



AB Decision 13-II-8
15/10/2013

**DECISION NO 13-II-8
OF THE ADMINISTRATIVE BOARD
OF THE EUROPEAN FISHERIES CONTROL AGENCY**

of 15 October 2013

**concerning the adoption of the Multiannual work programme
for years 2014-2018 and the Annual work programme for year 2014**

and

the Final Budget of the European Fisheries Control Agency for year 2014

European Fisheries Control Agency

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THE ADMINISTRATIVE BOARD OF THE EUROPEAN FISHERIES CONTROL AGENCY

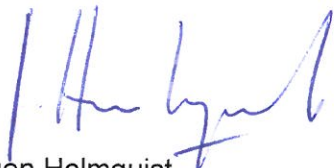
Having regard to Council Regulation (EC) No 768/2005 of 26 April 2005 establishing a Community Fisheries Control Agency and in particular Articles 17f, 23(2)(c) and 23(2)(d) thereof,

HAS DECIDED AS FOLLOWS:

Sole Article

1. The Multiannual work programme for years 2014-2018 and the Annual work programme of the European Fisheries Control Agency for year 2014 as contained in Annex I and the Final Budget of the European Fisheries Control Agency for year 2014 as contained in Annex II are adopted.
2. This decision shall take effect on the date of its adoption.

Done at Vigo on 15 October 2013



Jörgen Holmquist
Chair of the Administrative Board

ANNEX I

**Multiannual work programme for years 2014-2018
and the Annual work programme of the European Fisheries Control
Agency for year 2014**



**Multiannual work programme 2014-2018
and Annual work programme 2014**

CEL

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List of acronyms

AIS	Automatic Identification Systems
ABB	Activity Based Budgeting
ABMS	Activity Based Management System
ACC	Associated Coordination Center
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
ECA	European Court of Auditors
EDMS	Electronic Documentation Management System
EIR	Electronic Inspection Report
ERS	Electronic Reporting System
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
PMC	Project Management Code
RA	Regulatory Area
RAC	Regional Advisory Council
RFMO	Regional Fisheries Management Organisation
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
VMS	Vessel Monitoring System
WGTEE	Working Group on training and exchange of practice

IT projects definitions

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

EFCA Corporate systems: include EFCA website, intranet, extranet (e.g. Administrative Board Site) and any application developed internally in support to 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, hence providing a global EU picture 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 assessment of joint control operations, and to promote remote collaboration in support to EFCA activities.

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).

Foreword by Jörgen Holmquist, Chair of the Administrative Board

The work of the Agency has a clear added value. Firstly, it contributes to a level playing field for the fishing industry so that obligations are observed and everyone in the sector is treated equally, wherever they might be operating. Secondly, it contributes towards sustainable fisheries by enhancing compliance with existing conservation and management measures to the benefit of present and future generations.

After the agreement between the Council of Ministers and the European Parliament on the reform of the Common Fisheries Policy (CFP), the policy is being formally adopted. The aim of the reform is to end overfishing and to make fishing sustainable environmentally, economically and socially. The reforms aim to support sustainable growth of the fishing sector, create job opportunities in coastal areas and ultimately provide EU citizens with a healthy and sustainable supply of fish. The new CFP will enter into force by 1 January 2014. With clear deadlines along the way, the implementation of the new rules will be progressive.

This is an important milestone for all actors involved in fisheries management in Europe. The EFCA has prepared itself and is ready to support Member States and the Commission in ensuring a better level of compliance of the new rules and a level playing field by doing what it is best at - brokering cooperation between and giving assistance to, Member States and the Commission.

The Multiannual work programme for 2014-2018 keeps the main priorities as established in the Multiannual work programme 2013-2017 although now with a new structure listed by field: the implementation of regional, multispecies and continuous JDPs within the framework of the SCIP model, the support to Member States and the European Commission in their Operational and Capacity Building activities, the cooperation with third countries and RFMOs on Commission request and the assistance activities on the new rules of the Common Fisheries Policy.

I believe EFCA is very well placed to continue organising coordination and cooperation between national control and inspection bodies and contributing to building the capacity of the Commission and Member States so that the reformed CFP rules are respected and applied effectively in a uniform manner.

Introduction by Pascal Savouret, Executive Director

For the period 2014-2018, the European Fisheries Control Agency will be dedicated to supporting the Member States and the Commission in the implementation of the new features of the Common Fisheries Policy in accordance with our core tasks. The main two tasks are the various Joint Deployment Plans, for which we will need to succeed in the evolution towards regional, multispecies and continuous Joint Deployment Plans in force and a possible further JDP for the Black Sea, and the support to Member States and the European Commission. This support entails the development and completion of IT projects that ensure the good functioning of data monitoring and networks, training, horizontal support activities to the Member States and the European Commission, and to the new Common Fisheries Policy, in cooperation with third countries and Regional Fisheries Management Organisations on Commission request.

Indeed, the European Fisheries Control Agency's mission is to promote the highest common standards for control, inspection and surveillance under the Common Fisheries Policy. Its reform will entail new rules for which a common approach and a level playing field will need to be ensured. Namely, the regional and international features of landing obligations, regionalisation, and the core control and enforcement policy will have implications for fisheries control in general and for EFCA in particular. The EFCA will support the Member States and the Commission within the Agency's financial and human resources and following the Administrative Board priorities within its remit.

Moreover, an important task for this upcoming period is the implementation of the projects on evaluation of compliance trends in fisheries and on the analysis of cost-effectiveness of control operations resulting from the decision of the Administrative Board on the creation of two Focus Groups for developing this assessment method.

As a cruising speed agency, the EFCA needs to deliver them by supporting the implementation of the new rules against a background of financial cuts and budget constraints. This scenario requires maximum prioritisation and making all the necessary synergies in the framework of the European Union family. In this respect, the Agency works hand in hand with the EU Agencies network to find synergies and optimise the available resources within the adopted "Road map on the follow-up to the common approach on EU decentralised agencies".

By and large, I am confident the work that this Multiannual Work Programme for 2014-2018 and Annual Work Programme for 2014 presents will make a firm and significant contribution towards the wider objectives of achieving a level playing field, coordination and assistance for better compliance, to which myself and my team are deeply committed.



Provisional Multiannual work programme 2014-2018 and Annual work programme 2014

Background

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

The MWP 2014-2018 does not only focus on major projects the Agency is planning for 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. It keeps the main priorities as contained in the MWP 2013-2017 although now with a new structure by field (i.e. JDPs, support to Member States, European Commission and horizontal support to the Agency activities, and Cooperation with third countries and RFMOs on European Commission request).

In line with the **recommendations issued by the Administrative Board following the 5 year external independent evaluation of the European Fisheries Control Agency¹** and the available resources, the Agency has identified a number of priorities in its current MWP (2014-2018).

The Agency will implement the activities listed in its 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. Within the framework of the "Road map on the follow-up to the common approach on EU decentralised agencies", the Agency is having 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 different areas where mutual cooperation has taken place, and identifying future areas for synergy.

1. EFCA MWP 2014-2018 and AWP 2014 priorities

1.1 Multiannual positive priorities

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

Considering the overarching objectives of compliance and level playing field, the Member States and the European Commission expectations, the legal framework governing the EFCA activities and the resources available, **the Agency will concentrate on the core tasks as follows in 2014 -2018:**

1.1.1 Joint Deployment Plans:

Succeed in implementing the evolution towards regional, multispecies and continuous^{2,3} Joint Deployment Plans in force (North Sea, Baltic Sea, Mediterranean Sea, North Atlantic and Western waters) and a possible new JDP for the Black Sea. 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 a method⁴ for assessment of cost effectiveness and impact of control activities and,
- developing 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 will include projects regarding regional risk analysis implementation, best practice for coordination and optimum use of the information tools, identification of legal requirements of coastal Member States to ensure that appropriate actions are taking against non-compliance detected by Union inspectors, and cost effectiveness of control operations.

It is expected that the tasks currently developed by EFCA will grow: a regional multispecies approach in JDPs for Baltic Sea, North Sea, Western Waters and Mediterranean, and a possible new JDP for the Black Sea.

The Agency will also examine periodically at which level EFCA involvement in the JDPs provides the best added value, in accordance with the existing legal basis⁵.

1.1.2. Support to Member States, European Commission and horizontal support to the Agency activities:

1.1.2.1. Data monitoring and networks

Development and enhancement of IT projects (FISHNET, EIR, ERS, VMS, JADE, CCDP and E-learning training platforms) for providing the best collaborative tools to the Members States and fostering interoperability and common information availability. Development of corporate IT support systems for EFCA, (EDMS, website), maintenance and update of present systems, and improvement of EFCA operation room facilities. FishNet will be progressively implemented so as to play a key role in enhancing the overall capacity of EFCA, Commission and Member States for communication purpose and the exchange of information related to EFCA operational activities in order to provide the adequate information to the CCIC and

² 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).

³ 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.

⁴ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendations, 2.5.1, 2.5.3 and 2.5.4), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

⁵ 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).

ACCs. Based on a thorough analysis of user needs, this single-sign on secured platform should provide access to relevant information on a “need to know” basis.

Strategic projects and activities will converge towards a comprehensive approach for developing building blocks of an integrated EFCA information system encompassing the following individual components:

- Vessel Monitoring System (VMS)
- Electronic Reporting System (ERS)
- Electronic Inspection Reporting system (EIR)
- Operational Risk Analysis and Reporting (JADE)
- Core Curriculum Development Platform (CCDP)
- Distance learning platform (E-learning)
- In cooperation with Member States, EFCA will test new technologies and assess their cost-efficiency. Maritime surveillance and new technologies further developed, tested and implemented during JDP campaigns: external Maritime Surveillance systems (MARSURV3, Optical and Radar images, etc.)

1.1.2.2. Training:

In line with the related AB recommendation⁶, the working methods implemented for the establishment and development of the *Core Curricula* (CC) will contribute to the completion of the process and ensure its maintenance. The development of CC training courses will establish the key reference for EFCA trainers. The SMART approach introduced in 2012 for the development of the CC will be maintained, thus allocating efficiencies regarding the Agency’s resources.

The CC development and maintenance⁷, will follow a clear overarching road map⁸ in particular for the remaining course areas, including the training of trainers, the integration of IUU best practice gained during visits to third countries, and regional training.

The core curricula will constitute a key reference for EFCA to achieve the level playing field. The training courses delivered by EFCA will cover 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 follows⁹:

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

⁶ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.3.2), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

⁷ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.3.3), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

⁸ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.3.1), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

⁹ See Annex 2: Key Performance indicators and targets contributing to the implementation of the training road map.

These actions will complement national training programmes. Special attention will be paid to the capacity to measure the impact of the EFCA training activities, within the available budget adopting the best cost/benefit approach by targeting the training needs, so to match with the general objectives: level playing field, efficiency, compliance and cost effectiveness. After resource evaluation (staff and budget), it would be possible to tailor a comprehensive training solution to the Member States. This approach will aim to adapt the activity planning to budgetary constraints. A specific e-learning application will be developed in order to provide the trainees with continuous self-learning capability.

1.1.2.3. Horizontal support to the Member States and the European Commission

- (a) Acquisition of means for the Member States.
- (b) Seminars on operational coordination and/or capacity building will be organised.
- (c) The two focus groups set up to assess compliance level, *inter alia*, in the JDPs, will continue their work to deliver a methodology that can guide the future work of EFCA in the different regions/fisheries, namely¹⁰:
 - 1. Focus Group to evaluate general trends in compliance levels;
 - 2. Focus Group to assess cost effectiveness of control operations

1.1.3 Cooperation with third countries and RFMO on European Commission request:

Assistance to EU to cooperate with third countries and international organisation dealing with fisheries, including RFMOs, to strengthen operational organisation and compliance is envisaged, in particular:

- North Atlantic Coastal States in the North Sea, and Pelagic Western Waters JDPs;
- Russia in the Baltic Sea and NAFO-NEAFC regulatory areas;
- Other NEAFC and NAFO Contracting Parties;
- Mediterranean and Black Sea third countries (*inter alia*, candidate countries as Turkey and Southern Mediterranean countries) in the framework of GFCM.

1.1.4. New Common Fisheries Policy

EFCA will support the Member States and the European Commission in the implementation of the new regulatory features of the Common Fisheries Policy in accordance with its remit and its resources.

1.2 Multiannual negative priorities

The above mentioned objectives will require prioritising and accepting negative priorities, thus postponing some tasks provided within the establishing regulation of the Agency. To this

¹⁰ In accordance with the Administrative Board request on 10 October 2012.

end during the Administrative Board meeting on 5 March 2013, the Board was informed about the state of play of the tasks assigned in the establishing regulation of the Agency¹¹.

