

## EUROPEAN FISHERIES CONTROL AGENCY

**Single Programming document:  
Multiannual work programme 2023 – 2027  
and  
Annual work programme 2023**



12022

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## FOREWORD BY THE CHAIR OF THE ADMINISTRATIVE BOARD

The Single Programming Document (SPD) contains the Multiannual work programme 2023- 2027 and the Annual work programme 2023 of the European Fisheries Control Agency (EFCA). It provides a wide-ranging overview of the objectives, indicators and deliverables of the EFCA for next year and on that basis, the allocation of resources granted by the European Union Budget to the agency.

The Single Programming Document aims to provide the necessary flexibility to respond to evolving needs. This includes ensuring monitoring control and surveillance within the EU sea borders and on land, supporting the international dimension of the CFP, including the fight against IUU fishing, and strengthening cooperation on coast guard functions.

In addition, this work programme also includes the three projects assigned to EFCA by DG MARE and subsidised by grants under the European Maritime Fisheries and Aquaculture Fund (EMFAF).

It is crucial that the European Union keeps ensuring an efficient and uniform implementation of the Common Fisheries Policy across the Member States and a still better compliance to its rules. EFCA has a pivotal role to achieve these goals.

Through all these activities, EFCA helps achieving the environmental and socio-economic objectives of the CFP. The Agency contributes to the Sustainable Blue Economy in the context of the "European Green Deal", one of the Commission's six political priorities, particularly when it comes to the 'zero-tolerance approach to illegal, unreported and unregulated fishing' to preserve and restore ecosystems and biodiversity.



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## INTRODUCTION BY THE EXECUTIVE DIRECTOR

The European Fisheries Control Agency's mission is to promote the highest common standards for control, inspection and surveillance under the Common Fisheries Policy.

The Single Programming Document (SPD) is the framework for EU agencies to present their annual and multiannual activity programmes, with the corresponding human resources and budget, for decision by their governing body.

The SPD 2023 follows the multiannual priorities set up in the previous multiannual programming and provides a general overview of the activities programmed on a multiannual basis in order to fulfil the mandate assigned to the Agency.

The SPD 2023 follows the SPD 2022-2026 structure around four multiannual objectives:

1. Enhanced coordination of fisheries monitoring control and surveillance
2. Promote compliance through an effective and harmonised application of Union inspection procedures
3. Assist the EU in its international dimension in accordance with article 30 CFP Regulation
4. Provide operational support to national authorities in Coast Guard functions

In addition, the SPD also underlines the resources granted for the delivery of the Administrative Board mission, the dialogue with the stakeholders through the Advisory Board and the Communication strategy.

I am confident that the reader will find in the Single Programming Document 2023-2027 a comprehensive description of the European Fisheries Control Agency activities for the next years.



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## LIST OF ACRONYMS

<b>AB</b>	Administrative Board
<b>ABAC</b>	Accrual Based Accounting
<b>ABMS</b>	Activity Based Management System
<b>AC</b>	Advisory Council
<b>AD</b>	Administrator (Staff)
<b>AGM</b>	Advanced Gateway to your Meetings
<b>AIS</b>	Automatic Identification Systems
<b>AST</b>	Assistant (Staff)
<b>AWP</b>	Annual Work Programme
<b>BS</b>	Baltic Sea
<b>CA</b>	Contract Agent
<b>CFP</b>	Common Fisheries Policy
<b>CG</b>	Coast Guard
<b>CGF</b>	Coast Guard Functions
<b>COM</b>	European Commission
<b>DoI</b>	Declaration of Interest
<b>EBCGA (Frontex)</b>	European Border Coast Guard Agency
<b>ECA</b>	European Court of Auditors
<b>ECGFF</b>	European Coast Guard Function Forum
<b>ED</b>	Executive Director
<b>EDA</b>	European Defence Agency
<b>EEA</b>	European Economic Area
<b>EFCA</b>	European Fisheries Control Agency
<b>EFTA</b>	European Free Trade Association
<b>EIR</b>	Electronic Inspection Report
<b>EMAS</b>	EU Eco-Management and Audit Scheme
<b>EMFAF</b>	European Maritime Fisheries and Aquaculture Fund
<b>EMSA</b>	European Maritime Safety Agency
<b>ERS</b>	Electronic Recording and Reporting System
<b>EU</b>	European Union
<b>EUAN</b>	European Agencies' Network
<b>EUCG</b>	European Coast Guard
<b>EUIPO</b>	European Union Intellectual Property Office
<b>EUMSS</b>	European Union Maritime Security Strategy
<b>EUROPOL</b>	European Union Agency for Law Enforcement Cooperation
<b>FAO</b>	Food and Agriculture Organization of the United Nations
<b>FCWC</b>	Fisheries Committee of the West Central Gulf of Guinea
<b>FIS</b>	Fisheries Information System
<b>FPV</b>	First-Person View flying
<b>FRONTEX</b>	European Border and Coast Guard Agency
<b>FFR</b>	Framework Financial Regulation
<b>GFCM</b>	General Fisheries Commission for the Mediterranean
<b>HR</b>	Human Resources
<b>HVAC</b>	Heating, Ventilation and Air Conditioning
<b>IAS</b>	Internal Audit Service
<b>ICCAT</b>	International Commission for the Conservation of the Atlantic Tuna
<b>ICF</b>	Internal Control Framework
<b>ICT (also IT)</b>	Information and Communication Technology
<b>ILO</b>	International Labour Organisation
<b>IMO</b>	International Maritime Organization
<b>IMP</b>	Integrated Maritime Policy
<b>IMS</b>	Integrated Maritime System (former MARSURV)
<b>IUU</b>	Illegal, Unreported and Unregulated fishing
<b>JaDE</b>	Joint deployment plan Activity Database
<b>JDP</b>	Joint Deployment Plan

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<b>KPI</b>	Key Performance Indicator
<b>MCGFF</b>	Mediterranean Coast Guard Functions Forum
<b>MCS</b>	Monitoring, control and surveillance
<b>MED</b>	Mediterranean
<b>MIPS</b>	Missions Integrated Processing System
<b>MFF</b>	Multiannual Financial Framework
<b>MS</b>	Member State(s)
<b>MWP</b>	Multiannual Work Programme
<b>NAFO</b>	Northwest Atlantic Fisheries Operation
<b>NEAFC</b>	Northeast Atlantic Fisheries Commission
<b>NS</b>	North Sea
<b>OPV</b>	Offshore Patrol Vessel
<b>PDN</b>	Performance Development Network
<b>PPMT</b>	Tool for the preparation of procurement planning, preparation and monitoring processes
<b>REM</b>	Remote Electronic Monitoring
<b>RFMO</b>	Regional Fisheries Management Organization
<b>RPAS</b>	Remotely Piloted Aircraft System
<b>RSG</b>	Regional Steering Group
<b>SATCEN</b>	European Union Satellite Centre
<b>SCIP</b>	Specific Control and Inspection Programme
<b>SDG</b>	Sustainable Development Goals
<b>SFPA</b>	Sustainable Fisheries Partnership Agreement
<b>SG</b>	Steering Group
<b>SNE</b>	Seconded National Expert
<b>SQF</b>	Sectoral Qualification Framework
<b>SPD</b>	Single Programming Document
<b>SR</b>	Staff Regulation
<b>SRFC</b>	Subregional Fisheries Commission
<b>SUMMA</b>	Provisionally named ABAC2 and since November 2018 formally named SUMMA
<b>SYGMA</b>	Contract management and execution solution
<b>TA</b>	Temporary Agent
<b>TJDG</b>	Technical Joint Deployment Group
<b>TBD</b>	To be determined
<b>ToR</b>	Terms of Reference
<b>TWA</b>	Tripartite Working Arrangement
<b>VMS</b>	Vessel Monitoring System
<b>WW</b>	Western Waters



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## MISSION STATEMENT

### Mission

The Agency's mission is to promote the highest common standards for control, inspection and surveillance under the Common Fisheries Policy (CFP).

The European Fisheries Control Agency (EFCA) will function at the highest level of excellence and transparency with a view to developing the necessary confidence and cooperation of all parties involved and, in so doing, ensure the effectiveness and efficiency of its operations.

European Union (EU) governments agreed to establish EFCA in the 2002 reform as part of the drive to instil a culture of compliance within the fisheries sector across Europe. In April 2005, they adopted the necessary legislation to set up EFCA. Its primary role is to organise coordination and cooperation between national control and inspection activities so that the rules of the Common Fisheries Policy are respected and applied effectively.

In September 2016, EFCA's Founding Regulation was significantly amended extending EFCA's role to European cooperation on Coast Guard Functions. In the interests of clarity, EFCA's Founding Regulation of 2005, as amended, was replaced by a codified text, Regulation (EU) 2019/473 of the European Parliament and of the Council of 19 March 2019 on the European Fisheries Control Agency<sup>1</sup>.

### Vision and values

The European Fisheries Control Agency contributes to the conservation of marine biological resources in organising operational coordination of fisheries control and inspection activities by the Member States and assisting them to cooperate so as to comply with the rules of the Common Fisheries Policy to ensure its effective, uniform and transparent implementation.

The values that underpin the EFCA mission and vision are cooperation, excellence, efficiency, versatility, transparency and accountability. Similarly, EFCA promotes a policy of equal treatment and aims to have an optimal gender balance among its staff.



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<sup>1</sup> OJ L 83, 25.3.2019, p. 18.

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## SECTION I – GENERAL CONTEXT

As a European Union decentralised agency, the work of the European Fisheries Control Agency is guided by the EU priorities and objectives<sup>2</sup>, and takes into account the Commission Communication on the Multiannual Financial Framework for 2021-2027<sup>3</sup> proposing a budget tightly geared to the political priorities of the Union.

Particularly, through its work, EFCA contributes to the "European Green Deal", one of the Commission's six political priorities, in particular the reference to the 'zero-tolerance approach to illegal, unreported and unregulated fishing' to preserve and restore ecosystems and biodiversity.<sup>4</sup>

Moreover, in line with the Council conclusions "Towards an ever more sustainable Union by 2030"<sup>5</sup>, the Commission Communication "Next steps for a sustainable European future"<sup>6</sup> and its Reflection Paper 'Towards a Sustainable Europe by 2030'<sup>7</sup> on the follow-up to the UN Sustainable Development Goals, including on the Paris Agreement on Climate Change, and in accord with the European Union Agencies' Network (EUAN)<sup>8</sup>, EFCA will closely adhere to the following Sustainable Development Goals (SDG)<sup>9</sup>:

### Goal 5: Gender Equality

- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.

### Goal 8: Decent Work and Economic Growth

- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.

### Goal 13: Climate Action

- Integrate climate change measures into national policies, strategies and planning.
- Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

<sup>2</sup> A New Strategic Agenda 2019-2024, European Council conclusions adopted on 20 June 2019.

The European Commission's contribution to the informal EU27 leaders' meeting in Sibiu (Romania) on 9 May 2019, [https://ec.europa.eu/commission/sites/beta-political/files/comm\\_sibiu\\_06-05\\_en.pdf](https://ec.europa.eu/commission/sites/beta-political/files/comm_sibiu_06-05_en.pdf)

State of the Union Address 2018: "The Hour of European Sovereignty";

State of the Union Address 2017: "Catching the wind in our sails";

State of the Union Address 2016: "Towards a better Europe – a Europe that protects, empowers and defends".

The Rome Declaration, 25 March 2017, <http://www.consilium.europa.eu/en/press/press-releases/2017/03/25/romedeclaration/pdf>

<sup>3</sup> Communication from the Commission to the European Parliament, the European Council, the European Economic and Social Committee and the Committee of the Regions, A Modern Budget for a Union that Protects, Empowers and Defends, The Multiannual Framework for 2021-2027, COM (2018) 321 final: <https://eur-lex.europa.eu/legal-content/EN/TXT/DOC/?uri=CELEX:52018DC0321&from=EN>

<sup>4</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee Of The Regions, EU Biodiversity Strategy for 2030, COM(2020) 380 final

<sup>5</sup> Council conclusions "Towards an ever more sustainable Union by 2030", as adopted by the Council at its 3685th meeting held on 9 April 2019, <https://data.consilium.europa.eu/doc/document/ST-8286-2019-INIT/en/pdf>

<sup>6</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions Next steps for a sustainable European future, European action for sustainability, COM (2016)0739 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2016%3A739%3AFIN>

<sup>7</sup> European Commission, Directorate-General for Communication, Towards a sustainable Europe by 2030: reflection paper, Publications Office, 2019, <https://data.europa.eu/doi/10.2775/647859>

<sup>8</sup> 2019-2020 Work Programme of the Network of EU Agencies, [https://euagencies.eu/sites/default/files/euan\\_wp\\_2019\\_2020\\_0.pdf](https://euagencies.eu/sites/default/files/euan_wp_2019_2020_0.pdf)

<sup>9</sup> <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

Goal 14: Life below Water

- Effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics.

The Agency focuses on the support to the Member States and the Commission in the implementation of the features of the Common Fisheries Policy basic regulation, that entails a regional approach, the implementation of the landing obligation and the growing international requirements<sup>10</sup> used in the fight against IUU fishing.

The SPD 2023-2027 aims to provide the necessary flexibility to respond to evolving needs. This includes ensuring monitoring control and surveillance within the EU sea borders and on land, supporting the international dimension of the Common Fisheries Policy, including the fight against IUU fishing, and strengthening cooperation on coast guard functions (CGF).

In this latter context, since September 2016 EFCA's Founding Regulation, relating to the mission in the framework of the EU coast guard (CG) initiative, entrusts EFCA - in cooperation with the European Border and Coast Guard Agency (EBCGA/Frontex) and the European Maritime Safety Agency (EMSA) – to support national authorities carrying out coast guard functions at national and Union level and, where appropriate, at international level.

