the most suitable, consisting of 5 floors (2-6th) with a gross area of about 2.565m² and a parking with 22 places, in a building situated in the centre of Vigo. The Agency shall pay for the use of these offices and the services rendered from the entry in the premises until 31 of December 2009.

On 17 October 2007, the Administrative Board of the Agency gave a mandate to the Executive Director to notify the Budgetary Authority of the intention to conclude an agreement with Spain, in accordance with Art 35(11) of Regulation (EC) No 768/2005 establishing the Agency. The intention has then been notified to the Budgetary Authority on 19 November of 2007.

6 CONCLUSION

The CFCA has ensured a rapid start up of its core activities (operational coordination of pooled national means of control and inspection) and promoted its visibility on this basis. The CFCA, in liaison with the Baltic Sea RAC and the North Sea RAC, has also contributed actively to a culture of compliance. Furthermore, the CFCA has broadly delivered on the relocation to its seat at Vigo, Spain, and the development of its financial and administrative structures.

As regards 2008, the CFCA has successfully prepared its NAFO operations, its operations in the North Sea and the Baltic Sea. The Joint Deployment Plan in relation to control and inspection of NAFO fisheries was adopted in December 2007. The JDP concerning the cod recovery in the North Sea and adjacent areas was adopted in the first days of January 2008. As regards the Baltic, (JISS) campaigns will be carried out until the adoption of a specific control and inspection programme by the European Commission when the JISS will be replaced by a JDP. In relation to Bluefin Tuna, the CFCA has prepared the grounds in 2007.

This year the Agency has implemented its first work programme, and for this reason it is a bit early to provide a full evaluation of the proper implementation of the Control rules in the framework of the Joint Deployment Plans that have been carried out. In general terms, positive results have been obtained by these activities of the Agency, mainly through the more efficient use of the control means, the exchange of best practices and the first steps towards improving the culture of compliance with the CFP.

The Agency will face the challenge to ensure a uniform and effective application of the CFP rules and to construct a level playing field in the Community fisheries. It should develop, in the first phase, a group of indicators and performance criteria to evaluate the added value and the results of the Agency's activities, to be discussed by the Administrative Board at its meeting in October 2008.

Moreover, it is necessary that the Administrative Board of the CFCA develops a multi-annual strategy for the activities of the Agency and the assessment of the results of these activities.

In the next year the Agency will work on these aspects to present an evaluation to assess the results obtained, and to present the added value of its activities, with a view to having a discussion of substance with the Administrative Board on these aspects.

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ANNEX

1. Organisational Chart in 2007

The organisational chart of the CFCA in 2007 was developed in accordance with its mandate and missions (see Annex I). The implementation of the 2007 Work Programme has been undertaken on the basis of ad-hoc decisions on the organization structure of the Agency. The three advisors to the Director have been in charge of the operational activities, the relocation to Vigo and other general matters and the development of the financial and administrative structures.

The recruitment of the Heads of Units was delayed for procedural reasons.

The organisational chart of the Agency as the model for the development for its financial and administrative structures has been filled in as follows:

- Core activities: The CFCA coordinating operations are deployed in accordance with the Work Programme by the Unit "Operational Coordination" (Unit C). Unit C is structured, like the operational activities, on a geographical basis. Teams are organised into desks relating to areas identified as priorities. Operations will be organised with campaigns along the lines of JDP and for IUU in setting up a network. The five desks (North Sea, Baltic Sea, North Atlantic and NAFO, Mediterranean and Black Sea, IUU), plans and programmes, are coordinated at unit level for ensuring sound management of resources.
- Information and data collected are processed, analysed and assessed in the Unit "MCS Methodology, monitoring and assessment" (Unit B). Unit B is composed of three functional sections (MCS methodology and training, Data Monitoring and Analysis, Assessment), each of them being in close contact with desks of Unit C.
- The Unit "Resources" is a service provider for facilitating the daily functioning of the CFCA and ensuring sound management of human and financial resources (Unit A). Unit A, for management of resources, has four sections (Human Resources, Budget and Finance, ICT, Infrastructure and Security), whose mission is to provide support for facilitating the operations. Unit A will be in a key position for the establishment in Vigo, Spain.
- The Executive Director, assisted by the Secretariat General ensures the proper management, guidance and coordination of the CFCA. With a small team, the Executive Director has to ensure strategic development, planning and follow up of activities, to develop the relations with stakeholders, to assure legal compliance, information and transparency, and to monitor risk and quality.