The continuation of a transitional period of 4 years, which started in 2013, in order to sustain the capacity building process so as to successfully develop, enhance and maintain EFCA ICT systems and *the Core Curricula*;

2. Mission Statement and Activities

In accordance with its establishing 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**¹².

In accordance with its establishing regulation, the MWP is presented according to the ABMS¹³. 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 indicative financial programming of the operational budget of the Agency is shown in the table below:

Operational expenditure	2012	2013	2014(*)	2015-2018 ¹⁴
Capacity Building	724 000	804 000	937 541	To be defined
Operational Coordination	1 006 000	1 086 000	775 000	To be defined
Acquisition of Means	p.m.	p.m.	p.m.	To be defined
Total	1 730 000	1 890 000	1 712 541	To be defined

(*) Budget circular concerning the DB2014

3.2 Budget 2014 and Multiannual Staff Policy Plan

The budget circular for the DB 2014 provided specific instruction for decentralised agencies in preparing their financial statements. EFCA is currently classified as a "cruising speed"

¹¹ See Annex 3: State of play of EFCA's tasks as laid down by establishing regulation of the Agency (email sent on 12 February 2013).

¹² 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).

¹³ The Agency accomplishes its mission through its two operational activities, *Operational coordination and Capacity Building* and one functional activity, *Governance and Representation*, which is inherent to its operation as an independent EU body.

¹⁴ 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.

Agency. The budget circular establishes that the EU contribution for this classification of Agency will be frozen in nominal terms 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 €1,712,791, as shown in the table below.

Operational Budget EFCA

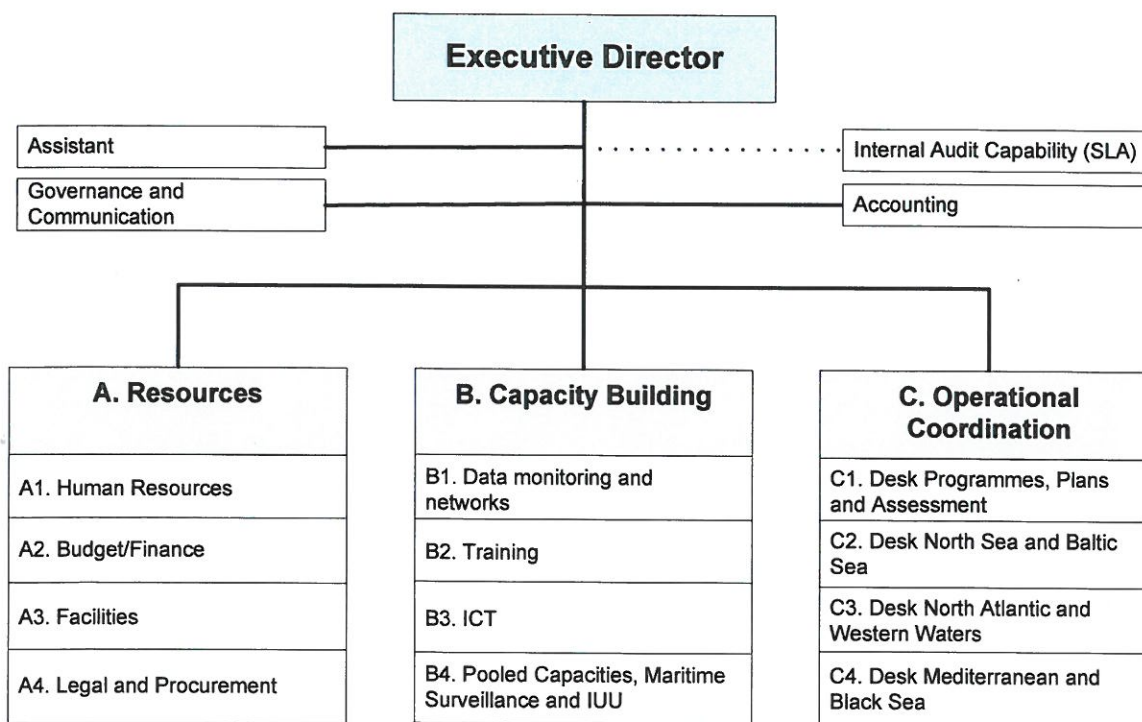
Operational expenditure	2012 (executed budget)*	2013 (budget)**	2014 (draft budget)
Capacity Building	757 305	937,541	937,791
Operational Coordination	922 357	775,000	775,000
Acquisition of Means	p.m.	p.m.	p.m.
Total Budget	1,679 662	1,712,541	1,712,791

* Budget for 2012 was decreased by 1% by the Budgetary Authority

** Budget for 2013 was frozen at the level of 2012

The staff levels foreseen until 2018 reflect the cuts in the MSPP 2014-2016 (Annex 4).

4. EFCA organisation 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.

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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 facilities¹⁵.

5.1 Operational coordination

In organising operational cooperation between Member States through the adoption of JDPs¹⁶, and for the purpose of operational coordination of joint control, inspection and surveillance activities by Member States, the Agency has established two joint working groups for the elaboration and implementation of each regional JDP in accordance with its founding regulation:

– Steering Group

The Steering Group (SG) is composed of representatives designated by the Member States concerned and the European Commission, and it is chaired by the Agency. The SG is responsible for the overall coordination, and 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 SG manages the implementation of the JDP and works with the principles of transparency and consensus. All questions regarding the practical implementation of the JDP 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. 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 to ensure the reception and transmission of all the operational information, to prepare the tactical recommendations to the control and inspection means in the JDP areas and to report to the SG the result of the joint control activities.

¹⁵ 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).

¹⁶ See Articles 9 and 10 of Council Regulation (EC) No 768/2005.

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

A Working Group will continue to steer the Agency's data monitoring and network activities. It will facilitate cooperation between the Agency, the Member States and the European Commission and favour the exchange of best practice.

6. ANNUAL WORK PROGRAMME 2014

The activities for 2014 are set out in the form of activity fiches including a comprehensive description of the different tasks, deliverables, performance indicators, targets and estimated costs, following the outline of the MWP 2014-2018. Each fiche shows the activity code under the ABMS, as well as the corresponding budget allocation to the activity (see table below with the activity codes). Key performance indicators (KPIs) and targets will contribute to the monitoring of the delivery of the tasks. The AWP 2014 contains the following amendments regarding the AWP 2013:

- North Sea and Baltic Sea are integrated in a single activity;
- NAFO- NEAFC and Western waters are organised in a single activity called "North Atlantic and Western Waters";
- A new activity called "Programmes, Plans and assessment" is created to coordinate the operational risk analysis assessment, evaluation of compliance, functional coordination, contribution to workshops and best practice and assistance activities provided by the Operational Coordination Unit in the framework of the JDPs,
- The key performance indicators and targets contributing to the implementation of the training road map have been gathered under a common annex (Annex 2).

6.1 Activities Based Management System (ABMS)

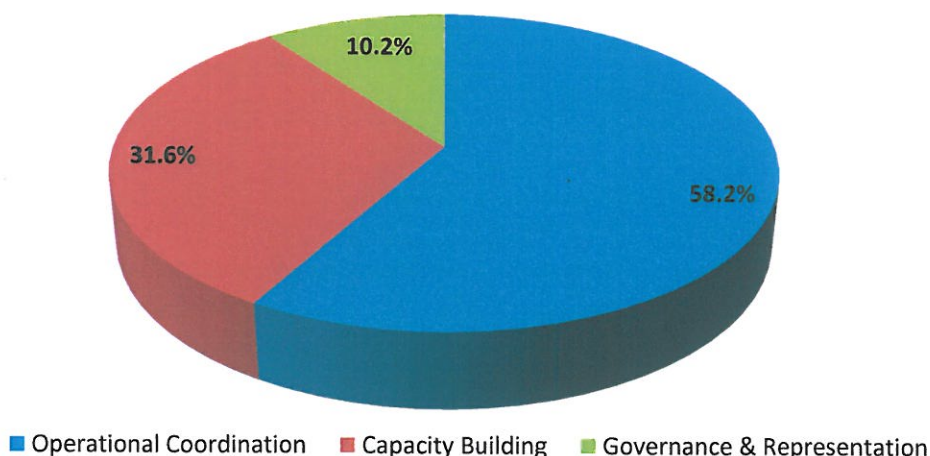
In accordance with the ABMS of the Agency, two operational activities (operational coordination and capacity building) and one functional activity (Governance and Representation) are defined as follows:

ACTIVITY	ABMS Code
Operational Coordination	1
North Sea and Baltic Sea	1.1
North Atlantic and Western Waters	1.2
Mediterranean and Black Sea	1.3
Programmes, plans and assessment	1.4
Capacity Building	2
Data Monitoring and Networks	2.1
Training	2.2
Maritime Surveillance, Pooled Capacities and IUU	2.3
Governance and Representation	3

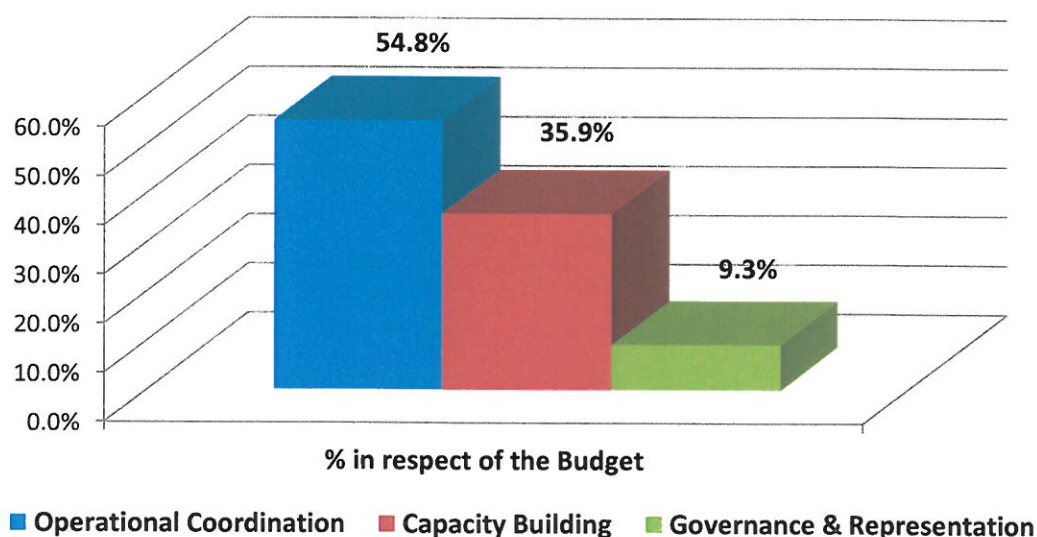
ABB 2014

Code	Activity/ Sub-activity	Budet allocation (€)	Budet allocation (%)	Staff Dedication (%)
1	OPERATIONAL COORDINATION	5,052,742	54.8%	58.2%
1.1	North and Baltic Sea	1,275,502	13.8%	13.5%
1.2	North Atlantic and WW	1,388,092	15.1%	15.0%
1.3	Mediterranean and Black Sea	1,027,583	11.1%	11.9%
1.4	Programmes, Plans and assessment	1,361,565	14.8%	17.7%
2	CAPACITY BUILDING	3,307,904	35.9%	31.6%
2.1	Data Monitoring and Networks	1,204,748	13.1%	10.3%
2.2	Training	1,185,258	12.9%	12.1%
2.3	Pooled Capacities	917,898	10.0%	9.2%
3	GOVERNANCE	856,504	9.3%	10.2%
	TOTAL	9,217,150	100.0%	100.0%

% of dedication of staff



% in respect of the Budget 2014



More information regarding the allocation of the Budget 2014 by sub-activity, as well as the budget evolution, is provided in the details included in every fiche of the Annual work programme 2014.

6.2 Project management codes (PMC)

Besides, for promoting the assessment of the effectiveness of the core activities on the basis of performance and impact criteria and benchmarks a project oriented framework has been progressively introduced in 2013 to be operable in 2014. The PMCs have been amended in accordance with the AWP 2014 (see example in Annex 1: Example of project Management Coded Template).