Consequently, ensuring the effective, uniform and transparent implementation of the fisheries rules at EU and international level implies increasing tasks and obligations for Member States, and for the Agency. The growth in EFCA's activity has been reflected in the recommendations<sup>11</sup> issued by the Administrative Board (AB) on the Five-Year Independent External Evaluation of EFCA 2012-2016 that established the basis for the future development of EFCA activities.

On the international dimension, the Administrative Board stated, "A reflection should be promoted on how to plan EFCA's involvement in the international dimension in relation to its mission and tasks"<sup>12</sup>. In this regard EFCA, in close collaboration with the Commission, works on a mid-term plan detailing possible areas of cooperation, timing, expected results and required resources (that is addressed in Annex XII of this document).

The Agency streamlines its increasing activity through a staggered prioritisation of tasks, moving to e-administration (MIPS, SYSPER, ARES, AGM, ABAC, etc.), joint procurements, and commensurate internal "rationalisation". Moreover, the Agency works hand in hand with the EU Agencies Network to find synergies and optimise the available resources without prejudice to the rationalisation of its own processes. Within the framework of the "Roadmap on the follow-up to the common approach on EU decentralised agencies", EFCA is playing an active role in the EU Agencies Performance Development Network (PDN). Through this Network, the agencies have identified the milestones of the Roadmap proposed by the European Commission and actions and deliverables have been set up accordingly. Furthermore, the agencies regularly meet to identify areas where mutual cooperation has taken place, and for future areas for synergy.

<sup>10</sup> Working arrangements between DG MARE and EFCA, 2020

<sup>11</sup> Administrative Board Recommendations on EFCA Five-Year Evaluation, 21 June 2017,

<https://www.efca.europa.eu/en/content/external-evaluation-2017>

<sup>12</sup> Administrative Board Recommendations on EFCA Five-Year Evaluation (Recommendation 5), 21 June 2017,

<https://www.efca.europa.eu/en/content/external-evaluation-2017>

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## SECTION II – MULTIANNUAL PROGRAMME 2023-2027

According to its Founding Regulation article 1, EFCA's overarching objective is *"to organise operational coordination of fisheries control and inspection activities by the Member States and to assist them to cooperate so as to comply with the rules of the Common Fisheries Policy in order to ensure its effective and uniform application"*.

### 1 MULTIANNUAL WORK PROGRAMME

The Multiannual Work Programme (MWP) 2023-2027 and Annual Work Programme (AWP) 2023 provides a general overview of the activities programmed on a multiannual basis in order to fulfil the mandate assigned to the Agency. The MWP 2023-2027 and AWP 2023 includes the relevant sections required by the Commission Guidelines for programming document for decentralised agencies<sup>13</sup>, *inter alia*, areas of intervention, strategic objectives, actions, expected results, performance indicators, targets, the multiannual staff policy plan, schooling, privileges and immunities, building policy, evaluations and risks.

The MWP 2023-2027 presents a five-year cycle for the Agency with its correspondent areas of intervention and strategic objectives. The present approach takes into consideration the Commission and the Administrative Board comments and suggestions on previous single programming documents. The Multiannual programming is based on the overarching objective of the Agency.

In such a context, four specific multiannual objectives have been set for the period 2023-2027. For each of them an area of intervention has been identified and a key performance indicator (KPI) developed<sup>14</sup>. They are presented in detail below.

The Administrative Board regularly examine the relation between resources and tasks and, where necessary in concrete cases, decide on the downgrading of priorities.

Moreover, EFCA's MWP 2023-2027 and AWP 2023 considers the review process of the EU Control Regulation, the results of the Five-Year Independent External Evaluation of EFCA (2012-2016)<sup>15</sup> published in 2017, and the Administrative Board recommendations following the above-mentioned external evaluation.

Following EFCA's Founding Regulation, the MWP 2023-2027 and AWP 2023 is presented according to the Activity Based Management System<sup>16</sup> (ABMS). To this end, the Agency is implementing an ABMS, refining its multiannual planning, monitoring and reporting.

<sup>13</sup>: Communication C(2020)2297 final, 20.04.2020 – 'Strengthening of the governance of Union Bodies and on the guidelines for the Single Programming Document (SPD) and the Consolidated Annual Activity Report', which repeals C(2014)9641 final of 16 December 2014

<sup>14</sup> The KPI have been developed in line with Recommendation 9 of Administrative Board Recommendations on EFCA Five-Year Evaluation 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>

<sup>15</sup> The Five-Year Independent External Evaluation Report of EFCA and the Administrative Board recommendations are available at <https://www.efca.europa.eu/en/content/external-evaluation-2017>

<sup>16</sup> The Agency accomplishes its mission through its Operational activities. Detailed information on the ABMS is provided under section III.

## 1.1 MULTIANNUAL OBJECTIVES AND AREAS OF INTERVENTION

<b>1.</b>	
<b>Multiannual Objective nr 1</b>	<b><i>Enhanced coordination of fisheries monitoring control and surveillance</i></b>
<b>Area of intervention</b>	<b>Operational Coordination</b>
<p>Assisting the EU Member States through operational coordination of their control and inspection activities, to ensure the effective and uniform application of the Common Fisheries Policy, is at the core of EFCA activities.</p> <p>Operational Coordination may include activities under the Joint Deployment Plans, and where appropriate, through operational plans.</p> <p><b>The Joint Deployment Plans</b></p> <p>The Joint Deployment Plans<sup>17</sup> (JDPs) are the main instruments with which EFCA assists the Member States in the implementation of control measures within the Common Fisheries Policy. EFCA achieves this through promoting cooperation and coordination of the Member States efforts. JDPs have been established for fisheries/areas that are considered a priority by the European Commission and the Member States concerned. JDPs have been established for the following:</p> <ul style="list-style-type: none"> <li>- EU waters to which a Specific Control and Inspection Programme (SCIP) adopted by the Commission in concert with the Member States applies, or</li> <li>- International waters under the competence of a Regional Fisheries Management Organisation (RFMO), where EFCA has been requested to coordinate the implementation of the European obligations under an International Control and Inspection Programme.</li> </ul> <p>The JDP implementation benefits from the support rendered to the Member States by the EFCA operated inspection and surveillance chartered means.</p> <p>As defined by the SCIP and other relevant EU legislation, including the discard plans, the implementation of the JDPs requires the following:</p> <ul style="list-style-type: none"> <li>- to base the planning on the regional risk management developed in the JDP framework;</li> <li>- the prioritisation through the risk assessment procedure of the specific fleet segments that deserve special attention during the control campaigns, and the mitigation measures to the non-compliance risks identified;</li> <li>- monitor and inspection activities based on accurate and timely exchange of fisheries inspection data and maritime information by means of adequate fisheries information systems;</li> <li>- the coordination of control means deployed at sea, and mixed inspection teams ashore;</li> <li>- to address the monitoring of the landing obligation and the correct recording of catches, including the discards;</li> <li>- to assess the JDP effectiveness (including costs) and impact of control activities;</li> <li>- to contribute to further implement the harmonisation of control methods, procedures and minimum inspection standards<sup>18</sup>.</li> </ul>	

<sup>17</sup> Articles 9 and 10 of EFCA's Founding Regulation.

<sup>18</sup> Administrative Board Recommendations on EFCA Five-Year Evaluation (Recommendation 3), 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>

**Assistance to Member States through Operational Plans**

EFCA may consider the implementation of operational plans, in accordance with Article 16 of its Founding Regulation on the request of at least two Member States to coordinate their control means in a specific operation.

EFCA will also address the new challenges of the Common Fisheries Policy, including the implementation of the Trade and Cooperation Agreement EU-UK.

<b>Actions:</b>	<b>Expected results:</b>
Yearly planning, implementation, and assessment of the JDP's	Effective and efficient deployment of means Timely planning and assessment of the JDP's
Ensure the highest level of availability and exchange of quality of fisheries related data	Increased synergies and transparency between the participating Member States
Regional training provided under JDPs	Enhanced skills and knowledge of Union Inspectors

**Multiannual Key Performance Indicator:**

Indicator on operational coordination

**Baseline 100**

It addresses the level of deployment of means (FPV, flights and exchange of inspectors), the follow up of JDP assessment recommendations and the satisfaction from stakeholders regarding fisheries information systems and regional training provided.

**Target**

2023	2024	2025	2026	2027
Keep level above 90				

Meaning: Having as basis 2019, year with an adequate level of deployment, the result of indicator means that such level will be kept above 90 (allowing a maximum reduction of 10%). The deployment of means is measured quantitatively, and the potential 10% reduction is compensated with the increase quality of the inspections conducted.

How it is calculated:

Sub-indicator	Number of FPV days	Number of surveillance flights	Number of exchanges	Percentage of recommendations followed	Satisfaction from users	Satisfaction from trainees
Type /Unit	Total number of FPV days of 6 JDPs	Total number of flights of 6 JDPs	Total number of exchanged person-day of the 6 JDPs	% of recommen. followed of the 6 JDPs	% of users highly satisfied	% of trainees highly satisfied
Source	EFCA data base on inspection data (JaDE)			Assessment reports	Dedicated survey every 3 years	Surveys conducted at the end of each regional training
Weight	30%	10%	30%	10%	10%	10%
Baseline <sup>19</sup>	2019 value			2020 value <sup>20</sup>	>80%	>80%

<sup>19</sup> UK means excluded.

<sup>20</sup> Assessment reports of 2021 JDPs.

<b>2.</b>	
<b>Multiannual Objective nr 2</b>	<b><i>Promote compliance through an effective and harmonised application of Union inspection procedures</i></b>
<b>Area of intervention</b>	<b>Assistance to Cooperation</b>
<p>Specific work will be devoted to the improvement of common procedures, methodologies and best practices in support of the three phases of the JDPs: planning, implementation and assessment. It will include the development of methodologies/projects concerning <b>regional risk assessment implementation</b>, best practices for coordination, the optimum use of information tools, and the facilitation of support to the coastal Member States. This may include the update of guidelines of the implementation of Remote Electronic Monitoring (REM) and the development of standards and best practices of REM related of data storage and transmission. This will ensure that appropriate actions are taken against non-compliance detected by Union inspectors and the cost effectiveness of control operations.</p> <p>EFCA will develop and apply methodologies in coordination with the Member States, to facilitate the evaluation of the cost-effectiveness and compliance of specific fisheries. Long term planning in this respect will be done in cooperation with the Member States concerned and the European Commission. It may specifically include support for evaluating compliance in the framework of the landing obligation and development of recommendations to ensure efficient and effective weighing of fisheries products.</p> <p>Equally, EFCA will also support the European Commission and the Member States in the proceedings of the expert group on compliance<sup>21</sup>.</p> <p>The fisheries information systems are a key tool for an efficient and effective planning and implementation of control and surveillance activities. EFCA will continue the implementation of its data and system governance to ensure that the data that feed the systems is quality checked and handled according to a sound governance.</p> <p>EFCA may assist <b>Member States Regional Control Expert Groups</b> in the promotion of a high-level uniform and effective implementation of the Common Fisheries Policy, through the development of methodologies, standards and assistance in pilot projects.</p> <p>Development of training on monitoring, control and surveillance (MCS) activities and providing training material in support of the effective and uniform application of the CFP by Member States is crucial to guarantee effective control and inspection activities "from net to plate". In this regard, the use of the EFCA Core Curricula as reference material will be promoted and it will be kept updated, considering the new legislation adopted by the EU.</p> <p>EFCA will also continue the development and update of the other training material made available to Member States' competent authorities, in particular the EFCA e-learning platform<sup>22</sup> that will contribute to a level playing field and a harmonised inspections methodology. EFCA will make use of the various functionalities offered by this platform, including users' self-assessment, certification and individual learning path.</p>	

<sup>21</sup> Article 37(2) of the CFP basic regulation: "The expert group on compliance shall be composed of representatives of the Commission and the Member States. At the request of the European Parliament, the Commission may invite the European Parliament to send experts to attend meetings of the expert group. The Agency may assist the expert group on compliance meetings as an observer."

<sup>22</sup> Administrative Board Recommendations on EFCA Five-Year Evaluation (Recommendation 2), 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>



Training courses delivered by EFCA will cover, in line with its mandate, control aspects of the CFP and the relevant international instruments. These courses will use as a common reference the Sectoral Qualification Framework (SQF) for the European Union cooperation on Coast Guard (EUCG) Functions.

EFCA will promote a pool of Union Inspectors and launch an accredited training programme for Union Inspectors, that might include in a logbook their sea going missions and trainings.

Subject to budget availability, the training delivered by EFCA will mainly be addressed to the following audience:

- "Train the trainers" specific sessions for experienced fisheries inspectors/officials involved in training activities at national/EU/international levels (EU Member States and third countries officials),
- basic training sessions for recently recruited fisheries inspectors/officials,
- specialised training sessions for experienced fisheries inspectors/officials, in particular Union inspectors involved in JDPs operations,
- other specialised CFP related training sessions for fisheries inspectors/officials (EU Member States and third countries), in particular on the implementation of the IUU Regulation,
- joint training courses with other EU agencies, in the context of the EUCG Functions.

In addition, on request of the EU Member States, EFCA will also provide specialised training to inspectors before their first deployment and participate in national organised trainings.

The priorities will be:

- to promote harmonised training programmes for fisheries inspectors/officials across Member States and ensure consistency with the SQF for the EUCG Functions,
- to develop and keep up-to-date EFCA Core Curricula manuals and e-learning courses for EU and non-EU fisheries inspectors/officials,
- to contribute to the update of the Handbook in the context of European Union Coast Guard Functions,
- to promote and assist with the use of the EFCA Core Curricula and the e-learning platform in the Member States and third countries.