The organisational chart of the CFCA includes more detailed information, in accordance with the multi-annual staff policy plan.

2. Initial staffing and recruitment of the Agency in 2007

In six waves of recruitment, the Agency advertised 30 vacancy notices by the end of 2007 (23 publications for temporary agents and 7 for contract agents). In addition, the European Commission seconded initially 3 officials for supporting the setting up phase of the Agency. At the end of 2007 the Agency still had 2 seconded officials who will support the Agency for a period of 18-months in total.

On 31 December 2007, the Executive Director led a team of 25 staff members -17 temporary agents (68%) and 8 contract agents (32%) - all with short term contracts.

In brief, the personnel consist of:

- 25 staff members (situation 31 December 2007)
- 15 men (60 %), 10 women (40%)
- Multi-national (5 FR, 4 BE, 4 PT, 3 ES, 1 IT, 2 DE, 2 UK, 1 NL , 1DK , 1EE and 1 EL)

Recruitment has been based on the priorities set out in the Annual Work programme and the requirements for setting up the administrative structures in accordance with Community Rules and practices. The table below shows the total number of applications received during 2007 and a breakdown of the applicants by nationality.

Applications received in 2007 and breakdown of applicants by nationality

REF	Function	Nr of applications	AT	BE	BG	CY	CZ	DE	DK	ES	ET	FI	FR	GB	GR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SK	SL	NO	ICE	?	NON EU	Total
601	Human Resources Officer	20	3					3	8	1		1						2							1								20	
602	Budget Officer	27	1	6				1	10				3					4															27	
603	Legal officer	55					1	8	22				8	2	3		1	3				2	1	4									55	
604	IT Officer	10							6				1												1								10	
605	Secretary	147		31	3	1	2	3	31			1	5	4	4	1		28	1				2	9	13	4	1	1			1		147	
606	Office Manager	45		11	2				9			1	3	1				4				1	4	3	1						4		45	
607	Head of Administration *	54	1	6	2	1	1		19				4	2	2		1	3	1				1	1	4	2		1			1		54	
608	Head of Network *	38		1	2	2		2	10				1	4	2	2								10	1								38	
609	Head of operational Coordination *	37		3	2	2		1	9				5	3	1		1	1					1	1	5	1	1						37	
610	Accounting Officer	101	1	19	2		2		23				6	1	2	2	16	1			1	3	4	11	5	1				1			101	
611	Administrative assistant	197	1	51	2	1	2	7	36			6	11	4	3	3	2	26	2		2	2	9	9	4	1	4			7			197	
612	Secretaries	258	2	58	7	1	1	6	51			4	14	7	10	3	33	2				1	2	16	16	10	1	6	1			5	258	
613	Senior coordinator of control operations	43		2	1	1		2	3	7		1	5	4	1		6					1	1	1	5	2							43	
614	Coordinator of control operations	61		4				1	13	2		1	4	5			7	2			1		3	10	1	6							61	
615	Internal Audit Administrator	82		10	4		1	2	8			2	3	5	3	1	21	2			1		4	5	4	3	1	2					82	
616	Administrator in monitoring and control systems	56		6	2	1	1		15				7	1	3		1	8	1			2	1	4	1			1	1				56	
701	Secretary General	14							5								2						1	2	2								14	
702	HoU Resources	40	1	7	2	1	1	1	10				6	2	1		1	3				1	1	3	1								40	
703	HoU Operational Coordination	28		2	2		1	1	7				2	3	1		2						1	1	3	1								28
704	Assistant to the ED	79	1	10	2		2	1	23	1			3	2	5	2	6					1	3	5	7	3								79
705	Assistant for Finance & Contracts	82		28	1		2	13	13			8	2	2	2	9							1	5	6	1								82
706	Assistant for Human Resources	89	1	20	3		1	2	17	1		2	5		6	1	12	1				1	2	6	5	2							89	
707	Systems Administrator for ICT	54		7	1	1	1	1	15				1	5	1		15					1	1	3	4								54	
708	Web Manager	35		5	1				8				2	1			8					2	1	3	1								35	
709	Liaison & Logistics Manager	28		3				1	15				1				4						2	1	1								28	
710	Communication Officer	188	3	12	7	1	1	5	55			3	12	1	7	2	1	31				1	9	10	13	2	2	2					188	
711	Head of Programmes for operational coordination	14		1					6				1				1							3										14
712	Desk Manager for North Atlantic Waters	38	1	2				1	12				4	2		1	4								5		1						38	
714	Assessment Coordinator for Networks	14		1	1				6				1										1	3									14	
715	Project Officer on coordination of training	31		4				1	11				3		1		1						3	4	1								31	
Total		1965	13	313	47	14	15	49	19	472	4	20	126	52	68	19	15	260	15	0	5	10	18	78	155	78	19	23	8	2	2	40	6	1965