ACTIVITY FICHES WP 2014

Operational Coordination		ABMS Code 1
ACTIVITY		
North Sea and Baltic Sea		Operational Coordination
	CODE	RESOURCES
Staff	Unit C	1 AD, 4AST, 1SNE
Standard Budget	BL – 3100	€ 275,000
ABMS	Code 1.1	€1,275,502
Legal basis		
<p>Art. 4(1), 5(2), 5(3) and 7 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 Policy¹⁷.</p> <p>Council Regulation (EC) No 1342/2008 of 18 December 2008 establishing a long-term plan for cod stocks and the fisheries exploiting those stocks and repealing Regulation (EC) No 423/2004¹⁸.</p> <p>Council Regulation (EC) No 1098/2007 of 18 September 2007 establishing a multi-annual plan for the cod stocks in the Baltic Sea and the fisheries exploiting those stocks, amending Regulation (EEC) No 2847/93 and repealing Regulation (EC) No 779/97¹⁹.</p> <p>Commission Implementing Decision 2013/328/EU of 25 June 2013 establishing a specific control and inspection programme for fisheries exploiting cod, plaice and sole in the Kattegat, the North Sea, the Skagerrak, the eastern Channel, the waters west of Scotland and the Irish Sea²⁰.</p> <p>Commission Implementing Decision 2013/305/EU of 21 June 2013 establishing a specific control and inspection programme for fisheries exploiting cod, herring, salmon and sprat in the Baltic Sea²¹.</p>		
Objectives		
<p>Uniform and effective application of CFP rules in the North Sea and adjacent areas, and the Baltic Sea</p> <p>Specific objectives will be formulated together with the Regional Steering Groups taking into account conclusions of the assessment of activities carried out in 2013 and results of risk analysis</p>		
Tasks		
<p>Adoption of Regional JDPs for North Sea and Baltic Sea for 2014 and 2015</p> <p>Meetings of the Regional Steering Groups and Technical Joint Deployment Groups</p> <p>Implementation of the JDP campaigns, including EFCA acting or assistance to CCIC/ACCs and full use of EFCA systems inter alia VMS, ERS</p>		

¹⁷ OJ L 128, 21.5.2005, p.1. Regulation as last amended by Regulation (EC) No 1224/2009 (OJ L 343, 22.12.2009, p.1).

¹⁸ OJ L 348, 24.12.2008, p. 20. Regulation as last amended by Regulation (EC) No 1243/2012 (OJ L 352, 21.12.2012, p.10).

¹⁹ OJ L 248, 22.9.2007, p. 1. Regulation as last amended by Regulation (EC) No 1224/2009 (OJ L 343, 22.12.2009, p.1).

²⁰ OJ L 175, 27.6.2013, p.61.

²¹ OJ L 170, 22.6.2013, p.66.

<p>Workshop(s) and best practice for Union inspectors in JDPs²²</p> <p>Additional contribution to the implementation of the training road map to Member States Union inspectors (regional/national level).</p> <p>JDP Risk management</p> <p>JDP Assessment</p> <p>Upon request of the European Commission assistance in relations with North East Atlantic third countries (coastal states of the North East Atlantic and other Contracting Parties of NAFO/NEAFC)</p> <p>To organise workshop(s) and/or seminar(s) on the sea basin regional approach and possible new provisions adopted by the CFP reform</p> <p>Communication</p>	
Deliverables	
<p>Regional JDPs for 2014 and 2015</p> <p>Minutes of the Regional Steering Groups and Technical Joint Deployment Groups</p> <p>Joint campaign reports</p> <p>Workshop(s) and best practice for Union inspectors in the North Sea and in the Baltic Sea</p> <p>Workshop(s) and best practice for Member States Union inspectors (regional/national level)</p> <p>Strategic plan of Joint campaigns based on risk analysis</p> <p>Annual report on assessment of effectiveness of JDP, including results of analysis of the existence of non-compliance risk</p> <p>Report of results of assistance in relation with North East Atlantic third countries (coastal states of the North East Atlantic and other Contracting Parties of NAFO/NEAFC)</p> <p>Workshop(s) and/or seminar(s) on the sea basin regional approach and possible new provisions adopted by the CFP reform</p> <p>Communication of JDP results on the Agency web site</p>	
Key Performance Indicators²³	Target
<p><u>JDP Implementation</u></p> <ul style="list-style-type: none"> – JDPs adoption – 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 	<p>JDPs adopted in due course</p> <p>300</p> <p>95%</p> <p>90%</p> <p>300</p> <p>80%</p>
Multiannual index to be used as a tendency for compliance evaluation purposes	

²² Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.3.4), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

²³ See Annex 2 for performance indicators and targets on training.

- Number inspections and inspections with at least 1 suspected infringement
- Ratios for inspections with at least 1 suspected infringement detected/ per activity day.

ACTIVITY		
North Atlantic and Western Waters		Operational Expenditure
	CODE	RESOURCES
Staff	Unit C	1 AD, 5 AST
Standard Budget	BL – B03120	€ 275,000
ABMS	Code 1.2	€1,388,092
Legal basis		
<p>Art. 4(1), 5 (2), 5(3) and 7 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 Policy.</p> <p>Council Regulation (EC) No 1386/2007 of 22 October 2007 laying down conservation and enforcement measures applicable in the Regulatory Area of the Northwest Atlantic Fisheries Organisation²⁴.</p> <p>Regulation (EU) No 1236/2010 of the European Parliament and of the Council of 15 December 2010 laying down a scheme of control and enforcement applicable in the area covered by the Convention on future multilateral cooperation in the North-East Atlantic fisheries and repealing Council Regulation (EC) No 2791/1999²⁵.</p> <p>Commission Implementing Regulation (EU) No 433/2012 of 23 May 2012 laying down detailed rules for the application of Regulation (EU) No 1236/2010 of the European Parliament and of the Council laying down a scheme of control and enforcement applicable in the area covered by the Convention on future multilateral cooperation in the North-East Atlantic fisheries²⁶</p> <p>Commission Implementing Decision 2012/807/EU of 19 December 2012 establishing a specific control and inspection programme for pelagic fisheries in Western Waters of the North East Atlantic²⁷.</p>		
Objectives		
<p>Uniform and effective application of CFP rules in the Western Waters of the EU</p> <p>Coordinate the EU participation in the International Control and Inspection Programmes in NAFO and NEAFC</p> <p>Specific objectives will be formulated together with the Regional Steering Groups considering the results of Assessment of activities 2013 and results of risk analysis</p>		
Tasks		
Adoption of Regional JDPs for NAFO-NEAFC and Western Waters for 2014 and 2015		

²⁴ OJ L 318, 5.12.2007, p. 1. Regulation as last amended by Regulation (EC) No 679/2009 (OJ L 197, 29.7.2009, p.1).

²⁵ OJ L 348, 31.12.2010, p. 17. Regulation as last amended by Regulation (EU) No 603/2012 (OJ L 177, 7.7.2012, p.9).

²⁶ OJ L 136, 25.5.2012, p 41.

²⁷ OJ L 350, 20.12.2012, p.99.

Assistance to joint control activities in the framework of demersal fisheries in Western waters

Meetings of the Regional Steering Groups and Technical Joint Deployment Groups

Implementation of the JDP campaigns , including EFCA acting or assistance to CCIC/ACCs and full use of EFCA systems inter alia VMS, ERS

Implementation of the tasks delegated to EFCA by the European Commission.

Participation of Agency staff as Union inspectors in international waters

Workshop(s) and best practice for NAFO and NEAFC inspectors in JDPs

Workshop(s) and best practice for Union inspectors in Western waters

Additional contribution to the implementation of the training road map to Member States

NAFO and NEAFC inspectors (regional/national level).

JDP Risk analysis

JDP Assessment

Assistance to EU Delegation for NAFO and NEAFC international meetings

Upon request of the European Commission assistance in relations with North Atlantic third countries (coastal states of the North East Atlantic and other Contracting Parties of NAFO/NEAFC)

To organise workshop(s) and/or seminar(s) on the sea basin regional approach and possible new provisions adopted by the CFP reform

Communication

Deliverables

Regional JDPs for 2014 and 2015

Minutes of the Regional Steering Groups and Technical Joint Deployment Groups

Joint campaign reports

Quarterly reports of control activities

Report on the implementation of the tasks delegated to EFCA in relation to inspection activities in NEAFC

Workshop(s) and best practice for NAFO and NEAFC inspectors, and Union inspectors in Western waters

Workshop(s) and best practice for Member States Union inspectors (regional/national level)

Strategic plan of Joint campaigns based on risk analysis

Annual report on assessment of effectiveness of JDP, including results of analysis of the existence of non-compliance risk

Reports of participation of Agency staff assisting the European Commission in the relations with International organisation and third Countries.

Report of results of assistance in relation with North Atlantic third Countries (coastal states of the North East Atlantic and other Contracting Parties of NAFO/NEAFC)

Workshop(s) and/or seminar(s) on the sea basin regional approach and possible new provisions adopted by the CFP reform

Communication of JDP results on the Agency web site

Key Performance Indicators ²⁸	Target
JDP Implementation	
– JDPs adoption	JDPs adopted in due course
– Number of campaigns days JDP Western waters,	300
– Number of campaign days JDP NAFO-NEAFC	160
– Percentage of campaign, sea and ashore days carried out vs planned	95%
– Control and inspection means deployed in accordance with the JDP schedule (% of total planned)	90%
– Man/days in joint teams	300
– Availability of fishing vessels target list in Joint campaign	80%
Multiannual index to be used as a tendency for compliance evaluation purposes	
– Number inspections and inspections with at least 1 suspected infringement	
– Ratios for inspections with at least 1 suspected infringement detected/ per activity day	

ACTIVITY		
Mediterranean and Black Sea		Operational Expenditure
	CODE	RESOURCES
Staff	Unit C	1 AD, 3 AST, 2 SNE
Standard Budget	BL- B03130	€150,000
ABMS	Code 1.3	€1,027,583
Legal basis		
Art. 4(1), 5(2), 5(3) and 7 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 Policy.		
Regulation (EC) No 1967/2006 of 21 December 2006 concerning management measures for the sustainable exploitation of fishery resources in the Mediterranean Sea amending Regulation (EEC) No 2847/93 and repealing Regulation (EC) No 1626/94 ²⁹ .		
Council Regulation (EC) No 302/2009 of 6 April 2009 concerning a multiannual recovery plan for bluefin tuna in the eastern Atlantic and Mediterranean, amending Regulation (EC) No 43/2009 and repealing Regulation (EC) No 1559/2007 ³⁰ .		

²⁸ See Annex 2 for performance indicators and targets on training.

²⁹ OJ L 409, 30.12.2006, p. 11. Regulation as last amended by Regulation (EU) No 1343/2011 (OJ L 347, 30.12.2011, p. 44).

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Regulation (EU) No 1343/2011 of the European Parliament and of the Council of 13 December 2011 on certain provisions for fishing in the GFCM (General Fisheries Commission for the Mediterranean) Agreement area.

Commission Implementing Decision 2011/207/EU of 29 March 2011 establishing a specific control and inspection programme related to the recovery of bluefin tuna in the eastern Atlantic and the Mediterranean³¹.

Objectives

Uniform and effective application of CFP rules in the Mediterranean and Black Sea

Specific objectives will be formulated together with the Regional Steering Groups taking into account conclusions of the assessment of activities carried out in 2013 and results of risk analysis.

Tasks

Adoption of Regional JDP Mediterranean Sea for 2014³²

Adoption of Joint Control Work Programme for Black Sea in 2014

Meetings of the Steering Group and Technical Joint Deployment Group

Implementation of JDP Campaigns, including EFCA acting as CCIC and full use of EFCA systems inter alia VMS, ERS.

Adoption of Joint Control Programme for Pelagic Species in the Adriatic Sea if required by Member States

Workshop(s) and best practice for Mediterranean ICCAT CPCs

Workshop(s) and best practice for Member States ICCAT and Union inspectors in JDPs and Joint Control Programme in the Black Sea

Additional contribution to the implementation of the training road map to Member States ICCAT and Union inspectors (regional/national level).

Upon request of the European Commission, training for Third Country inspectors

Participation of Agency staff as Union inspectors in international waters

JDP Risk analysis

JDP assessment

Assistance to EU Delegation for ICCAT and GFCM international meetings

Upon request of the European Commission assistance in relations with ICCAT and GFCM CPC third countries (Turkey, Montenegro, Ukraine, Southern Mediterranean countries)

To organise workshop(s) and/or seminar(s) on the sea basin regional approach and possible new provisions adopted by the CFP reform

Communication

Deliverables

JDP for 2014

³⁰ OJ L 96, 15.04.2009, p. 1. Regulation as last amended by Regulation (EU) No 500/2012 (OJ L 157, 16.6.2012, p.1).