<b>Actions:</b>	<b>Expected results:</b>			
Improvement of data management and fisheries information systems in support of fisheries MCS	High performance systems with high level of availability			
Development of methodologies and guidelines	High quality standard of guidelines developed			
Compliance evaluation	Evaluate the level of compliance by JDP			
Maintenance and development of training materials including the e-learning platform	Updated and relevant material available online High awareness and usage of E-learning platform among MS			
<b>Multiannual Key Performance Indicator:</b>				
Indicator on Assistance to Cooperation				
<b>Baseline 100</b>				
It addresses the compliance with the data and systems governance, satisfaction from stakeholders and number of compliance evaluations conducted.				
<b>Target</b>				
2023	2024	2025	2026	2027
100 ⇔ 110				

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Meaning: Having as basis a high level of satisfaction, generally above 80%, the target is to keep a similar level satisfaction of users of methodologies and guidelines and training platform.  
 The compliance of implementation of the data and systems frameworks will improve up to 2027.  
 The adopted data and systems framework will be implemented during this period and is expected to reach a high level of compliance in 2027.  
 The number of compliance evaluations is expected to increase up to one evaluation per JDP until 2024 (target carried over from previous programming documents).

How it is calculated:

Sub-indicator	Compliance with data and systems governance framework	Satisfaction from "clients" concerning the methodologies and guidelines developed	Number of compliance evaluations conducted	Satisfaction from training platform users
Type /Unit	% of compliance <sup>23</sup>	% of highly satisfied <sup>24</sup>	Sum of all compliance conducted	% of highly satisfied <sup>24</sup>
Source	Data and systems governance frameworks	Dedicated survey every 3 years		Survey on the training platform
Weight	25%	25%	25%	25%
Baseline	2021 value	80%	3	80%

<sup>23</sup> Average of all compliance indicators of data and system governance frameworks.

<sup>24</sup> Corresponding to level 4 and 5 of a scale: 1 (not at all satisfied), 2 (somewhat satisfied), 3 (moderately satisfied), 4 (very satisfied), and 5 (extremely satisfied).

<b>3.</b>	
<b>Multiannual Objective nr 3</b>	<b>Assist the EU in its international dimension in accordance with article 30 CFP Regulation</b>
<b>Area of intervention</b>	<b>International Dimension</b>
<p>In line with the CFP basic regulation<sup>25</sup>, the remit of EFCA, the Working Arrangements on EFCA's international activities between the European Commission and EFCA (AB Decision 20-116), and <b>on request from the European Commission</b>, the Agency may assist the Union to cooperate with third countries and international organisations dealing with fisheries, including RFMOs, in order to strengthen operational coordination and compliance.</p> <p>The Working Arrangements between DG MARE and EFCA aim to organise cooperation, whilst ensuring that the Agency operates within the mandate given by the legislator. In this respect, a strategy for cooperation with third countries and/or international organisations is prepared by the Directorate General for Maritime Affairs and Fisheries (DG MARE) in cooperation with EFCA and embedded in the Annex XII of this document. During the current multiannual period, it is envisaged that EFCA may carry out the following activities depending on availability of resources:</p> <ol style="list-style-type: none"> <li>1. Provide support to the Commission as regards the activities of the Regional Fisheries Management Organisations (RFMOs), such as those where there is an International Control and Inspection Programme in force, e.g. NAFO, NEAFC, ICCAT<sup>26</sup> and GFCM<sup>27</sup>. It may include: <ul style="list-style-type: none"> <li>- assistance through provision of expertise,</li> <li>- holding the chair of RFMOs Working Groups or Committees,</li> <li>- implementation of pilot projects, that might include the deployment of EFCA chartered means, considering prevailing security and safety conditions including health.</li> </ul> </li> <li>2. Organise seminars on operational coordination and/or capacity building involving RFMOs, regional arrangements and third countries.</li> <li>3. Cooperate, inter alia, with: <ul style="list-style-type: none"> <li>- Coastal States in the North Atlantic, including UK,</li> <li>- Other NEAFC and NAFO Contracting Parties,</li> <li>- ICCAT and GFCM Contracting Parties and Cooperating non-Contracting Parties,</li> <li>- ECOFISH<sup>28</sup> beneficiary States,</li> <li>- Third countries having a Sustainable Fisheries Partnership Agreement (SFPA) with the European Union, including capacity building missions on Commission's request.</li> </ul> </li> <li>4. Provide assistance to the Commission and the Member States in the implementation of the Regulation (EC) 1005/2008 to fight against the IUU fishing<sup>29</sup>, e.g. providing support in the evaluation</li> </ol>	

<sup>25</sup> Article 30 of the CFP basic regulation: "The Union shall, including through the European Fisheries Control Agency ("the Agency"), cooperate with third countries and international organisations dealing with fisheries, including RFMOs, to strengthen compliance with measures, especially those to combat IUU fishing, in order to ensure that measures adopted by such international organisations are strictly adhered to".

<sup>26</sup> International Commission for the Conservation of Atlantic Tuna, <https://www.iccat.int/en/>

<sup>27</sup> General Fisheries Commission for the Mediterranean, <http://www.fao.org/gfcm/en/>

<sup>28</sup> The ECOFISH programme will strengthen policies and institutional frameworks for sustainable management of fisheries while improving capacities to combat IUU fishing and supporting small-scale inland and marine fisheries (<https://www.ecofish-programme.org/>)

<sup>29</sup> 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 1447/1999. Regulation as last amended by Regulation (EU) No 202/2011 (OJ L 57, 2.3.2011 p. 10).

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and capacity building missions to third countries and assisting the Member States in a cooperation model to facilitate the enhancement of an IUU risk management strategy.

EFCA will explore ways to extend the use of the Joint Deployment Plan concept in the international dimension, in particular in the fight against IUU fishing. Upon request by the Commission, EFCA will support the operational coordination with third countries through the invitation to participate in joint activities organised with Member States under the different JDPs and/or through the implementation of international pilot projects agreed by the Union and the relevant Third Country for specific areas/ fisheries'.<sup>30</sup>

- Contribute to the implementation of EU international projects in the fisheries monitoring, control and surveillance domain, including providing support to prevent and respond to IUU fishing, such as the PESCAO Project (Improved Regional fisheries governance in Western Africa) and the e-Fish Med project (Mediterranean virtual regional training academy on fisheries control and inspection).

Actions:	Expected results:
Support in the fight against IUU fishing activities through implementation of international projects	Enhanced capacity to tackle IUU fishing activities
Support in the provision of training and assistance to Third Countries	High awareness and usage of E-learning platform among Third Countries
Support to the EU through the participation at RFMOs	Tasks assigned to EFCA in relation to RFMOs delivered in accordance with approved annual strategy for external dimension

**Multiannual Key Performance Indicator:**

Indicator on the level of assistance on the CFP International Dimension

**Baseline 100**

It addresses the number of Third countries to which EFCA cooperates, training satisfaction and satisfaction from stakeholders on the provided technical support to the EU.

**Target**

2023	2024	2025	2026	2027
Keep level close to 100				

Meaning: Having as basis the reference year of 2019 the target is to keep at a similar level the cooperation with Third countries and trainees and stakeholder's satisfaction. The International activities depend on a mandate given the EU Commission.

How it is calculated:

Sub-indicator	Nr of Third Countries to which EFCA cooperates	Satisfaction from trainees	Technical support to the EU, RFMOs and Third Countries
Type /Unit	Total nr of Third Countries	Percentage of trainees with high satisfaction	Satisfaction from stakeholders
Source	-	Surveys conducted at the end of each training	Dedicated assessment on assistance on international dimension
Weight	50%	20%	30%
Baseline	2019 value	2019 value	75% <sup>31</sup>

<sup>30</sup> Administrative Board Recommendations on EFCA Five-Year Evaluation (Recommendation 4), 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>

<sup>31</sup> At least 75% of the stakeholders satisfied.

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<b>4.</b>	
<b>Multiannual Objective nr 4</b>	<b><i>Provide operational support to national authorities in Coast Guard functions</i></b>
<b>Area of intervention</b>	<b>EU cooperation on coast guard functions</b>
<p>This area provides for cooperation with other European agencies to support Member States national authorities carrying out coast guard functions. Within the framework of the <b>Tripartite Working Arrangement (TWA)</b><sup>32</sup>, EFCA will cooperate<sup>33</sup> with the <b>European Border and Coast Guard Agency (Frontex)</b> and <b>European Maritime Safety Agency (EMSA)</b> to support national authorities carrying out <b>coast guard functions</b>, at national and EU level and where appropriate, at international level through:</p> <ul style="list-style-type: none"> <li>- Sharing information.</li> <li>- Provision of surveillance and communication services.</li> <li>- Supporting capacity building actions, including the management of the Coast Guard Handbook through a dedicated portal and the maintenance of the EFCGA net project.</li> <li>- Enhancing the exchange of information and cooperation on coast guard functions, including by analysing operational challenges and emerging risks in the maritime domain.</li> <li>- Sharing capacity including inspectors and chartered assets by planning and implementation of multipurpose operations, including drills with Member States and/or EU agencies.</li> <li>- Supporting the Union and/or Member States, where possible in cooperation with other EU agencies, implementing specific projects falling under the coast guard functions in third countries.</li> </ul> <p>The implementation of these actions will be based on the yearly Strategic Plan to be agreed between the three Agencies (EMSA, FRONTEX and EFCA) under the TWA. It will include cooperation actions between agencies in support to Member States authorities, comprising the organisation of seminars and drills. EFCA will involve Member State authorities and will promote the implementation of multipurpose operations in the areas where a JDP or an Operational Plan is established. Specific attention will be devoted to coordinating and ensuring synergies between the relevant activities of the three Agencies at a relevant and appropriate international level, within their mandate and their own multiannual international strategy<sup>34</sup>.</p> <p>The cooperation shall support the implementation of the European Union Maritime Security Strategy (EUMSS)<sup>34</sup>, where the three Agencies are contributing through the implementation of the European Coastguard initiative.</p> <p>EFCA may also promote bilateral cooperation with EMSA, FRONTEX and other EU Agencies, as EU SATCEN, EDA, EUROJUST, ESA, EUSPA, EEA and EUROPOL, in areas and projects related with fisheries control, including during multipurpose operations. In particular, the maximum exploitation of the means and information acquired in the scope of this cooperation (i.e. Remotely Piloted Aircraft System (RPAS) operations, satellite imagery, data exchange between authorities) will be the objective of EFCA, to deliver this information to the Member States authorities in the</p>	

<sup>32</sup> Tripartite Working Arrangement (TWA) between the European Border and Coast Guard Agency (Frontex), the European Maritime Safety Agency (EMSA) and the European Fisheries Control Agency (EFCA) of 18 March 2021. Commission approval: C (2021)1675 final of 17 March 2021

<sup>33</sup> Administrative Board Recommendations on EFCA Five-Year Evaluation (Recommendation 8), 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>

<sup>34</sup> Council conclusions on the revision of the European Union Maritime Security Strategy (EUMSS) Action Plan (26 June 2018), doc.10494/18.

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scope of the fisheries control operations. Specific bilateral cooperation might be established on request of the Member States.

EFCA may also participate in projects at EU level where new technologies or additional knowledge can be acquired in benefit of the implementation of the EFCA mandate. EFCA will promote the use of these elements between the competent authorities of Member States.

In line with its Founding Regulation<sup>35</sup>, EFCA shall work on new technologies for control and inspection and may also acquire, rent or charter the equipment that is necessary for the implementation of the joint deployment plans. The charter of capacities by EFCA, through a framework contract for fisheries patrol vessels and the joint chartering of means with FRONTEX and EMSA, including aerial surveillance means and RPAS, has proven to be an effective way to ensure cooperation in benefit of the Member States national authorities. Therefore, EFCA will regularly assess emerging needs with the aim of providing an adequate response.

<b>Actions:</b>	<b>Expected results:</b>
Charter of OPVs and other control means	Enhanced EU MCS capacity and exchange of best practices with multinational inspection teams Multipurpose platform highly available for EU cooperation in Coast Guard functions
Cooperation with EMSA and FRONTEX in the EUCG initiative	Enhanced interagency operational cooperation and cost-effective use of means
Contribute to the EUMSS and support a joint approach to the implementation of the FAO, IMO and ILO rules	Implementation of the relevant actions under the EUMSS action plan and tailored activities for support FAO, IMO and ILO initiatives
Maintain and update the CG handbook	Timely and updated information provided to MS and EU Agencies

**Multiannual Key Performance Indicator:**

Indicator on operational support to national Coast Guard authorities

**Baseline 100**

It addresses Coast Guard portal visibility, OPV operational days and RPAS usage.

**Target**

2023	2024	2025	2026	2027
100 ⇒ 110				

Meaning: Having as basis 250 days as an adequate annual average level per EFCA OPV and 90 days of RPAS usage, the objective is to keep those deployments at that level. In parallel an increase of the visibility through the usage of the Coast guard portal is expected.

How it is calculated:

Sub-indicator	Views of Coast Guard portal hosted by EFCA	OPV operational days	Nr of operational days with RPAS
Type /Unit	Count of pages views	Number of days	Number of days
Source	Internet analytics	Operational reports	Operational reports
Weight	35%	50%	15%
Baseline	n.a. <sup>36</sup>	250 days/OPV in average	90 days

<sup>35</sup> Articles 8(1)(b), 9(2) and 10(2) of EFCA's Founding Regulation.