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 IT Italy
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 LU Luxembourg
 LV Latvia
 MT Malta
 NL The Netherlands
 PL Poland
 PT Portugal
 RO Romania
 SE Sweden
 SK Slovakia
 SL Slovenia
 NO Norway

ICE Iceland
 ? Not mentioned
 NOI non member states other than NO & ICE
 * Selection procedure cancelled

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3. Access to documents and protection of personal data

Concerning the implementation of the Arrangements on public access to documents adopted by the Administrative Board in September 2006, an Access to documents Coordinator was nominated. In addition, a web-based system to assist the public to receive the documentation that may be of interest for the provision of access to documents is planned. In 2007, the CFCA granted the requested access to documents in all cases.

The protection of the personal data processed by the CFCA started in 2007. The Executive Director warranted a minimum compliance of the Agency in its starting-up phase with Regulation (EC) No 45/2001⁴ by implementing the basic data protection rules in cooperation with the newly nominated Data Protection Officer.

It is envisaged to assign the adequate resources to the task of data protection once the CFCA is operational in Vigo after its successful relocation to Spain and the required staff members including the relevant Heads of Unit will be appointed.

4. Communication and relations with stakeholders

The main objective of the CFCA external communication activities is laid down in Article 32 (3) of Council Regulation (EC) No 768/2005, which states that "the Agency may communicate on its own initiative in the fields within its mission. It shall ensure, in particular, that the public and any interested party are rapidly given objective, reliable and easily understandable information with regard to its work".

In order to reach this objective, the communication activities of the Agency were in 2007 mainly focused on setting up a web site which has been used and updated as its official publication tool.

An information leaflet has been produced, presenting the CFCA and promoting a culture of compliance. Furthermore, a power point presentation on the presentation of the Agency has been elaborated. Moreover, the European Commission, DG FISH, assisted the CFCA to establish its web site and to update it. The CFCA website attracts monthly from 12000 to 30000 hits (the recruitment pages are the most popular). Press releases have been posted on the web site. Articles referring to the CFCA appeared notably in the specialized fishing newspapers and the local press in Galicia.

The CFCA has been presented in meetings of the Fisheries Committee in the European Parliament (two times), in the framework of the meetings of all Regional Advisory Councils, in conferences on Maritime affairs in the European Parliament, in Galicia and in Lisbon, in the IUU conferences in Galicia and in London, in meetings of EUROPECHE and in the FAO and participated to a number of international meetings. At most of these occasions copies of the information leaflet of the CFCA have been distributed.

⁴ OJ L 8, 12.1.2001, p. 1.

The CFCA has been involved in the organization of the conference convened by the Baltic Sea RAC on control of cod fishing in Copenhagen in March 2007. It has provided advice on the setting up of the conference, the agenda and the drafting of the declaration adopted by the ministers of the Member States concerned, which was signed as well by Commissioner Borg.