³¹ OJ L 87, 2.4.2011, p. 9. Decision as last amended by Decision 2013/432/EU (OJ L 219, 15.8.2013, p. 33); applicable until 15 March 2014.

³² Subject to the adoption by the Commission of a Specific Control and Inspection Programme.

Joint Control Work Programme for Black Sea in 2014

Joint Control Work Programme for Pelagic fisheries in the Adriatic Sea in 2014

Minutes of the Steering Group and reports by Technical Joint Deployment Group

Regional workshop for Black Sea to analyse outcomes of the 2013 turbot campaign and prepare draft national programmes for 2014

Joint campaign reports

Workshop(s) and best practice for Union inspectors involved in Mediterranean JDP, inspectors involved in the Joint Control in the Black Sea, and Member States ICCAT Union inspectors (regional/national level)

Strategic plan of Joint campaigns based on risk analysis

Reports of participation of Agency staff to the meetings organised assisting the European Commission in the relations with International organisations (ICCAT, GFCM) and ICCAT and GFCM CPC third Countries (Turkey, Ukraine, Montenegro and Southern Mediterranean countries)

Annual report on assessment of effectiveness of JDP, including results of analysis of the existence of non-compliance risk

Workshop(s) and/or seminar(s) on the sea basin regional approach and possible new provisions adopted by the CFP reform

Communication of JDP results on the Agency web site

Key Performance Indicators ³³	Target
JDP Implementation	
– JDPs adoption	JDP adopted in due course
– Control plan Black Sea adoption	Control Plan adopted in due course
– Number of campaigns days JDP Mediterranean,	200
– Percentage of campaign, sea and ashore days carried out vs planned	95%
– Control and inspection means deployed in accordance with the JDP schedule (% of total planned)	90%
– Man/days in joint teams	200
– Availability of fishing vessels target list in Joint campaign	80%
Multiannual index to be used as a tendency for compliance evaluation purposes	
– Number inspections and inspections with at least 1 suspected infringement	
– Ratios for inspections with at least 1 suspected infringement detected/ per activity day.	

³³ See Annex 2 for performance indicators and results on training.

ACTIVITY		
Programmes, Plans and assessment		Operational Expenditure
	CODE	RESOURCES
Staff	Unit C	4 AD, 1 CA,
Standard Budget	BL- B03160	€ 75,000
ABMS	Code 1.4	€1,361,565
Legal basis		
Art. 4, 5,7 and 14 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 Policy.		
Objectives		
Uniform and effective implementation of workshops and best practice, assistance to Member States and third countries, risk management and assessment of control operations and efficient coordination of the control activities.		
Tasks		
<p>To define a common strategy aiming at the most effective implementation of all phases of the JDP cycle (planning, implementation and assessment)</p> <p>To define a general strategy (objectives, planning, assessment and follow-up) of the EFCA workshops(s) and best practice actions for Union Inspectors in JDPs</p> <p>Assistance to the European Commission or the Member States in projects related to the implementation of the CFP (e.g. sampling plans, regionalisation, landing obligations, expert group for compliance)</p> <p>To establish joint regional risk analysis systems in all JDPs</p> <p>To implement a project in JDPs with the objective to identify the Member States legal procedures and requirements to be considered by Union inspectors when acting in waters of another Member State</p> <p>Implementation of a project to evaluate compliance trends in fisheries³⁴.</p> <p>Implementation of a project to analyse the cost-effectiveness of control operations³⁵.</p> <p>To define common procedures and establish best-practices in order to ensure that coordination of control activities is organised efficiently</p> <p>Ensure the adequate coverage of the EFCA coordination centre during the JDP campaigns</p>		
Deliverables		
<p>Report on contribution to the training road map.</p> <p>Reports on the results of projects requested by the European Commission or Member States to facilitate the implementation of CFP measures.</p> <p>Report on assistance actions and follow-up.</p> <p>Report on MS procedures and requirements to be considered by Union inspectors when acting in waters of another Member State and follow-up.</p> <p>Report on regional risk analysis actions and follow-up.</p> <p>Report on the implementation of the project to evaluate compliance trends in fisheries.</p>		

³⁴ Focus Group I (AB meeting on 10 October 2012).

³⁵ Focus Group I (AB meeting on 10 October 2012).

<p>Report on the Implementation of the project to analyse the cost-effectiveness of control operations.</p> <p>3 meetings of the Focus Groups 1 and 2</p> <p>Road map 2014 to ensure that coordination of control activities is organised efficiently.</p> <p>1 Workshop for CCIC/ACC representatives</p> <p>Report detailing responsibilities, functions and best-practices for the coordination of control activities and follow-up.</p> <p>Report detailing standard operational procedures for JDPs coordination from EFCA</p>	
Key Performance Indicators ³⁶	Target
<u>Risk management and assessment</u> <ul style="list-style-type: none"> – JDPs with a full regional risk analysis system established – Implementation of cost estimation model in JDPs – Methodology for compliance evaluation implemented in JDPs 	<p>50%</p> <p>100 %</p> <p>25%</p>
<u>Functional coordination</u> <ul style="list-style-type: none"> – Number of campaigns coordinated from EFCA – JDPs campaigns implemented following the best practices guide of EFCA 	<p>5</p> <p>75%</p>
Multiannual index to be used as a tendency for compliance evaluation purposes	
<ul style="list-style-type: none"> – Number of attendees to regional workshops by EFCA 	

³⁶ See Annex 2 for performance indicators and targets on training.

Capacity Building		ABMS Code 2
ACTIVITY		
Data Monitoring and Networks		Operational Expenditure
	CODE	RESOURCES
Staff	Unit B	1 AD + 2AST
Standard Budget	BL-B03010	€421,000
ABMS	Code 2.1	€ 1,204,748
Legal basis		
<p>Art. 3(c), 3(f) Art. 7(f), (i), Art. 13(2)(d), Art. 14, Art. 16, Art. 17e, Art. 17g and Art. 34 of Council Regulation (EC) No 768/2005 establishing a Community Fisheries Control Agency and amending Regulation (EEC) No 2847/93 establishing a control system applicable to the Common Fisheries Policy;</p> <p>Art. 33(2)(7), 71(3), 72(3), 81(2),(3), 110, 111(1),(2) and 116(2),(3),(4) of Council Regulation (EC) No 1224/2009 of 20 November 2009 establishing a Community control system for ensuring compliance with the rules of the common fisheries policy, amending Regulations (EC) No 847/96, (EC) No 2371/2002, (EC) No 811/2004, (EC) No 768/2005, (EC) No 2115/2005, (EC) No 2166/2005, (EC) No 388/2006, (EC) No 509/2007, (EC) No 676/2007, (EC) No 1098/2007, (EC) No 1300/2008, (EC) No 1342/2008 and repealing Regulations (EEC) No 2847/93, (EC) No 1627/94 and (EC) No 1966/2006³⁷.</p>		
Objectives		
<p>To 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</p> <p>To provide guidance and to facilitate the exchange of best practices for building capacities in the areas of data monitoring and networks</p> <p>To develop information and data exchange solutions for joint control and inspection activities</p>		
Tasks		
<p>To organise meetings of the Working Group on Data Monitoring and Networks for the exchange of best practices in related fields of interest</p> <p>To continue the development, enhancement, maintenance and integration of the EFCA ICT applications³⁸ in support to JDPs control and inspection activities</p> <p>To successfully operate the EFCA systems for the real-time exchange of operational fisheries related data between MS and EFCA over the Data Exchange Highway (DEH)</p> <p>To monitor and strengthen the security of the ICT environment for the exchange of data, documents and information in relation to JDPs</p> <p>To participate and contribute to the EU fisheries experts group meetings and workshops</p>		
Deliverables		
<p>Feasibility studies, user needs analysis, project management reports</p> <p>EFCA applications developed, enhanced, upgraded and implemented according to planning</p>		

³⁷ OJ L 343, 22.12.2009, p.1.

³⁸ See section 1.1.2.1. Data monitoring and networks.

<p>E-learning platform</p> <p>System availability rate for the real-time exchange of data, documents and information in relation to JDPs</p> <p>Improved operational monitoring capabilities for JDPs</p> <p>IT contracts signed and implemented according to plan</p> <p>Test reports</p> <p>Project Management Scoreboard</p> <p>Reports and statistics on the Fishnet, ERS, EIR and VMS usage and data exchange metrics</p> <p>Reports on the implementation of the IT Security policies and the IT Project Management standards, training materials</p> <p>Meeting documentation, minutes and reports</p>	
Key Performance Indicators	Target (tentative / to be further specified)
<ul style="list-style-type: none"> – Meetings minutes prepared, and circulated along with all associated documents – Project Management Scoreboard – VMS and ERS <ul style="list-style-type: none"> - Availability rate - Connected MS rate – EIR 1.0 in production environment – FishNet (Phase 3) in production environment 	<p>Within 3 weeks of a meeting being held</p> <p>Quarterly review at IT Steering Committee</p> <p>>99%, by JDP campaign</p> <p>>95%</p> <p>Q3</p> <p>Q2</p>

ACTIVITY		
Training		Operational Expenditure
	CODE	RESOURCES
Staff	Unit B	1 AD +2 AST + 1 CA
Standard Budget	BL-B03020	€286,000
ABMS	Code 2.2	€1,185,258
Background (legal basis)		
<p>Art. 3(e), (g), Art. 7(a), (b), (g) and Art. 17b 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 Policy.</p>		
Objectives		
<p>To provide guidance and to facilitate the exchange of best practices for building capacities in the areas of training</p> <p>To make available Core Curricula training modules (train the trainers and Union inspectors) and promote its usage</p>		

Tasks	
<p>To provide engineering and methodological support in the field of training in particular for the development of the Core Curricula</p> <p>To successfully manage and monitor the Core Curricula project following agreed rules of procedures of the SGTEE and WGTEE, review and validation steps for the development of training modules³⁹, guidelines, and policy for the management of Member States comments</p> <p>To make available Core Curricula courses on EFCA E-Learning platform and to promote the utilisation of the Core Curricula modules for the training of Fisheries inspectors</p> <p>To provide training to third countries on EC request</p> <p>To promote the exchange of knowledge and best practice on control and inspection</p> <p>To organise meetings or seminars on training and exchange of experience, in particular on the development of indicators for measuring the effectiveness of capacity building mainly focusing on training⁴⁰</p>	
Deliverables	
<p>Core Curricula training courses (content, teaching and learning aids)</p> <p>Training modules</p> <p>Training modules availability</p> <p>E-learning platform</p> <p>Training to third countries on EC request</p> <p>Meeting documentation, minutes and reports</p>	
Key Performance Indicators ⁴¹	Target

³⁹ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.3.2), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

⁴⁰ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.5.2), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

⁴¹ See Annex 2 for performance indicators and targets on training.

ACTIVITY		
Maritime Surveillance, Pooled Capacities and IUU		Operational Expenditure
	CODE	RESOURCES
Staff	Unit B	3 AST,
Standard Budget	BL-B03030	€230,791
ABMS	Code 2.3	€917,898
Background (legal basis)		
<p>Art. 3(f) (h), (i), Art. 7(c), (d), Art. 17e and Art. 17g 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 Policy.</p> <p>Council Regulation (EC) No 1005/2008 of 29 September 2008 establishing a Community system to prevent, deter and eliminate illegal, unreported and unregulated fishing, amending Regulations (EEC) No 2847/93, (EC) No 1936/2001 and (EC) No 601/2004 and repealing Regulations (EC) No 1093/94 and (EC) No 1447/1999⁴².</p> <p>Commission Regulation (EC) No 1010/2009 laying down detailed rules for the implementation of Council Regulation (EC) No 1005/2008 establishing a Community system to prevent, deter and eliminate illegal, unreported and unregulated fishing⁴³.</p> <p>Commission Decision 2009/988/EU of 18 December 2009 designating the Community Fisheries Control Agency as the body to carry out certain tasks under Council Regulation (EC) No 1005/2008⁴⁴.</p>		
Objectives		
<p>To 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</p> <p>To provide shared and cost effective technical capacity and availability of inspection and surveillance means in support of EFCA coordination activities</p> <p>To further develop the better usage of external information sources not readily available at the Agency for fisheries control purposes in order to improve risk analysis at EU level</p> <p>To 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</p>		
Tasks		

⁴² OJ L 286, 29.10.2008, p. 1. Regulation as last amended by Regulation (EU) No 202/2011 (OJ L 57, 2.3.2011, p.10).