<sup>36</sup> Currently not available. The baseline should be the number of viewers in the first year the portal is available.

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## 1.2 GRANTS

EFCA has a grant agreement related to the support to the Project Improved regional fisheries governance in Western Africa (PESCAO), adopted by the Commission by the Decision C (2017) 2951 of 28 April 2017, to be implemented from 2018 to 2023<sup>37</sup>. The project includes a component aiming to improve the fight against Illegal, Unregulated and Unreported (IUU) fishing activities in Western Africa, in which EFCA provides technical assistance.

EFCA is implementing from 2022 the following three projects, financed in the frame of contribution agreements under the European Maritime, Fisheries and Aquaculture Fund (EMFAF)<sup>38</sup>:

- Analysis for the weighing process of fisheries products in the Member States and strategy
- Mediterranean virtual regional training academy on fisheries control and inspection
- Implementation of the results of the Coast Guard qualifications Network and the CGF handbook

EFCA is also implementing from 2022 a Project financed by the European Neighbourhood Instrument (ENI) with relation to the reinforcement of the fisheries surveillance in Algeria.

EFCA is continuously looking for opportunities to be able to provide support to the fight against IUU fishing and promote fisheries control, including in the international dimension, but additional resources for these activities are needed. EFCA is in that respect ready to work in cooperation with the Commission in different projects and activities to be financed, including through grant agreements under, i.e., the EMFAF, the Neighbourhood and the Blue Economy initiatives.

## 2 HUMAN AND FINANCIAL RESOURCES OUTLOOK FOR THE YEARS 2023 – 2027

### 2.1 OVERVIEW OF THE PAST AND CURRENT SITUATION

#### Staff Population overview for 2021

Post occupancy for the year was 100 %<sup>39</sup>.

EFCA signed a grant agreement in 2018 related to its support to the Project Improved regional fisheries governance in Western Africa (PESCAO). In accordance with the conditions of the PESCAO grant, 3 CA (2.3 FTE) and 1 person/year of SNEs were funded by that grant in 2021.

For the second half of 2021, EFCA was granted additional staff, 4 TA and 2 CA. Other than these changes, evolution in terms of staff changes within each action area was minimal, in line with the evolution of activities.

<sup>37</sup> Extended up to 31 December 2023, Ref. Ares(2020)7694386 – 17.12.2020.

<sup>38</sup> European Maritime, Fisheries and Aquaculture Fund

<sup>39</sup> This includes job offers sent before 31 December 2021.

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## Expenditure for 2021

The main impact on the budgetary and financial management of year 2021 has been the additional subsidy provided to EFCA for its implementation during the second half of the year. This new €4 million budget was targeted for the increase in staff (4 TA and 2 CA) and for up to two more Offshore Patrol Vessels (OPV) for the increase in monitoring of the EU waters adjoining the United Kingdom. The year's activities were still impacted by the COVID-19 pandemic and the resulting restrictions for travelling, but EFCA was still able to achieve a 99.1% implementation in commitments and 74.5% in payments.

EFCA received resources during 2021 in relation to the grant agreement related to the support to the Project *Improved Regional fisheries governance in Western Africa (PESCAO)*, to be implemented from 2018-2023. In total, the grant awarded equalled €2.5 million, from which €0.68 million was earmarked for 2021.

## 2.2 OUTLOOK FOR THE YEARS 2023 – 2027

### A) New tasks

EFCA will continue the implementation of the projects financed with contribution agreements that started in 2022:

- Analysis for the weighing process of fisheries products in the Member States and strategy
- Mediterranean virtual regional training academy on fisheries control and inspection
- Implementation of the results of the Coast Guard qualifications Network and the CGF handbook
- Reinforcement of the fisheries surveillance in Algeria.

### B) Growth of existing tasks

EFCA will continue to support the Member States and Commission in the context of cooperation with UK. This may result in the growth of existing tasks, namely in the context of:

- Support the activities of VCN with MS and development of the situational awareness picture in the context of the Trade and Cooperation Agreement (TCA)
- Coordination of operational cooperation (e.g. inspectors exchanges) with the UK upon the request of the Commission and following to the agreements of the Specialized Fisheries Committee
- Support the Commission regarding the UK in the context of third country agreements and technical advice under the Specialized Fisheries Committee
- Risk Assessment of UK vessels in EU waters and EU vessels in UK waters
- Dedicated Offshore Patrol Vessels operations focused on TCA related risks.
- Provide guidance and training to inspectors on topics related with the new fisheries situation under the TCA
- Ensure a more complete VMS and ERS picture of third country vessel activity in the EU, in particular from UK vessels
- Development and implementation of a Unified Information System able to integrate and cross check Member States and third country activity data

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The additional International control and Inspection programmes that are developed as pilot projects in the area of the Mediterranean Sea may imply additional tasks to manage a good joint implementation in cooperation with the Member States and Third Countries partners.

The management of the activities of additional chartered means by EFCA (sea and aerial surveillance) will imply an increase of the additional tasks linked to the operations of the means (additional administrative tasks, more coordinated patrol and activities, additional missions of personnel of Member States and EFCA).

## 2.3 RESOURCE PROGRAMMING FOR THE YEARS 2023 – 2027

### 2.3.1. Financial Resources

The General Budget will continue to be the main source of revenue for EFCA during 2023-2027. See below the breakdown per type of revenue and Title for 2023-2027 (EUR million)<sup>40</sup> in line with the latest version of MFF 2021-2027.

REVENUE	2023	2024	2025	2026	2027
EU Subsidy	30.10	30.59	31.09	31.63	32.33
Other grants	p.m	p.m	p.m	p.m	p.m
Other revenue	p.m	p.m	p.m	p.m	p.m
<b>Total revenues</b>	<b>30.10</b>	<b>30.59</b>	<b>31.09</b>	<b>31.63</b>	<b>32.33</b>

EXPENDITURE	2023	2024	2025	2026	2027
Title I – Staff	11.71	12.30	12.45	12.55	12.80
Title II - Administrative	2.36	1.95	2.00	2.02	2.05
Title III - Operational	16.03	16.34	16.64	17.06	17.48
EU Subsidy	<b>30.10</b>	<b>30.59</b>	<b>31.09</b>	<b>31.63</b>	<b>32.33</b>
Ad-hoc grants	p.m	p.m	p.m	p.m	p.m
<b>Total expenditure</b>	<b>30.10</b>	<b>30.59</b>	<b>31.09</b>	<b>31.63</b>	<b>32.33</b>

#### Justification of needs in 2023

The staff expenditure (Title I) has been estimated taking into consideration a full occupation of the 77 posts under the draft establishment plan for 2022, 16<sup>41</sup> external staff positions, and the corresponding step increases and estimated reclassifications. Overall, there is a 6% increase in Title I. This increase is mainly due to the annual salary adjustments, including the additional 3% provided to EFCA as a result of the high salary indexations in 2022.

<sup>40</sup> These resources are in compliance with Council Regulation (EU, Euratom) 2020/2093 of 17 December 2020 laying down the multiannual financial framework for the years 2021 to 2027

<sup>41</sup> This figure does not include the staff covered by the Assigned Revenue (15 contract agents and 3 SNE)

As a result of the additional resources granted to EFCA under the TCA agreement, the Spanish Authorities have agreed in 2022 a renewal of the current rental contract of EFCA's premises, providing additional office space for the new staff as of October 2022. EFCA has increased Title II for year 2023 mainly to provide for the reform of this new space. This title will also include the purchase of obsolete equipment and coverage for the increase in prices of services and supplies due to the inflation. EFCA continues to streamline in its administrative expenditure in general within the expected activity growth environment.

The operational budget has been decreased by 2% to cover the shortage in Title II for the required building works. This cut has been applied homogeneously throughout all 4 strategic areas of the operational budget.

EFCA will continue to implement the assigned revenue received in 2022 and carried over to 2023 for the implementation of the programs of the next 3-4 years.

The draft figures of the Budget 2023 have been indicated in Annex III.

**Budget Outturn and cancellation of appropriations:**

This information is provided in Annex III.

**2.3.2. Human Resources**

The total number of posts in the establishment plan in 2023-2027 remains stable at 77.

The number of contract agents is 11 and of seconded national experts 5.



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## 2.4 STRATEGY FOR ACHIEVING EFFICIENCY GAINS

So far, the efforts for efficiency gains have been initialised and enhanced since 2014 through the implementation of the following measures and systems, among others:

- Mission management and payment system (MIPS)
- Expert's meetings management and reimbursement system (AGM)
- E-Prior Platform, particularly the modules of e-Invoicing and e-Submission
- Sysper
- Centralisation efforts in some areas of administration
- Inter institutional calls for tender
- Continuous internal administrative procedures revision for improvements
- Environmental efficiency both in administrative and in operational aspects
- Cooperation with EMSA and Frontex in the framework of the EU Coast guard function (multipurpose operations with Frontex and EMSA, benefit of use of drones and anti-pollution equipment procured by EMSA, common awareness situation operation picture, etc.).

EFCA strategy aims at continuously improving its functioning, streamlining its processes and optimising staff engagement and productivity in order to increase efficiency with a view to achieve a good use of its human and financial resources. The main aspects of this strategy fall under:

- the organisation (and organisation chart) including the centralisation of some functions;
- the profiling, training and empowerment of the staff in accordance with the work programme;
- the development of manuals or handbooks for established processes;
- the standardisation of processes;
- the benefit of shared resources through inter- institutional calls for tender;
- the information gained through the EU agencies network (EUAN);
- the digitalisation to reduce cumbersome paper-based procedures;
- the diminution of the number of missions and the move to the use of a video conference approach triggered by EU New Green Deal.

The objective remains to continue these efforts for more efficiency taking into account regulatory obligations and opportunities.

The resources for complying with ECFA priorities are obtained by means of simplification, scalability and streamlining, through savings and benefits of EMFAF for Member States, better mobilisation and profiling of EFCA staff, organisational adaptations to eliminate overlap, moving to e-administration and e-training, and additional synergies with other agencies. The resulting actions are grouped under the following headings:

### Administration:

The following actions are envisaged in overhead/horizontal functions:

- Continue to introduce supporting electronic tools in the field of HR, procurement and budget monitoring.
  - EFCA will continue the implementation of additional Sysper modules according to the timetable of the European Commission
  - a new enhanced integral financial system (SUMMA) will replace the current one (ABAC) in 2024/2025

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- e-Procurement tool (PPMT) to be consolidated in 2023. This system is provided by the EC and is linked to the e-Tendering and e-Submission systems
- Contract management tool (SYGMA) integrated with PPMT to enhance and increase the efficiency in the follow up of contracts.
- Digitalisation of all processes and workflows, including the signature process for legal documents through a Qualified Electronic Signature (EU Sign).
- Cooperation with other EU Agencies. In line with the goal of the Network of EU Decentralised Agencies, EFCA will continue to find synergies in the horizontal functions such as in procurement through Inter-institutional calls for tender, setting up back up functions for accounting (EMSA), or ICT hosting services (EUIPO).

**Budget Savings:**

- Member States include travel and mission costs in relation to participation in EFCA activities on training in their EMFAF national operational programme.

**Operations:**

The agency contributes and supports the improvement of the control of the Common Fisheries Policy. However, those are mostly depending on legislative amendments. Nonetheless, the agency will prepare and streamline its equipment and processes for up fronting possible future building blocks:

- The obligation of remote electronic monitoring (REM) of fishing activities on board the fishing vessels that would increase the operational effectiveness and cost efficiency of the coordination of the Joint Deployment Plans;
- The extension of cooperative monitoring systems as VMS to vessel under 12 meters that would increase the information available, the awareness picture and the completeness of the risk evaluation;
- The finalisation of the Electronic Inspection and Surveillance Report System that will reduce a considerable burden for EFCA staff in the processing of inspection data;
- The development of additional training material following e-learning training protocols;
- The enhancement of the European Coast Guard cooperation through the enhancing of aerial surveillance (airplane or RPAS) and the hosting, update and maintenance of the European Coast Guard Handbook.

**2.5 NEGATIVE PRIORITIES/DECREASE OF EXISTING TASKS**

As mentioned in the Multiannual work programme section, the Administrative Board discusses on an ongoing basis the relationship between resources and tasks and, where necessary can decide on the downgrading of priorities. For example, the Administrative Board may decide to dedicate less resources to an area where cooperation with Member States is already working well and use some of those resources to reinforce other priority activities.

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**SECTION III – ANNUAL WORK PROGRAMME YEAR 2023**

**1 EXECUTIVE SUMMARY**

The AWP 2023 is in line with the strategic multiannual objectives and areas of intervention for 2023-2027, responds to the comments of the Administrative Board members during its meeting on 14 March 2018<sup>42</sup> and takes into account the Commission opinion on the draft Single Programming Document (SPD) for 2021 - 2025 of the European Fisheries Control Agency (EFCA).<sup>43</sup>

The ABMS 2023 is composed of 4 operational activities.

The AWP 2023 is in accordance with the Communication from the European Commission on the guidelines for the programming document for decentralised agencies.

AWP 2023		
Operational coordination	Operational Activities	ABMS
Assistance to Cooperation		
International dimension		
EU cooperation in Coast Guard functions		
Communication and Representation	Horizontal activities	Horizontal tasks
ICT and Information Security		
Administrative and Governance processes		

<sup>42</sup> Minutes of the Administrative Board meeting on 14 March 2018, <https://www.efca.europa.eu/en/content/minutes>

<sup>43</sup> 'Commission opinion C(2021)4326 final, 22.06.2021, on the draft Single Programming Document for 2022-2026 of the European Fisheries Control Agency'

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## 2 OPERATIONAL ACTIVITIES

### Activity Based Management System (ABMS)

OPERATIONAL ACTIVITIES	Code
Operational coordination	1
Assistance to cooperation	2
International dimension	3
EU cooperation in Coast Guard functions	4

EFCA has used the following allocation methodology for the AWP 2023:

- Direct cost allocation. The operational expenditure (Title III) is allocated to the different activities directly, based on the operational budget needed to accomplish the objectives under each activity.
- Indirect cost allocation. The staff and overhead expenditure (Titles I and II) are allocated to the different activities based on different drivers. The main driver is the dedication of staff to each activity in line with the job screening performed by EFCA each year, which is weighted with the official annual salary for the type of contract and grade of the staff. In the case of building related expenses, the driver used is the head count under each activity.
- EFCA estimates its horizontal support costs separately, which are then distributed within each of the activities based on the final weight of each activity. The figures presented for each activity include the horizontal support expenditure.

### 2.1 OPERATIONAL COORDINATION (OBJECTIVE 1)

#### 2.1.1. Overview of the Activity

**Description:**

The implementation of the JDPs, operational plans and pilot projects includes:

- The planning of the Joint Deployment Plans according to risk based approach;
- The deployment of control means, cooperation and exchange of information between the competent authorities;

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- The organisation of regional trainings addressing aspects of the implementation of the Joint Deployment Plans and common interpretation of rules and standardized procedures;
- The daily follow-up of the control activities, and the participation of EFCA staff and chartered means in missions organised in the context of the JDPs, to address current and new challenges of the Common Fisheries Policy, including the implementation of the Trade and Cooperation Agreement EU-UK;
- The assessment and follow up of agreed recommendations of the Joint Deployment Plans;
- The coordination and implementation of Operational Plans and Pilot Projects;
- The organisation of Regional Steering Groups in areas covered by a SCIP/JDP or a Joint International Inspection Scheme;
- The support to the implementation of regional projects in cooperation with the EU MS regional groups.

**Added value:**

A coordinated common effort to improve compliance with the CFP rules and to permit the EU to comply with its international commitments. It aims to reinforce the regionalisation process and the equal treatment of fishermen in the different EU and international areas.

**Challenges:**

- Appropriate commitment and availability of required control and monitoring effort by the MS and EFCA in view of the current and emerging threats, particularly in the framework of new commitments as the Trade and Cooperation Agreement EU - UK.

**Link with multiannual objectives:**

- (1) Enhanced coordination of fisheries monitoring control and surveillance

It contributes to:

- (2) Promote compliance through an effective and harmonised application of Union inspection procedures
- (3) Assist the EU in its international dimension in accordance with article 30 CFP Regulation
- (4) Provide operational support to national authorities in Coast Guard functions

**Legal basis:**

Articles 5, 7, 8, 15, 16, 17 and 25 of Regulation (EU) 2019/473; Arts. 30 and 37(2) of Regulation (EU) No 1380/2013<sup>44</sup>.

<sup>44</sup> OJ L 354, 28.12.2013, p. 22. Regulation as last amended by Regulation (EU) 2017/2092 (OJ L 302, 17.11.2017, p. 1).

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2.1.2. Objectives, indicators, expected results and outputs

OBJECTIVE 1										
Effective coordination of joint fisheries control operations										
EXPECTED RESULTS										
1. Improved compliance, level playing field and cost-effectiveness in the North Sea, Baltic Sea, Western Waters, Mediterranean, Black Sea and NAFO / NEAFC areas										
2. Increased synergies and transparency between the participating Member States										
PERFORMANCE INDICATORS	ACHIEVED 2021						EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY	
By JDP	NS	BS	WW	NAFO-NEAFC	MED	Black S				
1. Percentage of control and inspection means deployed in accordance with the JDP schedule (% of total planned)	93%	69%	100%	97%	76%	67%	90%	90%	Yearly report	
2. Exchange rate of ERS /VMS (% of ERS in relation to VMS of fishing activity)	New Indicator (Applicable 2022 onwards)						80%	80%	Yearly report	
3. % of (sea) inspections on the two highest risk fleet segments	90%	78%	64%	n/a	90%	58%	>60%	>60%	Yearly report	
4. Workshops attendees satisfaction rate	67%	81%	93%	81%	91%	100%	Attendees satisfaction (good or very good >80%)	Attendees satisfaction (good or very good >80%)	Yearly report	
MAIN OUTPUTS										
1. Strategic risk assessment at fisheries level (gear, area and species) in the North Sea, Baltic Sea, Western Waters, NAFO / NEAFC, Mediterranean and Black Sea										
2. Implementation of JDP decisions and deployment of means in accordance with the JDP plan										
3. Operation of EFCA chartered capacities										
4. Create and update a pool of Union Inspectors										
5. Effective exchange of target vessels between Member States at the tactical level of coordination										
6. Assessment reports of the regional control operations (JDP and operational plans), including the definition of major risks for the control activities										
7. Evaluation of compliance by region										
8. Workshops for Member States Union inspectors at a regional level										
9. Implementation of standard inspection procedures										
10. Implementation of operational plans (as required)										

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**2.1.3. Estimates of workload drivers and resources - ABMS Code 1**

<b>Staff</b>	23.8 TA 62 CA/SNE
<b>Standard Budget</b>	€1,000,000
<b>ABMS</b>	€6 621 007
<b>Link to EFCA Organisation Chart</b>	Unit EU Waters and North Atlantic and Unit Coast Guard and International Programmes

**2.2 ASSISTANCE TO COOPERATION (OBJECTIVES 2-4)****2.2.1. Overview of the Activity****Description:**

This activity establishes EFCA's actions to assist, through its expertise, to the common implementation of projects and methodologies with Member States and the European Commission relating to data management, risk management, compliance evaluation, and other methodologies and standards.

Such projects and methodologies establish a common basis to be implemented at national or regional level and will be used in the JDPs and/or operational plans with the EU Member States regional groups. They are instrumental in ensuring a level playing field and improved cost-effectiveness in MCS operations.

EFCA will continue to develop, enhance and maintain the integrated Fisheries Information System, derived from the Control Regulation and will include EFCA specific applications designed to support the coordination and training activities. This includes providing fisheries related data input through the EFCA Fisheries Information System (FIS) database to a common maritime operational picture in the context of the EUCG functions activities.

EFCA will assist Member States and the Commission in the training of fisheries inspectors/officials (EU Member States and third countries), through:

- The provision of a set of training manuals, training courses and e-learning material,
- The provision of joint training courses with other EU agencies, in the context of the EUCG Functions

The accurate weighing of fishery products is essential for ensuring the registration of all quantities of fishery products landed and for the long-term environmental sustainability of fishing activities, which is a key objective of the Common Fisheries Policy. Through the implementation of a dedicated project, EFCA aims to develop recommendation to ensure efficient and effective methodologies for the weighing of fisheries products.



**Added value:**

Provision of assistance and expertise to the Member States and the Commission. The use of common methods delivered by common projects shall improve the knowledge-basis for a more effective planning, implementation and assessment of joint control operations. The use of the operational applications will ensure transparency and promote cooperation. A standardised and harmonised implementation of the fisheries control activities at EU and international levels and contribution to the European Coast Guard initiative.

**Challenges:**

- The securing of the necessary investments to support software application development as well as the continued enhancement and maintenance of those applications and the associated ICT infrastructure.
- Ensuring a wide support and legitimacy in common projects and methodologies so as to enable a more effective implementation

**Link with multiannual objectives:**

- (2) Promote compliance through an effective and harmonised application of Union inspection procedures

It also contributes to:

- (1) Enhanced coordination of fisheries monitoring control and surveillance
- (3) Provide operational support to national authorities in Coast Guard functions
- (4) Assist the EU in its international dimension in accordance with article 30 CFP Regulation

**Legal basis:**

Articles 4, 5, 7, 8, 9, 10, 15, 17 and 25 of Regulation (EU) 2019/473. Articles 30 and 37(2) of Regulation (EU) No 1380/2013.



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2.2.2. Objectives, indicators, expected results and outputs

OBJECTIVE 2				
Development of methodologies and fisheries information systems in support of MCS activities				
EXPECTED RESULTS				
1. Assistance to Member States, Regional Bodies, and the European Commission in the implementation of the CFP, including the landing obligation				
2. Development of standard methodologies applicable to risk management and compliance evaluation				
3. Improvement of data management and fisheries information systems in support of fisheries MCS				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. User evaluation of the ERS, Fishnet and IMS applications	94%	Not applicable	80%	Every 3 year
2. Number of registered users in the EFCA IMS	New Indicator (Applicable 2022 onwards)	>1200	>1200	Yearly report
3. Number of guidelines/ methodologies in JDP decision / published in EFCA Website	New Indicator (Applicable 2022 onwards)	10	10	Yearly report
MAIN OUTPUTS				
1. Guidelines and best practices on standardisation of inspection procedures, namely on weighing of fisheries products				
2. Standard procedures and guidance documents on the application of the rules of the CFP, including modern and more effective and efficient control techniques (e.g. REM)				
3. Methodology for regional risk management strategy				
4. Methodology for minimum standards for national risk assessment systems (e.g. common data cross-check analysis)				
5. Methodology for alternative, compliance-based, benchmarks (e.g. further development of the <i>Guidelines of Indicators of Compliance in Fisheries</i> )				
6. Guidelines on data and systems governance frameworks				
7. Business requirements for the development of EFCA systems in support of JDPs, EUCG Functions and the fight against IUU fishing				

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OBJECTIVE 3				
Development of training on MCS activities				
EXPECTED RESULTS				
1. Updated training material available				
2. Use of the EFCA e-learning platform				
3. MS national training activities supported				
4. Provision of coast guard cross-functional training				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. % of users considering the training platform meets their expectations	New Indicator (Applicable 2022 onwards)	80%	80%	Yearly report
2. Number of registered users in the EFCA e-learning platform increased by 3% each year	1374	1030	1060	Yearly report
3. % of users who would recommend the training platform to their colleagues	New Indicator (Applicable 2022 onwards)	80%	80%	Yearly report
MAIN OUTPUTS				
1. EFCA CC manuals developed and kept updated according to MS needs and expectations				
2. EFCA e-learning platform available and updated according to MS needs and expectations				
3. Enhanced knowledge on fisheries control in specific areas/legal framework				
4. Feasibility study to create a "logbook" for Union inspectors to collect and certify their activities, including EFCA training courses and modules followed and missions at sea in EFCA means				
5. Training delivered in collaboration with EMSA and Frontex in the context of the EUCG functions, including third countries				

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OBJECTIVE 4				
Analysis for the weighing process of fisheries products in the Member States and strategy <sup>45</sup>				
EXPECTED RESULTS				
1. Description and analysis of weighing practices of fisheries product				
2. Evaluation of existing sampling plans, control plans and common control programmes and relevant methodologies				
3. Recommendations and guidelines to ensure efficient and effective weighing of fisheries products				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. Evaluation of the current weighing methodologies	New Indicator (Applicable 2022 onwards)	20%	70%	Annual reporting iaw project objectives and phases
2. Recommendations for improvements	New Indicator (Applicable 2022 onwards)	1	2	Annual reporting iaw project objectives and phases
MAIN OUTPUTS				
1. Implementation of the activities according to the project proposal				
2. Development of best practices and guidelines for weighing of fisheries products				

2.2.3. Estimates of workload drivers and resources - ABMS Code 2

<b>Staff</b>	12.6 TA 6.2 CA/SNE
<b>Standard Budget</b>	€1,760,000
<b>ABMS</b>	€4,969,022
<b>Link to EFCA Organisation Chart</b>	Unit EU Waters and North Atlantic and Unit Coast Guard and International Programmes

<sup>45</sup> Project implemented in the frame of Contribution agreements, as defined in Article 7 of the Framework Financial Regulation for the decentralised agencies and separately financed by the European Maritime, Fisheries and Aquaculture Fund (EMFAF).

## 2.3 INTERNATIONAL DIMENSION: (OBJECTIVES 5-6)

### 2.3.1. Overview of the Activity

#### Description:

In accordance with Annex XII, EFCA actions for 2023 in the context of the International Dimension of the Common Fisheries Policy and of the implementation of the EU Regulation to fight IUU fishing shall be:

- Assisting the European Commission and the Member States in their relations with RFMOs and third countries and promoting the implementation of the control standards of the EU at international level. This includes exploring the extension of the Joint Deployment Plan concept involving third countries through the implementation of pilot projects, namely in the Black Sea and the Mediterranean Sea.
- Assisting Member States authorities and the Commission in the implementation of the control aspect of the EU IUU Catch Certification scheme through the organisation of workshops and exchange of experiences, and the assistance to the European Commission in their role to organise and deploy evaluation missions to third countries.

EFCA will continue assisting the EU in the implementation of the grant contracts as PESCAO, the Project in support of Algeria and the e-Fish Med Project, and other similar actions through the provision of assistance to the third countries in Eastern, Western and Northern Africa. This cooperation will include capacity building activities, support to operational activities and implementation of specific subprojects.

#### Added value:

A standardised and harmonised implementation of the fisheries control activities at international level. The assistance to the Commission and the Member States in the IUU catch certification scheme shall contribute to the equal treatment of operators in the different EU and international areas.

#### Challenges:

- Interdependence from external stakeholders and unplanned changes in priorities where there are high expectations.
- Staff and budget limitations could impact the delivery of certain SPD outputs, especially for the growing tasks.