⁴³ OJ L 280, 27.10.2009, p. 5. Regulation as last amended by Regulation (EU) No 336/2013 (OJ L 105, 13.04.2013, p. 4).

⁴⁴ OJ L 338, 19.12.2009, p. 104.

<p>To ensure the publication of the list of Union inspectors on the EFCA web-site and the timely issuing of Union inspectors identification documents</p> <p>To continue and further improve the cooperation with other EU Agencies on the achievement of an informed and comprehensive surface operational picture of the fishing activities</p> <p>To contribute to the development of the Common Information Sharing Environment (CISE) and Maritime Surveillance associated projects</p> <p>To continue the development and testing of the MARSURV-3 application in various JDP areas and to assess its added value and development potential in line with user feedback and availability of maritime data</p> <p>To provide contract management services for the procurement of inspection tools, means and services upon request of Member States or the European Commission</p> <p>To ensure the availability of a functioning EFCA Operations Coordination Centre in line with identified operational and user requirements</p> <p>To execute the tasks transferred under Commission Decision 2009/988/EU, including audits and evaluation missions to third countries (on request of the European Commission)</p> <p>To organise Workshop Seminars on IUU for MS competent authorities and third Countries if so requested by the European Commission</p> <p>To provide support to training actions and national seminars on IUU at the request of MS</p>	
Deliverables	
<p>Up-to-date list of Union inspectors published on the EFCA website, and timely issuing and distribution of Union inspectors ID cards</p> <p>Supporting documentation, expertise and feedback to management regarding development of maritime surveillance projects</p> <p>Active participation and expert input in the CISE project, attendance to the TAG and associated project meetings</p> <p>User-defined application (MARSURV-3) for the provision of an integrated maritime awareness picture during EFCA coordination activities</p> <p>Effective information sharing and exchange of best practices in the framework of IMP and interagency cooperation. Attendance to inter-agency maritime workshops and seminars</p> <p>A functional EFCA Coordination Centre, providing access to maritime information systems and applications, in line with the operational and user requirements</p> <p>Meetings documents and minutes</p> <p>Workshop seminars for Member States IUU competent authorities</p> <p>Participation in Member States national IUU training seminars on request</p> <p>Reports on the implementation of Agency activities related to IUU</p> <p>IUU training seminars for third countries experts on request of the Commission</p> <p>Mission preparation, on spot visits and reports on audits and evaluation missions in third countries</p>	
Key Performance Indicators⁴⁵	Target

⁴⁵ See Annex 2 for performance indicators and targets on training.

<ul style="list-style-type: none"> - ID cards issued for new Union Inspectors - MARSURV-3 application available and effectively used during EFCA coordination activities - User evaluation on availability of Maritime applications and tools at EFCA Operations coordination centre - Participation to TAG meetings (CISE) 	<ul style="list-style-type: none"> - 100% of Union inspectors deployed are provided with a card - >95% availability rate - Additional positions (number and %) <p>Satisfactory rate >75%</p> <p>Attendance rate >90%</p>
Multiannual index to be used as a tendency for compliance evaluation purposes	
<ul style="list-style-type: none"> - IUU workshops and seminars Number of participants - Number of evaluation missions, dialogue missions, and follow-up missions to 3rd countries. - Number of catch certificates and processing statements analysed and processed - Number of files and reports produced within 3 weeks of the completion of the mission 	

Governance and Representation		ABMS Code 3
Governance and Representation		
Administrative Expenditure		
	CODE	RESOURCES
ABMS	Code 3	€856,504

ACTIVITY	STANDARD BUDGET BL A02500
Administrative Board	€50,000 ⁴⁶
Background (legal basis)	
<i>Art. 23 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 Policy.</i>	
Objectives	
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	
Tasks	
<p>Among others:</p> <p>To adopt, by 30 April each year, the general report of the Agency for the previous year and forward it to the European Parliament, the Council, the European Commission, the Court of Auditors and the Member States. The report shall be made public.</p> <p>To adopt by 31 October each year, and taking into account the opinion of the European Commission and the Member States, the work programme of the Agency for the coming year and forward it to the European Parliament, the Council, the European Commission and the Member States</p> <p>To adopt the final budget of the Agency before the beginning of the financial year, adjusting it, where necessary, according to the Union contribution and any other revenue of the Agency</p> <p>To perform its duties in relation to the Agency's budget in accordance with Articles 35, 36 and 38</p> <p>To appoint and dismiss the Executive Director pursuant to Article 30</p> <p>To exercise disciplinary authority over the Executive Director</p> <p>To establish its rules of procedure; which may provide for the establishment of sub-committees of the Administrative Board as necessary; To adopt procedures necessary for the performance by the Agency of its tasks</p> <p>To implement the Board recommendations following the 5 year independent evaluation of the Agency, namely to enhance the discussion on strategic discussions, to reflect on the participation of other parties in the Administrative Board⁴⁷</p>	
Deliverables	
Agency Administrative Board Decisions	

⁴⁶ Contribution to TITLES I and II, Commission General Budget 11.080501.

⁴⁷ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendations 2.1.1 and 2.1.3), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

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	
Key Performance Indicators	Target
Number of Administrative Board meeting	2
Preparation and notification of the Board decisions in due course	100%
Preparation and notification of the Board Agency Multiannual work programme, Annual work programme and Annual Report in due course	100%
Preparation, adoption and notification of Budget and the Accounts in due course	100%
Preparation, adoption and notification of Multiannual Staff Policy Plan in due course	100%
Preparation of briefings and/or notes addressed to the Administrative Board	100%

ACTIVITY	STANDARD BUDGET BL A02501
Advisory Board	€6,000 € ⁴⁸
Background (legal basis)	
<i>Art. 31 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 Policy.</i>	
Objectives	
The main objective of the Advisory Board is to advise the Executive Director and to ensure close cooperation with stakeholders	
Tasks	
The Advisory Board shall at the request of the Executive Director advise him/her in the performance of his/her duties under Regulation (EC) No 768/2005.	
Deliverables	
Advisory Board advice regarding the Multiannual and Annual work programme of the Agency, containing the main concerns, needs and priorities of the stakeholders to be considered in the Agency field of action.	
Key Performance Indicators	Target
Number of Advisory Board meetings	2
Advisory Board conclusions to be prepared, delivered and notified to the Advisory and Administrative Board in due course	100%

⁴⁸ Contribution to TITLES I and II, Commission General Budget 11.080501.

ACTIVITY	STANDARD BUDGET BL A01300
Representation and networks	€100,000 €⁴⁹
Background (legal basis)	
<i>Art. 29(3) 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 Policy.</i>	
Objectives	
To ensure Agency representation, cooperation, dialogue and transparency with other institutional bodies, EU agencies and third parties	
Tasks	
<p>Contribute to the general awareness about the mission and work of the Agency</p> <p>Keep informed the institutional bodies and third parties on the work of the Agency</p> <p>Explore synergies and common approaches with other EU agencies</p> <p>Follow up of the relevant information provided by the third parties</p>	
Deliverables	
<p>Attendance to relevant meetings for the Agency</p> <p>Contribution to drafting positions in the field of the inter-agency working groups</p> <p>Presentations and briefings delivered in the different meetings</p> <p>Briefings and documents issued to inform the institutional bodies and third parties</p>	
Key Performance Indicators	Target
Rate of participation on the Heads of Agencies and Heads of Administration	2 meetings
Number of debriefings/ informative notes provided to the Administrative Board	Twice a year under the Information from the ED provided to the Board during the Board meetings

ACTIVITY	STANDARD BUDGET BL A02700	STAFF
Communication	€55,000 €⁵⁰	1AD
Background (legal basis)		
<i>Article 32(3) 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 Policy.</i>		
Objectives by target audience		

⁴⁹ Contribution to TITLES I and II, Commission General Budget 11.080501.

⁵⁰ Contribution to TITLES I and II, Commission General Budget 11.080501.

1. Stakeholders: promote a culture of compliance with the rules of the Common Fisheries Policy by contributing to a climate trust, confidence and accountability
2. 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
3. Local public: support the Communication Strategies defined by the European institutions and in particular the European Commission
4. Institutional actors: raising awareness about the Agency's work and mission in general and ensure fluent information flow
5. EFCA staff: Keep staff informed and involved in EFCA's work

Tasks

1. Stakeholders:
Communication in relation to RAC/Agency conferences/seminars on control
Reception of stakeholder visitors groups
Implementation of the Board recommendations following the 5 year independent evaluation of the Agency, namely to enhance regular, systematic, and effective communication with other stakeholders, particularly Member States, regarding the development of Agency activities.⁵¹
2. General public:
Contribution and support to communication activities of the European Commission in relation to the CFP (Seafood Exposition and Maritime Day or other event in an international venue)
Printing and distribution of Annual Report and Work Programme
Production of the necessary Communication support material
Communicate to the media the main results of Agency work
Apply the Agency visual identity
Creation and development of Agency online communication tools in line with the Board recommendations following the 5 year independent evaluation of the Agency, namely to develop an information portal for fisheries control⁵²
3. Local public:
Celebrating Europe Day in Vigo
Participation in activities organised by the European Commission Representation Office and EU info relays in Spain
Other local activities (university, local industry, etc)
4. Institutional stakeholders:
Presentations to stakeholders as well as in international, national, regional and local fora
5. EFCA staff
Holding staff meetings when relevant
Keep updated a collaborative intranet
Organise social events that can favour cross-unit and informal communication

Deliverables

1. Stakeholders:
Communication on the seminar/event organised with a RAC

⁵¹ Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.6.3), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm)

⁵² Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.6.1), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm)

Stakeholders visits to the Agency

2. General public:

Launching of the new website on Agency's work

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

3. Local public:

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

4. Institutional actors:

Presentations to EU stakeholders, especially those involved in the JDPs

5. EFCA staff

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. Christmas dinner, lunch time conference...)

Key Performance Indicators	Target
Number of visits to the EFCA by stakeholders	6
Publications produced	2
Number of visits to the EFCA website	4000 average visits per month
Number of informative sessions where the EU/CFP is addressed with a local audience	3
Number of presentations to institutional actors	6
Meetings with all staff when relevant	2

Annex 1: Project Management Codes

1. Operational coordination (PMC 100)

11	NORTH SEA & BALTIC SEA	
	Adoption of JDP	111
	Meetings of SG and TJDG	112
	Implementation of joint campaigns	113
	Best practice and workshops of inspectors	114
	JDP risk management	115
	JDP assessment	116
	Third countries: Norway, Feroe, Russia	117
	Communication	118
12	NORTH ATLANTIC –AND WESTERN WATERS	
	Adoption of JDP	121
	Meetings of SG and TJDG	122
	Implementation of joint campaigns	123
	Best practice and workshops for Inspectors	124
	JDP risk management	125
	JDP assessment	126
	Third countries Canada, US, Norway and RFMO: NAFO - NEAFC	127
	Communication	128
13	MEDITERRANEAN & BLACK SEA	
	Adoption of JDP	131
	Meetings of SG and TJDG	132
	Implementation of joint campaigns	133
	Best practice and workshops for inspectors	134
	JDP risk management	135
	JDP assessment	136
	Third countries and RFMO: ICCAT, GFCM	137
	Communication	138
14	PROGRAMMES, PLANS AND ASSESSMENT	
	Best practice and workshops and Assistance to MS and third countries	141
	Risk analyses and assessment	142
	Functional coordination of JDPs	143

2. Capacity building (PMC 200)

21	Data Monitoring and Networks	
	EIR	211
	ERS	212
	FishNet	213
	VMS	214
	JADE	215
	Others	216
	Working Group on Data Centre and Networks	217
22	Training	
	Training Platforms	221
	Core curriculum courses	222
	Training modules	223
	Exchange of best practice	224
	Exchange of best practice and indicators for effectiveness	225
	3 rd countries training	226
	Meeting documentation	227
23	Pooled Capacities	
	Union inspectors cards and list	231
	Integrated maritime picture	232
	CISE	233
	MarSurv3	234
	Contract Management Services	235
	Coordination centre	236
24	IUU	
	Audit missions	241
	Evaluation missions	242
	Commission requested workshops	243
	Member States requested workshops	244
25	IT	
	IT Governance	251
	IT Infrastructure	252
	IT Contracts	253
	IT Service Desk	254
26	Support	