#### Link with multiannual objectives:

(3) Assist the EU in its international dimension in accordance with article 30 CFP Regulation  
It contributes to:

- (1) Enhanced coordination of fisheries monitoring control and surveillance
- (2) Promote compliance through an effective and harmonised application of Union inspection procedures
- (4) Provide operational support to national authorities in Coast Guard functions

#### Legal basis:

Articles 4, 5, 7, 9, 10, 15 and 25 of Regulation (EU) 2019/473. Art. 30 and 37(2) of Regulation (EU) No 1380/2013

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2.3.2. Objectives, indicators, expected results and outputs

OBJECTIVE 5				
Support the EU in the implementation of the external dimension of the CFP				
EXPECTED RESULTS				
1. Support to the EU delegation in RFMOs meetings				
2. Support in implementation of international inspection schemes, pilot projects and specific campaigns				
3. Support as regards training and assistance to Third Countries in relation to MCS activities				
4. Assistance to the European Commission on analysis and evaluation mission to third countries as regards the implementation of the IUU Regulation				
5. Increased collaboration between Member States IUU competent authorities in the organisation of training sessions, verification process and risk analysis relating to the import of fisheries products to the EU				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. % of RFMOs and third countries to which EFCA assisted on Commission requests <sup>46</sup>	100%	100%	100%	Quarterly report
2. % of analysis of catch certificates and supporting documents provided timely to the Commission <sup>47</sup>	100%	100%	100%	Quarterly report
3. IUU training sessions satisfaction rate	88%	Attendees satisfaction (good or very good) >80%	Attendees satisfaction (good or very good) >80%	Quarterly report
MAIN OUTPUTS				
1. Tasks assigned to EFCA in relation to RFMOs delivered				
2. Pilot projects and cooperation with third countries delivered in accordance with the annual strategy				
3. Capacity building delivered to third countries as requested				
4. Analysis of information and reports of missions in third countries encompassing IUU Regulation				
5. Training sessions and seminars for Member States IUU competent authorities delivered				

<sup>46</sup> In accordance with Annex XII

<sup>47</sup> In accordance with Annex XII

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OBJECTIVE 6				
To strengthen compliance through the implementation of EU international projects as regards fisheries monitoring, control and surveillance				
EXPECTED RESULTS				
1. Implementation of the Annual work Programme of the different projects				
2. Harmonisation of third countries legal framework in accordance with international standards,				
3. Increased capacity of third countries fisheries inspectors and other officials.				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. Operational activities supported by EFCA	3	2	1	Yearly report
2. Number of trained officials in the areas covered by SRFC and FCWC	194	20	20	Yearly report
MAIN OUTPUTS				
1. Implementation of the activities plan for 2023 in the Multiannual 6-year PESCOAO project <sup>48</sup>				
2. Implementation of the activities plan for 2023 in the Multiannual 3-year eFish Med project <sup>49</sup>				
3. Periodic reports of cooperation delivered to EC				
4. Training workshop at national and regional level, including dedicated training actions funded by international partners and agreed by the EC				
5. Implementation of international Projects under the Blue Economy - Fisheries and aquaculture in Algeria <sup>50</sup> , and the ECOFISH <sup>51</sup> Programme in the Eastern Africa, Southern Africa and the Indian Ocean regions				

**2.3.3. Estimates of workload drivers and resources - ABMS Code 3**

<b>Staff</b>	5.8 TA 0.2 CA/SNE
<b>Standard Budget</b>	€135,000
<b>ABMS</b>	€1,377,019

<sup>48</sup> Project implemented in the frame of Contribution agreements, as defined in Article 7 of the Framework Financial Regulation for the decentralised agencies and separately financed by the European Development Fund (EDF)

<sup>49</sup> Project implemented in the frame of Contribution agreements, as defined in Article 7 of the Framework Financial Regulation for the decentralised agencies and separately financed by the European Maritime, Fisheries and Aquaculture Fund (EMFAF).

<sup>50</sup> Project implemented in the frame of Contribution agreements, as defined in Article 7 of the Framework Financial Regulation for the decentralised agencies and separately financed by the European Neighbourhood Instrument (ENI)

<sup>51</sup> The action entitled 'Contribution of Sustainable Fisheries to the Blue Economy of the Eastern Africa, Southern Africa and the Indian Ocean region (ECOFISH programme), was adopted by the Commission Decision C(2018)4132, with an EU contribution of EUR 28 Million to be implemented in 72 months until Sept 2024. The ECOFISH programme will strengthen policies and institutional frameworks for sustainable management of fisheries while improving capacities to combat IUU fishing and supporting small-scale inland and marine fisheries (<https://www.ecofish-programme.org/>)

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Link to EFCA Organisation Chart	Unit Coast Guard and International Programmes
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## 2.4 EU COOPERATION IN COAST GUARD (OBJECTIVES 7 AND 8)

### 2.4.1. Overview of the Activity

#### Description:

This activity establishes EFCA actions to:

- Contribute to the implementation of the EU Integrated Maritime Policy (IMP) and the EUMSS through interagency cooperation on coast guard functions, especially with EMSA and Frontex in support of the Member States. It includes the planning, analysis and assessment of EUCG multi-purpose operations;
- Charter of control means dedicated to fisheries control, being available to cooperate with other objectives in the framework of European multipurpose maritime operations, including through the joint chartering with other agencies and/or the inter-agency sharing of chartered assets.
- Promotion and facilitation of use of new control technologies for the Member States, based on the common use of information provided via cooperation with the other Agencies (EMSA, FRONTEX, EUSPA, ESA, EU SATCEN, EUROPOL) in particular EFCA IMS worldwide, RPAS and satellite imagery availability, or via participation in different projects/initiatives (i.e., CISE, ENTRUSTED).

#### Added value:

A standardised and harmonised implementation of the fisheries control activities at EU and international level, and contribution to the European Coast Guard initiative.

#### Challenges:

- To enhance cooperation in Coast Guard functions with Member States and other agencies
- Deficiency of resources in comparison with other agencies (EMSA, FRONTEX) for the implementation of the tripartite working arrangement
- Need to consider resources programming in case EFCA would need to enhance its support to Commission and MS in order to maximise the benefit for the fisheries community of the cooperation with other agencies as regards EO products (satellite imagery).
- To manage and operate EFCA inspection platforms in accordance with legal, safety, security, and health prevention related requirements.

#### Link with multiannual objectives:

- (4) Provide operational support to national authorities in Coast Guard functions

It contributes to:

- (1) Enhanced coordination of fisheries monitoring control and surveillance
- (2) Promote compliance through an effective and harmonised application of Union inspection procedures

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- (3) Assist the EU in its international dimension in accordance with article 30 CFP Regulation

**Legal basis:**

Articles 4, 5, 7, 8, 9, 10, 15 and 25 of Regulation (EU) 2019/473.

**2.4.2. Annual Strategic Plan 2023 in the framework of the European Coast Guard initiative**

**Introduction**

Four years after the signature of the first Tripartite Working Arrangement (TWA), the three Agencies took a significant step towards strengthening the European cooperation on coast guard functions by signing on 18<sup>th</sup> March 2021 a new working arrangement for an indefinite period, aimed at defining modalities of the cooperation between EFCA, EMSA and Frontex, to support national competent authorities for different coast guard functions. The interagency cooperation has become part of the daily work of the three agencies and EFCA, EMSA and Frontex present now the same section on coast guard cooperation in their respective Single Programming Document and annual report.

As a result, EFCA, EMSA and Frontex are maintaining and deepening the cooperation in the five areas defined by the common article of the respective founding regulations (information sharing, surveillance and communication services, capacity building, risk analysis and capacity sharing) to further support the national authorities carrying out coast guard functions in various domains.

Conscious that projects and cross sector initiatives performed by the agencies can benefit a wider number of national authorities around EU and beyond, as well as taking into account some lessons learned from the COVID-19 pandemic, EFCA, EMSA and Frontex are presenting their Annual Strategic Plan (ASP) for 2023 in the next pages. The current plan focuses on concrete projects to be developed during an indicated timeline, by adopting a multiannual-oriented approach towards the planned activities and with the intention of having the relevant Member States authorities closely involved in its implementation.

The projects and tasks of the plan are the result of the dialogue between the three Agencies on how to best serve the needs for cross sectoral activities, considering the feedback of the national authorities received through the Annual European Coast Guard Event, the different Coast Guard Fora and channels, such as joint trainings, national and regional initiatives covering more than one coast guard functions and the ECGFF/EU agencies co-organised events.

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**Priorities for 2023 (outline)**

**Horizontal**

<b>Objective:</b>	<b>To further promote the interagency cooperation with national authorities on coast guard functions at EU and international level.</b>
<b>Tasks:</b>	<ol style="list-style-type: none"> <li>1) To hold the annual joint Annual European Coast Guard Event (AECGE) under the coordination of EMSA (as chair of the TWA), in line with the experience gained at the previous annual events, while enhancing interaction between participants.</li> <li>2) To ensure the joint participation of the agencies in European and international maritime events with coast guard relevance.</li> <li>3) To coordinate the cooperation with regional Coast Guard Functions Fora.</li> <li>4) To coordinate the implementation of the adopted interagency communication plan relevant for the year 2023.</li> <li>5) To contribute as required to the update of the EUMSS Action Plan.</li> </ol>
<b>Timeline:</b>	2023

**Information sharing:** The following specific project shall be implemented:

<b>Project A:</b>	<b>Enhancement of the Maritime Data Catalogue, to encourage a further sharing of data across Coast Guard Functions</b>
<b>Objective and tasks:</b>	<ol style="list-style-type: none"> <li>1) Ensure the continued relevance of the Maritime Data Catalogue by incorporating updates/additions as appropriate, following feedback from the Member States and EU Agencies at the respective dedicated meetings in 2022.</li> <li>2) Ensure the availability of the Catalogue in a secure area on the respective Agencies' platforms.</li> <li>3) Develop of a Frequently Asked Questions (FAQ) section in the Catalogue.</li> <li>4) Promote the Catalogue to further raise awareness at Member State level.</li> <li>5) Maintain a repository of use cases raised by Member States, for identifying opportunities for enhancing the sharing of data.</li> <li>6) Pending the assessment undertaken under ASP 2022, development of a public version of the Catalogue, for endorsement of the Member States.</li> </ol>
<b>Timeline:</b>	2023
<b>Contribution from Member States authorities:</b>	<ol style="list-style-type: none"> <li>1) Input to updates and new additions to the Catalogue.</li> <li>2) Provide use cases, to be used to inspire enhanced sharing of data.</li> <li>3) Provide feedback on material and presentation format of the Catalogue approved for public dissemination.</li> </ol>

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**Surveillance and communication services**

The following specific projects shall be implemented:

<b>Project B:</b>	<b>Raise awareness of the user/stakeholder groups of the 3 Agencies related to surveillance and communication services</b>
Objective and tasks:	1) Produce a Surveillance Service Stakeholder's Groups Catalogue, mapping the stakeholder groups (including their scope and membership) of the 3 Agencies related to surveillance and communication services.
Timeline:	2023
Contribution from Member States authorities:	1) Awareness raising of surveillance fora available to Member States stakeholders.

<b>Project C:</b>	<b>Report on a Mapping of Information Exchange Standards in EU Level Systems between different Coast Guard Functions</b>
Objective and tasks:	Building on the Mapping of Information Standards between authorities performing different Coast Guard Functions for exchanging information in EU level systems (e.g. CISE, EUROSUR - including Specific Situational Pictures, FIS, IMS, SSN), TSC1 will: <ol style="list-style-type: none"> <li>1) Produce a Report on a Mapping of Standards for Maritime Information Exchange Standards in EU Level Systems to the Member States.</li> <li>2) Explore the commonalities and opportunities for efficiencies found in the above- mentioned Report.</li> <li>3) Draft a road map addressing how gradually CISE will be supporting information exchange and cooperation between the three Agencies, while considering other information/data exchange systems already in place.</li> </ol>
Timeline:	2023
Contribution from Member States authorities:	<ol style="list-style-type: none"> <li>1) Provide feedback on the draft of the Report before finalisation, on a Mapping of Standards for Maritime Information Exchange Standards in EU Level Systems.</li> <li>2) Identify and share expertise on applying information exchange standards on national level, that can bring added value to EU Level Systems.</li> </ol>

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**Capacity building**

The following specific projects shall be implemented:

<b>Project: D</b>	<b>Practical Handbook on European cooperation on coast guard functions and Coast Guard qualifications Network</b>
Objective and tasks:	<p>Strengthen the cooperation between the European coast guard function authorities in further developing the practical handbook<sup>52</sup> and in selected capacity building activities.</p> <p>1) To support the implementation of the project "<i>Implementation of the results of the Coast Guard qualifications Network and the Practical Handbook on European cooperation on coast guard functions</i>"<sup>53</sup> through:</p> <ul style="list-style-type: none"> <li>• Using the existing databases in the Agencies for keeping the handbook updated in the online platform avoiding any double reporting from Member States</li> <li>• Proposing initiatives to develop further the coast guard training network and the on-the-job exchange opportunities.</li> <li>• Promoting the Sectoral Qualifications Framework for Coast Guard Functions (SQF), among others, through a dedicated awareness session on SQF for Coast Guard functions.</li> </ul> <p>2) To manage and maintain an online platform and define the generic contents to be included to reflect the existing areas of cooperation and to host the most important ASPs projects' deliverables</p>
Timeline:	2023 (multiannual, follow up work from 2022)
Contribution from Member States authorities:	<ol style="list-style-type: none"> <li>1) Feedback related to the implementation of the online platform.</li> <li>2) Feedback on possible further developments of the Handbook.</li> <li>3) Update of country factsheets.</li> <li>4) Member States authorities to participate in the identification of training needs, offer training and on-the-job exchange opportunities.</li> <li>5) Member States authorities to cooperate on the promotion and, as adequate, implementation of the Sectoral Qualifications Framework for Coast Guard Functions (SQF).</li> </ol>

<sup>52</sup> Commission Recommendation (EU) 2021/1222 of 20 July 2021 establishing a 'Practical Handbook' on European cooperation on coast guard functions, OJ L 268, 27.7.2021, p. 3–18

<sup>53</sup> Contribution Agreement attributed to EFCA through Commission Implementing Decision of 4.6.2021 on the financing of the European Maritime, Fisheries and Aquaculture Fund and the adoption of the work programme for 2021, C(2021) 3870 final.

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<b>Project: E</b>	<b>Cross-sector training and capacity building</b>
Objective and tasks:	<ol style="list-style-type: none"> <li>1) Offer joint cross-sectoral training to Member State national authorities by developing or implementing as adequate joint cross-sector training events or awareness sessions for items such as: <ol style="list-style-type: none"> <li>a. Search and Rescue;</li> <li>b. Fishing vessels safety/fisheries inspection rules;</li> <li>c. Maritime Surveillance;</li> <li>d. EU cooperation on coast guard functions.</li> </ol> </li> <li>2) Offer joint cross-sectoral training to at least one third country by developing or implementing as adequate joint cross-sector training events or awareness sessions.</li> </ol>
Timeline:	2023 (multiannual, follow up work from 2022)
Contribution from Member States authorities:	<ol style="list-style-type: none"> <li>1) Member States will benefit from the cross-sector trainings to be organised.</li> <li>2) Where relevant, Member States to participate with their input.</li> </ol>

**Risk Analysis**

The following specific project shall be implemented:

<b>Project: F</b>	<b>Cross-sector risk analysis</b>
Objective and tasks:	<p>Provide support to Member States authorities carrying out coast guard functions on cross-sector risk analysis/assessments.</p> <ol style="list-style-type: none"> <li>1) To further develop and update cross sectorial risk analysis/assessment methodologies to be used in different European sea basins and deliver a common report for specific areas and/or sea basins in coordination with the TSC3 MMO project.</li> <li>2) To organise a workshop on risk analysis and assessment joining the communities of the three agencies, with the objective of: <ol style="list-style-type: none"> <li>a. Raising awareness of the different frameworks and methodologies used by the different communities of the three agencies and;</li> <li>b. Fostering the exchange of information and best practices between the different communities.</li> </ol> </li> </ol>
Timeline:	Full year 2023
Contribution from Member States authorities:	The tasks outlined above are related with the outcome of the survey done in 2021. Member States will contribute by providing feedback on cross-sector risk analysis information and will be participating in the planned workshop.

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**Capacity sharing**

The following specific projects shall be implemented:

<b>Project: G</b>	<b>Multipurpose Maritime Operations</b>
Objective and tasks:	<ol style="list-style-type: none"> <li>1) To further develop the concept for implementation of MMO(s).             <ol style="list-style-type: none"> <li>a. Identify potential areas and periods of interest for the implementation of MMOs in 2024, taking into consideration the availability of multipurpose capacities of the three Agencies, in those areas in such periods as well as operational activities already in place;</li> <li>b. Keep updated the generic modalities.</li> </ol> </li> <li>2) To implement the MMO(s) agreed by TWA Steering Committee in the European sea basin, upon MS's or Agencies request and in line with the generic modalities for MMO.             <ol style="list-style-type: none"> <li>a. Implement a MMO in the Black Sea. Prepare specific modalities in accordance with the generic modalities for MMO and relevant decision of the Steering Committee;</li> <li>b. Implement a MMO in Baltic Sea (Possible alternative TBC: North Spain/Portugal). Prepare specific modalities in accordance with the generic modalities for MMO and relevant decision of the Steering Committee;</li> <li>c. Implement a MMO in an additional European sea basin (TBD). Prepare specific modalities in accordance with the generic modalities for MMO and relevant decision of the Steering Committee.</li> </ol> </li> </ol>
Timeline:	<ol style="list-style-type: none"> <li>1) Possible areas/period of interest to be identified by September 2023 for the endorsement of the Steering committee for ASP 2024.</li> <li>2) During year 2023</li> </ol>
Contribution from Member States authorities:	MSs' feedback on MMO received through the evaluation report. Generic modalities: Through AECGE, feedback from MSs involved in previous MMOs.

<b>Project: H</b>	<b>Mapping of the Agencies' assets deployment in support of Member States</b>
Objective and tasks:	<p>Finalise and make available a mapping of the agencies' assets deployment in support of the MSs.</p> <ol style="list-style-type: none"> <li>1) Each Agency to provide regularly updated information of their chartered assets deployed in EU sea basins that are suitable for multipurpose operations. This project to be implemented taking in consideration development of TSC1 project on maritime data catalogue.</li> </ol>
Timeline:	2023 (multiannual. Follow up work from 2022).
Contribution from Member States authorities	N/A

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2.4.3. Objectives, indicators, expected results and outputs

OBJECTIVE 7				
Support to fisheries control and other <sup>54</sup> national authorities working in the field of Coast Guard functions				
EXPECTED RESULTS				
1. Higher level of fisheries control ensured by making available services/means				
2. Antipollution equipment and supplies installed on board of the Chartered OPVs				
3. Enhanced interagency operational cooperation and cost-effective use of means				
4. Ensure the involvement of the fisheries community in initiatives of other Agencies				
5. Cooperation with EMSA and Frontex in the EUCG initiative implemented				
6. Cooperation with other EU Agencies (i.e., EU SATCEN, ESA, EUSPA) in projects related with control and surveillance technologies				
7. Further promotion of the use of new technologies for fisheries purposes, including in cooperation with other EU agencies				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. Percentage of EFCA chartered means operational days carried out in multipurpose operations	100%	60%	60%	Quarterly report
MAIN OUTPUTS				
1. Charter of three OPVs				
2. Charter or provision of air surveillance control means				
3. Readiness to provide support to MS during emergency situations at sea in relation to oil spills				
4. Contribution to the implementation of the EUMSS Action Plan				
5. Participation in the EUROPOL EMPACT Action Plan related with fisheries				
6. Implementation of the CG Annual Strategic Plan under the TWA				
7. Support to CG forums (ECGFF, MCGFF) to implement joint initiatives of cooperation				
8. Specific actions implemented under the close cooperation from other Agencies and projects in benefit of fisheries control				
9. Incorporate non-cooperative information in the EFCA systems for fisheries control				
10. Use of surveillance technologies for fisheries control by MS				

<sup>54</sup> Article 3(3) of the Proposal for a Regulation of the European Parliament and of the Council on the European Maritime and Fisheries Fund and repealing Regulation (EU) No 508/2014 of the European Parliament and of the Council (COM(2018) 390 final, defines coastguard as follows: coastguard' means national authorities performing coastguard functions, which encompass maritime safety, maritime security, maritime customs, prevention and suppression of trafficking and smuggling, connected maritime law enforcement, maritime border control, maritime surveillance, protection of the marine environment, search and rescue, accident and disaster response, fisheries control and other activities related to those functions

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OBJECTIVE 8				
Implementation of the Coast Guard handbook and the results of the Coast Guard qualifications Network <sup>55</sup>				
EXPECTED RESULTS				
1. Keeping the coast guard handbook updated and available on-line as a valuable document for Member States authorities				
2. Enhancing cooperation on coast guard capacity building and training.				
3. Manage an online platform to host the coast guard handbook and coast guard capacity building and training network.				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. Authorities of MS participating in the project	New Indicator (Applicable 2022 onwards)	At least 1 Authority of MS with CG authorities	At least 1 Authority of MS with CG authorities	Annual report
2. Satisfaction rate from users of the CG portal	New Indicator (Applicable 2022 onwards)	75%	75%	Annual report
MAIN OUTPUTS				
1. Implementation of the activities plan for 2023 in the Multiannual 5-year Coast Guard project				
2. Coast Guard handbook updated and available on the online platform				
3. Cooperation schemes for capacity building and training created				

2.4.4. Estimates of workload drivers and resources - ABMS Code 4

Staff	8.8 TA 0.2 CA/SNE
Standard Budget	€13,130,000
ABMS	€17,130,907
Link to EFCA Organisation Chart	Unit Coast Guard and International Programmes

<sup>55</sup> Project implemented in the frame of Contribution agreements, as defined in Article 7 of the Framework Financial Regulation for the decentralised agencies and separately financed by the European Maritime, Fisheries and Aquaculture Fund (EMFAF).



### 3 HORIZONTAL ACTIVITIES

#### 3.1 COMMUNICATION AND REPRESENTATION (OBJECTIVE 9)

##### 3.1.1 Overview of the task

**Description:** The Communication policy warrants that EFCA operational activities are well known by the partners and stakeholders working with the Agency as well as its target audiences.

Representation embeds EFCA's representation and participation to external meetings.

**Added value:** To ensure that EFCA's stakeholders and target audiences understand the Agency's mission, get the information they need and have a positive perception of the Agency as a well-qualified operational and technical body which efficiently meets its objectives.

**Challenges:**

- As a European Union agency, given its physical distance with the seat of the main EU institutions, special attention is required to bridge this physical gap in terms of Communication. However, using new technologies and new online tools for Communication purposes also implies challenges for a small agency like EFCA.

**Link with multiannual objectives:**

1. Enhanced coordination of fisheries monitoring control and surveillance
2. Promote compliance through an effective and harmonised application of Union inspection procedures
3. Provide operational support to national authorities in Coastguard functions
4. Assist the EU in its international dimension in accordance with article 30 CFP Regulation

**Legal basis:**

Article 41(3) of Regulation (EU) 2019/473



3.1.2. Objectives, indicators, expected outcome and outputs

OBJECTIVE 9				
Promote a culture of compliance of the Common Fisheries Policy and foster the European Union values				
EXPECTED RESULTS				
1. Stakeholders are informed about fisheries sustainability, the CFP rules in general and control measures concretely as well as its contribution to the European Border and Coast Guard and international projects				
2. General public is aware of the work of the EFCA in the area of control of the Common Fisheries Policy as well as its contribution to the European Border and Coast Guard and international projects				
3. Local public is familiar with the general values of the European Union				
4. Institutional partners are well-informed about the Agency's work and mission				
5. EFCA staff is informed and involved in EFCA's work				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. Participation in events, fairs, information seminars, conferences or meetings of other stakeholders that EFCA attended	11	8	9	Quarterly report
2. Followers in Twitter	3818	4000	5000	Quarterly report
3. Monthly number of page views to the EFCA website	13245	8000	9000	Quarterly report
4. Publications and audiovisual material produced	5	5	5	Quarterly report
5. Satisfaction with EFCA's intranet	90%	90%	90%	Annual report
MAIN OUTPUTS				
1. Ensuring the quality and timeliness of EFCA's website content and social media presence				
2. EFCA presence in the main EU fairs, events, information seminars, meetings or conferences related to its areas of work				
3. Layout and distribution of the main publications of the Agency				
4. Production of effective video material and infographics describing EFCA's work				
5. Strong media relations on the topics covered by the EFCA				
6. Cohesive visual identity to be respected in the Agency				
7. Organisation of international and local events with vast local institutional presence and media coverage				
8. Cooperation with other EU institutions and agencies on Communication				
9. Sound implementation of the Internal Communication Strategy, including staff meetings and an updated collaborative intranet				

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## 3.2 ICT AND INFORMATION SECURITY (OBJECTIVE 10)

### 3.2.1. Overview of the tasks

#### Description:

The role of ICT within EFCA is to provide highly available ICT infrastructure and IT Services that will ensure the confidentiality, integrity and availability of information and data. Information Security is one of the pillars of ICT making sure that adequate controls are in place. The IT Governance within EFCA assures that ICT is aligned and supporting the core business processes. ICT has to provide always state of the art infrastructure and IT tools. Continued improvement in all ICT aspects.

#### Added value:

1. Efficiency: in terms of efficient allocation of resources in relation to the delivered output.
2. Assurance: to make the decision-making process and the follow up of EFCA's activities transparent and easy to follow up and measure.
3. Improvement of service: to provide a continuous improvement of the service to the stakeholders (internal and external). Move to a service-oriented IT.
4. IT Governance: to work methodically and streamlined in accordance with pre-defined plans and processes and to adopt best practices.

#### Challenges:

- The continued challenge and risk of EFCA ICT is the high dependency on external resources for key ICT roles and tasks. Thus, knowledge is not ensured. This in conjunction with the small ICT team and the fact that IT domains are divided in all Units is a real challenge for effective IT Governance.
- In the Information Security domain, the challenge is to follow up the cybersecurity trends and to keep up to date controls in place both for compliance to ISMS and to be effective against cyber-attacks.
- The final challenge is to increase the use of the available technology and IT solutions in the Agency in order to show real and concrete efficiencies.