3. Other horizontal supports (PMC 300)

3.1 Human Resources management

	HR	Reserved
PMC	31	311

3.2 Budget, Finance and Accounting

	Budget, Finance and Accounting	Reserved
PMC	32	321

3.3 Business continuity plan

	Business continuity Plan	Reserved
PMC	33	331

4. Governance and representation (PMC 400)

	Governance	Representation
PMC	41	411

Annex 2: Key Performance indicators and targets contributing to the implementation of the training road map⁵³

Key Performance Indicators	Target
North Sea and Baltic Sea <ul style="list-style-type: none"> – Number of workshops and best practice delivered – Union inspectors attending workshops attendees satisfaction 	<p>2</p> <p>Good or very good >-80%</p>
North Atlantic and Western Waters <ul style="list-style-type: none"> – Number of workshops and best practice delivered – NAFO, NEAFC and Union inspectors attending workshops satisfaction – Percentage of EU-NAFO/NEAFC inspectors at sea trained 	<p>3</p> <p>Good or very good > 80%</p> <p>50%</p>
Mediterranean and Black Sea <ul style="list-style-type: none"> – Number of workshops and best practice delivered – ICCAT and Union inspectors attending workshops satisfaction – Percentage of EU-ICCAT inspectors at sea trained 	<p>3</p> <p>Good or very good >80%</p> <p>50%</p>
Programmes, Plans and assessment Workshops and best practice <ul style="list-style-type: none"> – Percentage of EU inspectors concerned trained by EFCA 	<p>10%</p>
Training CCDP platform availability rate	<p>>99%</p>
E-Learning 1.0 in production environment	<p>Q4</p>
Courses Published: <ul style="list-style-type: none"> - Landing inspection - Finalising the inspection 	<p>Q1</p> <p>Q1</p>
Course approved by Steering Group <ul style="list-style-type: none"> - Surveillance and Risk Analysis 	<p>Q4</p>
CC courses implemented ⁵⁴	<p>>30% of training courses organised by academies are supported by the CC modules</p>
IUU <ul style="list-style-type: none"> - IUU workshops and seminars 	<p>Satisfactory rate >75%</p>

⁵³ The training tasks and deliverables are included under the AWP 2014 (Operational Coordination and Capacity Building activities)

⁵⁴ The assessment of the actual implementation by Member States of the CC training courses and modules will be based on a template developed by the SGTEE and the results transmitted to the Board.

Annex 3: State of play of EFCA's tasks as laid down by the establishing regulation of the Agency

EFCA TASKS AS LAID DOWN BY THE ESTABLISHING REGULATION 768/2005

MISSION (ART.3)	TASKS (Arts 4, 5, 6, 7, 17)	STATE OF PLAY
(a) Coordinate control and inspection by MS relating to control and inspection obligations of the EU	<ul style="list-style-type: none"> Assist the EC and MS in their relations with Third Countries and RFMO (4.1a) <i>(on request of EC)</i> Cooperate with RFMO regarding the control and inspection obligations of the EU in the framework of working arrangements concluded with these bodies (4.1b) <i>(on request of EC)</i> Assist MS to comply with their EU and international obligations including the fight against IUU fishing and those arising in the framework of RFMO (7.h) <i>(on request of MS)</i> Set up of an emergency Unit (17d) <i>(on request of EC)</i> 	<ul style="list-style-type: none"> Implemented upon EC request in NAFO, NEAFC, ICCAT, GFCM Implemented in the framework of JDPs as requested by the EC. The Agency has participated in 6 national training events in MS. For 2013 there are 4 IUU sessions scheduled in different MS and 1 national training in a MS No implemented action for the time being but foreseen in the AWP
(b) Coordinate the deployment of the national means of control and inspection pooled by MS concerned in accordance with this Regulation	<ul style="list-style-type: none"> For the purpose of enhanced operational coordination between MS, the Agency may establish operational plans with the Member States concerned and coordinate their implementation (5.3 in relation to art.15) Draw up joint operational procedures in relation to joint control and inspection 	<ul style="list-style-type: none"> No implemented action for the time being No implemented action for the time being

MISSION (ART.3)	TASKS (Arts 4, 5, 6, 7, 17) activities undertaken by 2 or more MS (7.d)	STATE OF PLAY
	<ul style="list-style-type: none"> - Elaborate criteria for exchange of means between MS and with third countries and for the provision of such means by MS (7.e) 	<ul style="list-style-type: none"> - No implemented action for the time being
(c) Assist MS in reporting information on fishing activities and control and inspection activities to the European Commission and third parties	<ul style="list-style-type: none"> - Carry out on behalf of MS tasks under international agreements in which the EU is a party (4.3) 	<ul style="list-style-type: none"> - No implemented action for the time being
(d) Assist MS to fulfil their tasks and obligations under the CFP	<ul style="list-style-type: none"> - Provision of contractual services to MS (6) (on request of MS) - Undertake the joint procurement of good and services relating to control and inspection activities (7.c) (on request of MS) 	<ul style="list-style-type: none"> - Done i.e. Omega gauge, charter of vessel
(e) Assist MS and EC in harmonising the application of the CFP throughout the EU	<ul style="list-style-type: none"> - Develop common inspection methodologies and procedures (7.g) (on request of MS or EC) - Promote and coordinate the development of uniform risk management methodologies (7.i) - Coordinate and promote cooperation between MS and common standards for the development of sampling plans (7.j) - Issue manuals on harmonised standards 	<ul style="list-style-type: none"> - Partially implemented through the EIR/ on-going - On-going under each JDP, SCIP model - One request received from a MS - No specific request. Mainly covered

MISSION (ART.3)	TASKS (Arts 4, 5, 6, 7, 17) of inspections (17b.a)	STATE OF PLAY through the CC.
	<ul style="list-style-type: none"> - Facilitate cooperation between MS and MS and the EC in the development of harmonised standards for control (17c.2) 	<ul style="list-style-type: none"> - No specific request. Mainly covered through the CC.
(f) Contribute to the work of MS and EC on research into and development of control and inspection techniques	<ul style="list-style-type: none"> - Preparation and coordination of the implementation by MS of joint pilot projects (7.c) <i>(on request of MS)</i> 	<ul style="list-style-type: none"> - Done in the framework of BFT JDP pilot project. Planned to be extended to NAFO RA and North Sea
(g) Contribute to the coordination of inspector training and the exchange of experience between MS	<ul style="list-style-type: none"> - Establish and develop a core curriculum for the training of instructors of MS and provide additional training courses to staff involved in control and inspection activities (7.a) - Establish and develop a core curriculum for the training of Community inspectors before their first deployment and provide additional training courses to those officials (7.b) - Develop guidance material reflecting best practices in the field of control of CFP (17b.b) 	<ul style="list-style-type: none"> - On-going - On-going - On-going
(h) Coordinate the operations to combat IUU fishing in conformity with EU rules	<ul style="list-style-type: none"> - Assist MS at their request to comply with their obligations for the fight against IUU (7.h) 	<ul style="list-style-type: none"> - Implemented through: <ul style="list-style-type: none"> o Training workshops o Assistance to EC on audit missions o No IUU JDP by now
(i) Assist in the uniform implementation of the control system, in particular: <ul style="list-style-type: none"> - Organisation of operational coordination of control activities by MS for the implementation of 	<ul style="list-style-type: none"> - Establish JDPs in accordance with Chapter III of Reg 768/2005 (5.2) - Conduct risk analysis on the basis of fisheries data on catches, landings and fisheries effort, as well as risk analysis of unreported landings (7.f) - Officials of the Agency may be assigned 	<ul style="list-style-type: none"> - Implemented through*: <ul style="list-style-type: none"> o Adoption of JDPs o Joint Risk analysis o Planning of deployment o Evaluation and assessment o Implementation as EU inspectors in international

MISSION (ART.3)	TASKS (Arts 4, 5, 6, 7, 17)	STATE OF PLAY
SCIP, control programmes related to IUU and international control schemes – Inspection as necessary to fulfil Agency tasks -----	as Union inspectors in international waters (17a) – Cooperate with the competent authorities of third countries in matters relating to control and inspection in the framework of agreements concluded between the EC and such countries (4.2) <i>(on request of EC)</i>	waters *Does not include control programmes related to IUU – No implemented action for the time being
-----	– Provide EC with the necessary technical and administrative support (17b.c) – Contribute to the implementation of the EU integrated maritime policy and conclude administrative arrangement with other bodies (17g)	– Request for IUU (delegated tasks in IUU Regulation) – On-going, i.e. support to CISE

Annex 4: Multiannual Staff Policy Plan 2014-2016

MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

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1. The agency's activities

EFCA's founding regulation and current mission have not been modified significantly in 2012/2013. Please see a comprehensive description in the annex (A).

MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

2. Staff population and its evolution

2.1. Overview of all categories of staff

Staff population		Staff population actually filled in 31.12.2011 ¹	Staff population in EU Budget 2012 ²	Staff population actually filled at 31.12.2012 ³	Staff population in voted EU Budget 2013 ⁴	Staff population in Draft EU Budget 2014	Staff population envisaged in 2015 ⁵	Staff population envisaged in 2016 ⁶
Officials	AD							
	AST							
TA	AD	20	21	20	21	22	22	22
	AST	32	33	30	33	31	31	31
Total ⁷		52	54	50	54	53	53	53
CA GFIV								
CA GF III		2	2	2	2	2	2	2
CA GF II		2	3	3	3	3	3	3
CA GFI								
Total CA ⁸		4	5	5	5	5	5	5
SNE ⁹		2	4	4	4	4	4	4
Structural service providers ¹⁰		3.2		4.7	4.7	4.7	4.7	4.7
TOTAL		61.2	63	63.7	67.7	66.7	66.7	66.7
External staff ¹¹ for occasional replacement ¹²		1		1.7				

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 Headcounts

⁸ FTE

⁹ FTE

¹⁰ Service providers 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.

¹¹ FTE

¹² For instance replacement due to maternity leave or long sick leave.

MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

2.2. Establishment plan evolution 2012-2016

In order to strengthen the activity of internal control coordination, risk assessment, quality control and planning, it will be proposed in 2013 to convert an AST post to AD at the same level under the flexibility rule.

MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

Category and grade	Establishment plan in EU Budget 2012		Modifications in 2012 in application of flexibility rule ¹³		Establishment plan in voted EU Budget 2013		Modifications envisaged in establishment plan 2013 in application of flexibility rule ¹⁴		Establishment plan in Draft EU Budget 2014		Establishment plan 2015		Establishment plan 2016	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
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		1				1		+1		2				2
AD 5														
Total AD	0	21	0	0	0	21	0	+1	0	22	0	22	0	22
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		3				3		-1		2				2
AST 5		6				6				6				6
AST 4														
AST 3		2				2				2				2
AST 2		1				1								
AST 1														
Total AST	0	33	0	0	0	33	0	-1	0	31	0	31	0	31
TOTAL	0	54	0	0	0	54	0	0	0	53	0	53	0	53

¹³ 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 allows for a different % rate.

¹⁴ *Ibid.*

MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

3. Annual staff-related expenditure in 2012, in absolute terms and as a percentage of the overall administrative expenditure

MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

	Executed budget 2012 ¹⁵ per source of revenue			Executed budget 2012 ¹⁶ broken down by titles		
	EU Budget (1)	Other sources ¹⁷ (2)	Total (3=1+2)	Title 1 ¹⁸ (4)	Title 2 (5)	Title 3 (6)
Salaries & allowances (1) of which establishment plan posts (officials, TA) of which external personnel (CA, SNE and External staff for occasional replacement) of which structural service providers	5,887,803 5,089,176 483,326 315,300		5,887,803 5,089,176 483,326 315,300	5,616,422 5,089,176 483,326 43,920	271,380	-
Other support/administrative expenditure (2)	2,958,565		2,958,565	242,056	1,036,848	1,679,661
Expenditure related to staff recruitment	31,100		31,100	31,100		31,100
Socio-medical infrastructure	23,773		23,773	23,773		23,773
Training costs	272,234		272,234	99,150		173,084
Mission costs	563,850		563,850	86,500.00		477,350
Information and publishing	53,927		53,927		53,221	706
Studies / Surveys / Consultations	32,900		32,900			32,900
IT costs	687,170		687,170		297,734	389,435
Experts costs	72,100		72,100			72,100
Postage / telecommunications	55,417		55,417		55,417	55,417
Translation and interpretation costs	151,920		151,920		151,920	151,920
Meetings / Conferences / Receptions / Events	483,474		483,474	1,533	89,823	392,118
Auditing and evaluation	-		-			-
Running costs	183,629		183,629		183,629	183,629
Rental of buildings and associated costs	58,800		58,800		58,800	58,800
Research and Development / Innovation	124,800		124,800			124,800
Movable property and associated costs	91,204		91,204		91,204	91,204
Other (please specify)	72,267		72,267		55,100	17,167
% share of salaries, allowances expenditure (1)/(2)	67%		67%	96%	21%	0%
Other operational costs (3)						67%

¹⁵ Final executed budget (in commitment appropriations) including carry-overs to 2013, EFTA and third and candidate countries contributions

¹⁶ *Ibid*

¹⁷ Including i.e. fees, charges, industry associations and Member State contributions; if applicable please also specify below the table the sources of contribution

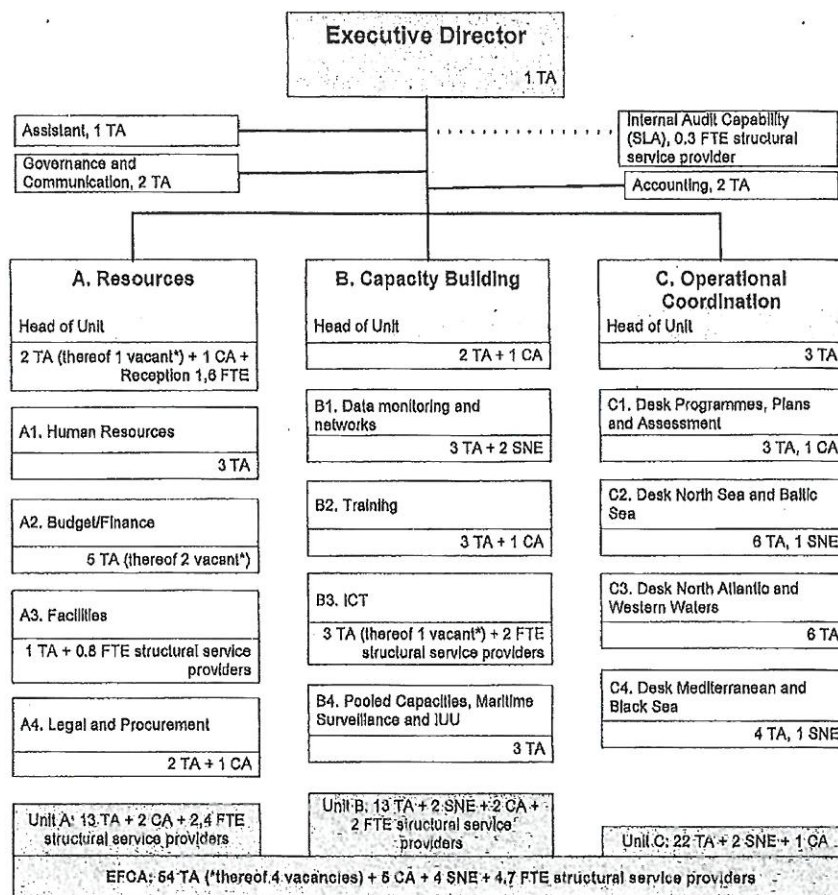
¹⁸ The total of figures presented under columns "Title 1", "Title 2" and "Title 3" should add up and equal the execution on each title of the budget

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4. Organisation and organizational chart at 31.12.2012

The organisational chart should show the entities down to sector level, including the precise number of officials, TA, CA, SNE and structural service providers in each entity including vacant posts/positions. If a post/position is vacant it should be indicated in a footnote.

The EFCA organizational chart includes 54 temporary agent functions whereof 4 are currently vacant following resignations, and under recruitment. There are 5 contract agents employed and 4 national experts seconded to EFCA. Included are further 4,7 FTE (Full time employment) of structural service providers for ICT functions, reception, logistics and internal audit. The internal audit function is provided under a service level agreement (SLA) with the European Maritime Security Agency (EMSA).



The organisational chart reflects the modifications which occurred to the EFCA organisation in 2012:

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- Centralisation of finance in Unit A - Resources;
- Centralisation of data management systems and IT in Unit B – Capacity Building;
- Transfer of IUU staff and task to Unit B – Capacity Building;
- Concentration of the 5 regional desks into 3 regional desks including changes of titles and assignment of staff adjusting to this new structure and in reorganising the Desk Programmes, Plans and Assessment with cross functional assignments for risk management, training and functional coordination.

5. Overview of the situation over the years 2014-2016

The future activities of the EFCA are described in its Multiannual Work Programme (MWP) 2013-2017 and Annual Work Programme (AWP) 2013.

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 2013-2017 focuses not only on major projects the Agency is planning in 2013, 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 (2013-2017).

5.1. New tasks

The Agency will implement the activities listed in its AWP in close cooperation with the Commission and the Member States concerned. 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 outcome is currently still under assessment.

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.

In the context of the reform of the Common Fisheries Policy (CFP) the discard ban is the headline change. There is however a belief that this 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 discard ban, but failure to control it would carry a very high political risk.

Since the discard ban 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

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by Member States. It is therefore essential that we give EFCA the means it will need to ensure that the discard ban be adequately controlled.

In fact, this implies the potential need for new staff, that can be estimated at this stage as within the range of 2 to 5 new staff in the years to come, particularly as the most difficult cases enter into force (2015 or 2016)

5.2. Growth of existing tasks

The EFCA has been involved in the implementation of the Control Regulation No1224/2009 which was completed with a Commission implementing Regulation in 2011. This new 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 (MS) and the Commission at a high operational level.

EFCA's MWP 2013-2017 and AWP 2013 priorities foresee to maintain its core operational activities. Considering the overarching objectives of compliance and level playing field, the Member States and the Commission expectations, the legal framework governing the EFCA activities and the resources available, the Agency will concentrate on the core tasks as follows in 2013 -2017:

Operational Coordination:

Succeed in implementing evolution towards the regional, multispecies and continuous Joint Deployment Plans (JDPs) in force (North Sea, Baltic Sea, Mediterranean Sea, North Atlantic and Western waters) and coordination of control activities of Black Sea Member States. The process will require, within the framework of the future Regional multispecies Specific Control and Inspection Programmes (SCIPs) adopted by means of a Commission Decision:

- improving regional risk management methodologies,
- developing a method for assessment of cost effectiveness and impact of control activities, and
- developing a method for assessing the compliance level.

It is expected that the tasks currently developed by EFCA will grow: a multispecies approach in JDPs for Baltic Sea, North Sea and Mediterranean, and a possible new JDP for the Black Sea. Concerning the Western Waters, the Commission might decide in 2014 on the implementation of a new Specific Control and Inspection Programme (SCIP) aimed at improving compliance with the long term management plans for demersal species meaning a new JDP to be operated by the Agency. Additionally, the implementation of a new regional SCIP in the Baltic Sea will encompass new species to be monitored through a larger JDP scope. The changes made in the organisation in 2012 will allow the EFCA to face this existing task growth..

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Capacity Building:

- Training: Core Curricula development and maintenance, following a clear overarching road map in particular for the remaining course areas, including the training of trainers, the integration of IUU best practice gained during visits to third countries, and regional training.
- Support of the Member States, of the Commission and horizontal support of the Agency activities:
 - Development and enhancement of ICT projects: FISHNET 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), maintenance and update of present ICT systems including the EFCA-VMS, and improvement of EFCA operation room facilities;
 - Common fisheries policy (CFP) reform: at this stage, reflections on the definition of procedures and systems for monitoring a possible discard ban;
 - Maritime surveillance and new technologies based on the evaluation of pilot projects (i.e. Bluefin tuna campaign 2012) and new developments for the Mediterranean, the North Sea and NAFO regulatory area;
 - Acquisition of means for the Member States.

Cooperation with third countries

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;
- 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).

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

Given the budgetary restrictions it is aimed to achieve the growth of current tasks without additional resources. The result of the focus group n° 2 which is in charge of assessing the cost of JDPs will be essential as it will enable the transfer of tasks from existing JDPs to new ones.

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5.3. Efficiency gains

Possible/expected efficiency gains within the given frameworks may arise from

- The prioritization of activities in MWP and AWP;
- Organisational development (e.g. the change of organizational chart in 2012) towards an optimized allocation of resources to achieve the defined objectives;
- Reinforcement of staff resources in Unit B – Capacity and its activation for the deployment of prioritized activities in the areas of data monitoring, networks and training;
- 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, support, planning and others.

While it is too early to quantify what savings would entail from the above actions, the efficiency gain are likely to handle the growth of the current tasks as mentioned under 5.2

5.4. Negative priorities/Decrease of existing tasks

In accordance with the MWP, the following objectives will require prioritizing and accepting negative priorities, considering limited resources available:

- A transitional period of 4 years in order to rise the Capacity Building process to the same level of excellence as that of the Operational Coordination activities in order to deliver the data management systems and the core curricula on time;
- Negative priorities acceptance for this transitional period: involvement in NAFO/NEAFC areas but also where the MS joint cooperation is highly efficient, IUU kept at a very basic level, postponement of some new tasks provided within the Control Regulation (e.g. emergency units).

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 current budgetary constraints including 5 % staff cuts within the period 2013-2017 has been laid down in the planning of the MWP and AWP. As can be concluded from the previous points 5.1-5.4, the EFCA is striving to live within the budgetary constraints.

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The current budgetary constraints represent a backdrop in regard to previous multiannual staff planning (MSPP 2012-2014 had foreseen an increase in staff levels as from 2014). The Agency has already had a net cut of one post in comparison with its establishment plan from 2009 (then 55 posts).

The necessary redeployment of resources in view of the budgetary constraints has been taken into account in the planning and measures have already been undertaken in 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.

The proposal is to implement the reduction by 5% by 2018. Given the size of the Agency, this cut represents in total 3 positions and therefore less than one post per year (0.6). The Agency would aim to use non-replacement of retiring (or resigning) staff, and avoid premature termination of contracts, in order to achieve this reduction. Given the age of the Agency, the first retirements begin in 2016-2017.

With this in mind, and particularly in light of planned departures for retirement, the evolution of staff levels would be the following.

- 54 TA and 5 CA positions in 2013 : 59, 4 SNE man years
- 53 TA and 5 CA positions in 2014 : 58, 4 SNE man years
- 53 TA and 5 CA positions in 2015 : 58, 4 SNE man years
- 53 TA and 5 CA positions in 2016 : 58, 4 SNE man years
- 53 TA and 5 CA positions in 2017 : 58, 4 SNE man years
- 52 TA and 5 (or 4) CA positions in 2018: 57 (or 56), 4 (or 3) SNE man years.

6. Staff policy followed by the Agency

6.1. Recruitment policy

EFCA's recruitment policy has not been modified significantly in 2012/2013. Please see a comprehensive description in the annex (B).

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6.2. Benchmarking of the key functions in the agencies

<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 structure it corresponds to taking the Director as level 1)</i>	<i>Not applicable</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>AST4, FG III</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>AST1, FG II</i>	<i>Support</i>

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<i>Mail Clerk</i>	<i>Not applicable</i>		
<i>SPECIAL FUNCTIONS</i>			
<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>

6.3. Appraisal of performance and promotion/reclassification.

The EFCA reclassification scheme (AB Decision 11-W-07 of 16/09/2011) is a promotion scheme based on merits from performance and service. It is applied to all temporary agents with exception of the Executive Director and staff of the end of scale grade AST 11.

Reclassification can be decided by the Executive Director to whom the comparative merits of staff are presented based on a system of merit points. The attribution of merit points is linked to the results of the annual performance appraisal. Merit points are accumulated and agents are due for reclassification as soon as they have reached the indicated thresholds. They must comply with the 3rd language criteria of Art. 45 of present Staff Regulation. The Executive Director must receive a report on the budgetary impact of the proposed reclassifications prior to his or her decision. The scheme provides for equal treatment, appeal possibilities and an evaluation function through a Joint Evaluation Board.

EFCA has performed its first reclassification exercise in 2011 with no decision on reclassifications yet. Following the exercise of 2012, 8 agents have been reclassified to the next higher grade of their function group. A scheme for contract agents shall be introduced with the adoption of new implementing rules for contract agents.

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Reclassification of temporary staff/promotion of officials

Category and grade	Staff in activity at 1.01.2011		How many staff members were promoted / reclassified in 2012		Average number of years in grade of reclassified/promoted staff members
	officials	TA	officials	TA	
AD 16					
AD 15					
AD 14		1			
AD 13					
AD 12		2			
AD 11					
AD 10		1			
AD 9		3			
AD 8		3		1	3,5
AD 7		6		1	3,5
AD 6		3			
AD 5		1			
Total AD	0	20	0	2	
AST 11					
AST 10		1			
AST 9				3	5,0
AST 8		8			
AST 7		2			
AST 6		3			
AST 5		9			
AST 4		3		2	4,2
AST 3		4		1	3,5
AST 2		2			
AST 1					
Total AST	0	32	0	6	
Total	0	52	0	8	

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Reclassification of contract staff

Function Group	Grade	Staff in activity at 1.01.2011	How many staff members were reclassified in 2012	Average number of years in grade of reclassified staff members
CA IV	18			
	17			
	16			
	15			
	14			
	13			
CA III	12			
	11			
	10			
	9	2	0	Not applicable
	8			
CA II	7			
	6			
	5			
	4	2	0	Not applicable
CA I	3			
	2			
	1			
Total		4	0	

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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.

EFCA employs 37 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. Instead, there is a majority of female staff in Unit A and under the Executive Director. All contract agents are female.

Recruitment in the last two years could increase the overall proportion of female staff (31/12/2010: 31%; 31/12/2012: 40%). The Agency will continue to monitor the evolution in this area. Measures for equal treatment will focus on awareness rising.

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 31/12/2012).

Gender	temporary agents	contract agents	SNE
male	33 under ED: 1 Unit A: 3 Unit B: 10 Unit C: 19	0 under ED: 0 Unit A: 0 Unit B: 0 Unit C: 0	4 under ED: 0 Unit A: 0 Unit B: 2 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

EFCA staff 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.

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EFCA staff by nationality (31/12/2012)					
	TAD	TAST	CA	SNE	TOTALS
ES	6	3	3	0	12
PT	1	5	2	0	8
FR	4	2	0	0	6
BE	1	5	0	0	6
IT	1	3	0	1	5
DE	2	2	0	0	4
UK	0	3	0	1	4
LT	1	1	0	0	2
IE	2	0	0	0	2
FI	0	2	0	0	2
SE	0	1	0	1	2
PL	1	0	0	0	1
DK	0	1	0	0	1
EL	0	1	0	0	1
BG	0	1	0	0	1
RO	1	0	0	0	1
NL	0	0	0	1	1
TOTAL (17)	20	30	5	4	59

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

Given its size and structure, internal mobility is not a primordial concern for the EFCA. Nevertheless mobility takes place. In line with operational priorities the organizational chart has been changed in March 2012. This induced internal mobility for several staff members across units. The ICT section has been allocated to Unit B and staff with finance functions have moved to Unit A. The changes included new job titles and to a certain extent updates in the tasks.

EFCA has signed the Inter-agency Job Market agreement (IAJM). So far there has been no selection procedure opened under the IAJM terms. EFCA has recruited 2 CA (2011) and 1 CA (2012) from the lists of the European Personnel Selection Office (EPSO) made available to the Agency under the service level agreement with EPSO.

In 2012, 3 TA left EFCA directly having taken up a new function in other European agencies. In the meantime 1 TA and 1 CA who have work experience in EU institutions have been recruited. A further TA from another EU agency will start in 2013.

7. Schooling

The schooling situation at Vigo has not changed significantly in 2012/2013. 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

The Agency has adopted implementing rules in accordance with the provisions of Article 110 of the Staff Regulations since 2007¹⁹.

¹⁹ General implementing provisions (GIP) adopted by the EFCA by analogy on 17/10/2007: Art. 4 of annex VIII SR (Taking into account, for purposes of calculating pension rights, of periods of activity previously completed by staff before they resume active employment); C(2004) 1364 - 61-2004. Art. 11 and 12 of Annex VIII SR (Transferring pension rights); C(2004) 1588- 60-2004. Art. 26 of Annex XIII SR (Transferring pension rights – transitional provisions); C(2004) 1588- 62-2004. Art. 22 (4) of Annex XIII SR (Purchase of additional pension rights); C(2004) 1588- 59-2004. Art. 67 SR and Art. 1(2)(d) of Annex VII SR (Household allowance); C(2004) 1364- 51-2004. Art. 2(4) of Annex VII SR (Persons to be treated as dependent children); C(2004) 1364- 50-2004. Art. 7(3) of Annex VII SR (Determining the place of origin); C(2004) 1364- 57-2004. Art. 67 and 68 SR and Art. 1,2 and 3 of Annex VII SR (Family allowances to persons other than the official who have custody); C(2004) 1364- 52-2004. Art. 3 of Annex VII SR (Grant of the education allowance); C(2004) 1313- 53-2004. Art. 8 of Annex VII SR (Payment of travel expenses; place of work – place of origin); C(2004) 1588- 56-2004. Art. 42 a SR (Parental leave); C(2004) 1364- 54-2004. Art. 71 SR and Art. 11 to 13a of Annex VII (Guide to missions for officials and other servants); C(2004) 1313- 78-2004. Art. 42b SR (Family leave); C(2004) 1314- 64-2004. Art. 1d (4) SR (Facilities for disabled persons); C(2004) 1318- 69-2004. Art. 59 and 60 SR and Art. 16, 59, 60 and 91 CEOS (Introducing IR on absences as a result of sickness or accident); C(2004) 1597- 92-2004. Art. 57, 58 and 61 and Annex V SR and Art. 16, 59, 60 and 91 of CEOS (Introducing IR on leave); C(2004) 1597- 102-2004. Art. 1c, 11 (2), 11a, 12, 12b, 15 (2), 16, 17, 17a, 19, 35 (1), Art. 13 and 44 of Annex VIII SR and Art. 11, 16, 54, 57, 81 and 91 of CEOS (Outside activities and assignments); C(2004) 1597- 85-2004. Art. 55a and Annex IVa SR (Part time work); C(2004) 1314- 66-2004. Art. 15, 37 and 40 SR and Art. 11, 17 and 88a of CEOS (Leave on personal grounds for officials and unpaid leave for temporary and contract staff); C(2004) 1597- 82-2004. Further general implementing rules adopted: Appraisal of the Director, Decision N° 09-II-06(1) of the Administrative Board of 15/10/2009; Engagement and use of temporary agents, Decision N° 09-II-06(2) of the Administrative Board of 15/10/2009. ¹⁹ NB SNEs are not employed by the agency.

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State of play of preparations of future adoptions: In the table below, the current implementation projects are listed, including their status and forward planning. It is indicated in the column "Type of changes" whether the related Commission rules would be subject to technical/formal (T) or substantial (S) changes. EFCA will revise the planning following the new Staff regulations and the definition of the provisions that need to be processed under Art. 110 of the Staff Regulations. For provisions which induce new procedures and roles with an impact on resources (e.g. Anti-Harassment provisions) cost effective and acceptable solutions for implementation will be prepared prior to adoption.

<i>working title</i>	Status	Type of changes	Adoption/target date for adoption
MIDDLE MANAGEMENT	Commission agreement	S	1.Q 2013
TEMPORARY MANAGERS	Commission agreement	S	1.Q 2013
MISSION GUIDE	Commission agreement	T	1.Q 2013
ANTI-HARRASMENT POLICY	Draft provisions	S	2.Q 2013
ENGAGEMENT AND USE OF CONTRACT AGENTS	Draft provisions to be set up	S	4.Q 2013
DISCIPLINARY PROCEDURES	Draft provisions to be set up	S	4.Q 2013

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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. The 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.

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

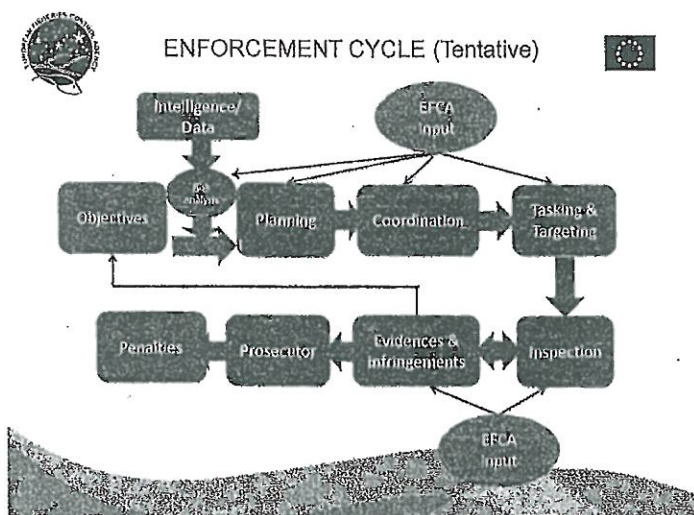
- a) To coordinate control and inspection by Member States relating to the control and inspection obligations of the Community;
- b) To coordinate the deployment of the national means of control and inspection pooled by the Member States concerned in accordance with this Regulation;
- c) To assist Member 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;

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- Inspections as necessary to fulfil the Agency's tasks in accordance with Article 17a.

In accordance with 17f of Regulation (EC) 768/2005 as amended, the Administrative Board of the EFCA has adopted, on 18 October 2011, the Multiannual Work Programme 2012-2016 and the Annual Work Programme 2012 of the EFCA

The 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. The EFCA is empowered to charter additional assets in accordance with its work programme as far as its budget allows. The EFCA objective of improving the compliance to 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, the 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.



(B) Recruitment policy

(Reference to Point 6.1 of the MSSP)

Officials

The Agency has not foreseen post of officials.

Temporary agents

This section should include the following elements:

- type of key functions

- the selection procedure (transparency of procedures, different selection requirements, etc.)

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- the entry grade by each key function

- the length of contracts.

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. A benchmarking of the key functions at the EFCA with default types of contract and classifications at recruitment has been introduced to the MSSP 2014-2016 in the table under point 6.2.

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 the 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.
Deputy Head of Unit (non middle management)	Supporting, Deputising 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 timeliness 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.

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Coordinator, Assistant	<p>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.</p> <p>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.</p> <p>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.</p>
Administrator	<p>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.</p>
Assistant	<p>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.</p>

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 the 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).

Within the framework of these standards, the Agency applies predefined working procedures for selections the terms of references as set out in the vacancy notices. These are updated for keeping the 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 references for the selection
- Preparation of the assessment by the Selection Committee
- Pre-screening of applications against the eligibility criteria by the HR Section
- Pre-selection of candidates for interviews
- 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.

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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 AST 1 to AST 4 for Administrative Assistants, and from AD 5 to AD 8 for Administrators. For Head of Units or Deputy Heads of unit the respective grades range from AD 9 to AD12.

Contract agents

- a. *This section should include the following elements:*
- b. *- type of key functions*
- c. *- the selection procedure (transparency of procedures, different selection requirements, etc.)*
- d. *- the length of contracts.*

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

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 for those for temporary agents.

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Length of contracts: The Agency uses contracts of Contract agent 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 in accordance with the Conditions of Employment of Other Servants (CEOS).

Seconded national experts²⁰

This section, if applicable, should include the following elements:

- type of key functions
- the selection procedure (transparency of procedures, different selection requirements, etc.)
- the length of contracts.

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 the 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. 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 Development Plan (BFT JDP). Since 2012 two SNE have started work in Data Monitoring and Networks.

Structural service providers²¹

e. This section, if applicable, should include the following elements:

- f. - key tasks assigned
- g. - tender procedure
- h. - duration of contract

EFCA engages structural service providers for ICT services, the internal audit function and for the reception. Services for helpdesk, reception and logistic duties are performed under service contracts based on regular tender procedures and on specified durations. Additionally for ICT, interim staff are engaged for certain functions, based on a framework contract and on durations as needed for the services and within the limits of the contract and the local labour

²⁰ NB SNEs are not employed by the agency.

²¹ NB Structural service providers are not employed by the agency.

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legislation. 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 has put in place a scheme for provision, of tuition in mother-tongue languages and supplementary support for Spanish and English (AB Decision 09-II-07 of 15/10/2009). Two agreements were concluded with two schools, the "SEK Atlántico" and "Colegio Martin Codax". The scheme has been successfully run by the schools and well received by parents and children alike. It will continue for the foreseeable future.

Furthermore, following a request by the Agency directly to the President of the Galician Government to extend the period of the exemption (2 years) of the Galician language for the children of the EFCA staff, the Galician Government are making the administrative arrangements in order that the relevant measures enter into force. This derogation, which will hopefully extend the exemption to 6 years, will facilitate integration of expatriate children in the local schools.

A meeting on schooling issues was held with the Galician government in which it was confirmed that this extension may be granted for two years by law. EFCA's proposal for the option to allow children to sit the baccalaureate exam in Spanish language in the neighbouring autonomous province did not meet with a positive response, however is being followed up.