#### Link with multiannual objectives:

1. Enhanced coordination of fisheries monitoring control and surveillance
2. Promote compliance through an effective and harmonised application of Union inspection procedures
3. Provide operational support to national authorities in Coastguard functions
4. Assist the EU in its international dimension in accordance with article 30 CFP Regulation

#### Legal basis:

Articles 38(3) and 41(6) of Regulation (EU) 2019/473

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3.2.2. Objective, indicators, expected results and outputs

OBJECTIVE 10				
Ensure the smooth and secure functioning and availability of administrative and operational applications				
EXPECTED RESULTS				
1. Highly available ICT services to support the EFCA business processes				
2. Mitigate the identified IT security risks with the appropriate controls				
3. Constant monitoring of IT incidents and threats to promptly identify, tackle and prevent vulnerabilities				
4. Ensure the confidentiality, integrity and availability of the information and make sure that information is not compromised in any way				
5. Demonstrate compliance with the requirements of the EU data protection regulation (EU DP Regulation 2018/1725) by maintaining updated records of categories of processing activities of the Agency				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. Availability rate for all ICT systems	>99%	>99%	>99%	Quarterly
2. IT security incidents reported to the Information Security Officer and registered	New Indicator (Applicable 2022 onwards)	100%	100%	Yearly
MAIN OUTPUTS				
1. Rationalise the technology landscape by reducing the technologies used				
2. Maximise efficiency by using the latest appropriate technology.				
3. Implementation of ISMS aligned to ISO 27000 series				
4. Updated central register of records of activities processing personal data (Article 31 of DP Regulation 2018/1725)				

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### 3.3 ADMINISTRATIVE AND GOVERNANCE PROCESSES (OBJECTIVE 11)

#### 3.3.1. Overview of the tasks

**Description:** Provision of the support and monitoring necessary for the efficient administrative, financial and physical functioning of the Agency and its governing and controlling body, the Administrative Board. It includes the support of protocol issues under the Seat Agreement with Spain, and security of people, premises and properties.

**Added value:** It contributes to the general objectives of EFCA and it ensures sound management of resources in a broad sense.

**Challenges:** EFCA strives for increasing efficiency in all procedures related to administration, while it continues to safeguard the resources of the agency and maintains its compliance with its legal obligations in this area (Financial and Staff Regulations among others).

#### Link with multiannual objectives:

1. Enhanced coordination of fisheries monitoring control and surveillance
2. Promote compliance through an effective and harmonised application of Union inspection procedures
3. Provide operational support to national authorities in Coastguard functions
4. Assist the EU in its international dimension in accordance with article 30 CFP Regulation

#### Legal basis:

Article 32, 38(3) and 40 of Regulation (EU) 2019/473



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3.3.2. Objectives, indicators, expected results and outputs

OBJECTIVE 11				
Ensure sound management and efficiency in key governance and administrative processes				
EXPECTED RESULTS				
1. Provide the EFCA Administrative Board with the capacity for achieving its responsibilities by keeping it well informed				
2. Increase AB involvement and output legitimacy <sup>56</sup>				
3. Ensure the optimisation in the allocation and use of EFCA's resources in accordance with the principle of sound financial management and with the guarantee concerning the legality and regularity of the underlying transactions				
4. Ensure the rationalisation, simplification, scalability and streamlining of EFCA's administrative and support processes				
5. Ensure an effective dialogue with the Advisory Board while facilitating the interaction between the Administrative Board and the Advisory Board <sup>57</sup>				
PERFORMANCE INDICATORS	ACHIEVED 2021	EXPECTED 2022	TARGET 2023	MEANS AND FREQUENCY
1. Number of Administrative Board meetings	3	2	2	Quarterly report
2. Preparation, adoption and notification of the SPD, Annual Report, Budget and the Accounts in due course	100%	100%	100%	Quarterly report
3. Submission to EFCA of Annual written declarations of interest of Administrative Board members <sup>58</sup>	97%	100%	100%	Quarterly report
4. Execution payment appropriations	75%	>70%	>70%	Quarterly report
5. Percentage of planned procurements launched	75%	>80%	>80%	Quarterly report
6. Open remarks/ recommendations from ECA <sup>59</sup> and IAS <sup>60</sup>	0	<2	<2	Quarterly report

<sup>56</sup> Within the Five-Year Independent External Evaluation of EFCA exercise, the AB of EFCA issued a series of recommendations, one of them related to the Administrative Board functioning (Recommendation 6), 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>

<sup>57</sup> Within the Five-Year Independent External Evaluation of EFCA exercise, the AB of EFCA issued a series of recommendations, one of them related to the Administrative Board and the Advisory Board interaction (Recommendation 7), 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>

<sup>58</sup> All AB members participating in meetings must have an updated DoI (yearly)

<sup>59</sup> European Court of Auditors (ECA)

<sup>60</sup> Recommendations rated Very Important or Critical.

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7. Availability rate for all operational applications hosted by EFCA	99,70%	>99%	>99%	Monthly
8. Sysper modules made available to EFCA implemented	65%	>90%	>80%	Quarterly report
9. Number of Advisory Board meetings	2	2	2	Quarterly report

**MAIN OUTPUTS**

1. Agency Administrative Board Decisions
2. Adoption of the Agency single programming document (SPD)
3. Adoption of the Agency Annual report
4. Adoption of the Agency Budget and establishment plan
5. Adoption of the Agency Accounts
6. Annual Declaration of interest of the Administrative Board members submitted before the year end
7. Implementation of the modules of e-Procurement and Sysper made available to EFCA
8. Regular Reports to management on administrative implementation and forecasted information (budget, recruitment, procurement, training, etc.)
9. Regular monitoring and implementation of any open remarks/ recommendations from ECA and IAS
10. Provide the Advisory Board with the capacity to deliver their task including the advice to the Executive Director

**3.3.3 Estimates of workload drivers and resources - ABMS**

<b>Staff</b>	18.1 TA 5.4 CA
<b>Standard Budget</b>	€222,000 <sup>61</sup>
<b>ABMS</b>	n/a
<b>Link to EFCA Organisation Chart</b>	Unit Resources and ICT, ED Office

<sup>61</sup> Administrative missions, representation, Administrative and Advisory board meetings and communication costs

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#### 4 EXECUTIVE DIRECTOR KEY PERFORMANCE INDICATORS (KPIs)

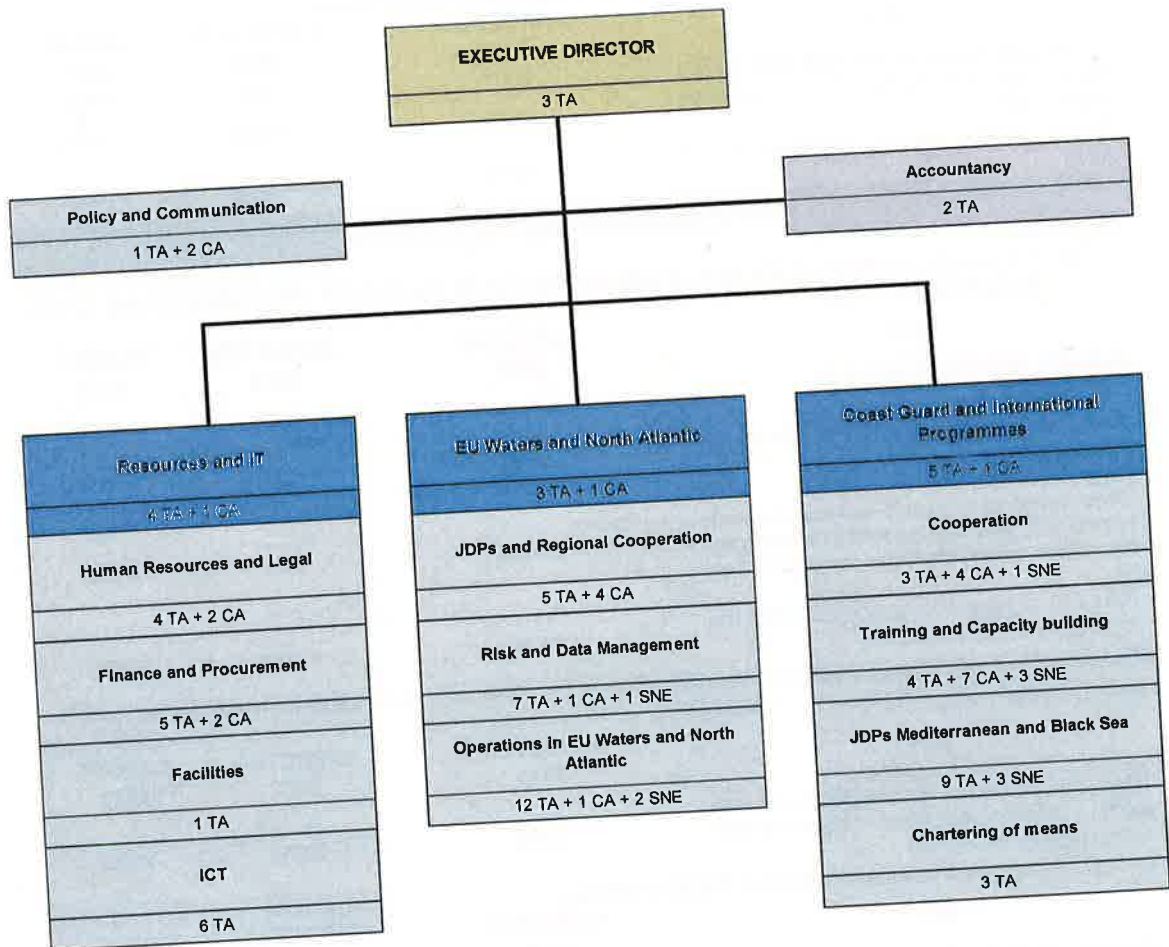
Executive Director KPIs			
KPIs in Relation to Operational Objectives			
Objective To provide evidence of the Agency performance			
KPI	ACHIEVED 2021	EXPECTED 2022	TARGET 2023
Timely submission of the draft AWP (SPD)	100%	100%	100%
Percentage of completion of the activities of the AWP	99%	> 80%	> 80%
Timely achievement of objectives of the AWP	100%	> 80%	> 80%
KPIs in Relation to Management of Financial and Human Resources			
Objectives			
a) To provide evidence of the swift, timely and full use of the financial resources allocated by the budgetary authorities			
KPI	ACHIEVED 2021	EXPECTED 2022	TARGET 2023
Rate (%) of implementation of Commitment Appropriations	99.1%	> 95%	> 95%
Rate (%) of cancellation of Payment Appropriations	2.6%	<5%	< 5%
Rate (%) of outturn (Total payments in year N and carry-forwards to Year N+1, as a % of the total EU funding and fee income, where applicable, received in Year N)	97.4%	<5%	< 5%
Rate (%) of payments executed within the legal/contractual deadlines	99.2%	> 98%	> 98%
b) To provide evidence of timely improvements in the adequacy and effectiveness of internal control systems			
KPI	ACHIEVED 2021	EXPECTED 2022	TARGET 2023
Rate (%) of external and accepted internal audit recommendations implemented within agreed deadlines	100%	100%	100%
c) To provide evidence of the level of staff wellbeing			
KPI	ACHIEVED 2021	EXPECTED 2022	TARGET 2023
Average vacancy rate (% of authorised posts of the annual establishment plan which are vacant at the end of the year, including job offers sent before 31 <sup>st</sup> December)	0	≤ 5%	≤ 5%
Annual average days of short term sick leave per staff member	2.6	<6	<6
Number of complaints under Article 90 (2) SR with a positive outcome per 100 staff members	0	≤ 5	≤ 5

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ANNEXES

ANNEX I: ORGANISATION CHART<sup>62</sup>



<sup>62</sup> Status 1 September 2022.

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**ANNEX II: RESOURCE ALLOCATION PER ACTIVITY**

	2021 implementation			2022			2023			2024		
	TA	CA & SNE (FTE)	Budget allocated	TA	CA & SNE (FTE)	Budget allocated	TA	CA & SNE (FTE)	Budget allocated	TA	CA & SNE (FTE)	Budget allocated
Operational coordination	23.8	6.2	4,475,451	28.9	5.2	5,704,834	27.8	5.2	6,621,007	27.8	5.2	6,727,928
Assistance to cooperation	9.9	3.9	2,939,898	10.6	3.9	4,533,103	12.6	6.2	4,969,022	12.6	6.2	5,049,266
International dimension	7.3	1.2	1,275,729	6.3	1.2	1,442,319	5.8	0.2	1,377,019	5.8	0.2	1,399,256
EU cooperation in Coast Guard	7.4	0.2	12,113,650	11.4	0.2	17,659,744	8.8	0.2	17,130,907	8.8	0.2	17,407,550
<b>TOTAL</b>	<b>48.4</b>	<b>11.4</b>	<b>20,804,728</b>	<b>57.3</b>	<b>10.35</b>	<b>29,340,000</b>	<b>54.9</b>	<b>11.6</b>	<b>30,097,954</b>	<b>54.9</b>	<b>11.6</b>	<b>30,584,000</b>

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**ANNEX III: FINANCIAL RESOURCES**

**General Revenue**

REVENUES	2022	2023
	Revenues estimated by the Agency	Budget forecast
EU contribution	29,340,000	30,097,954
Other revenue	5,627,797	764,600
<b>TOTAL REVENUES</b>	<b>34,967,797</b>	<b>30,862,554</b>

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REVENUES	General revenues						
	Executed 2021	Estimated by the agency 2022	2023		VAR 2023/2022 (%)	Envisaged 2024	Envisaged 2025
			Agency request	Budget forecast			
1 REVENUE FROM FEES AND CHARGES							
2 EU CONTRIBUTION							
- Of which assigned revenues deriving from previous years' surpluses	21 000 000	29 340 000	30,097,954		2.6%	30,584,000	31,093,000
3 THIRD COUNTRIES CONTRIBUTION (incl. EEA/EFTA and candidate countries)	258 957	601 130	562,667		-6.4%		
- Of which EEA/EFTA (excl. Switzerland)							
- Of which candidate countries							
4 OTHER CONTRIBUTIONS							
5 ADMINISTRATIVE OPERATIONS	8 361						
- Of which interest generated by funds paid by the Commission by way of the EU contribution (FFR Art. 58)							
6 REVENUES FROM SERVICES RENDERED AGAINST PAYMENT							
7 CORRECTION OF BUDGETARY IMBALANCES							
<b>TOTAL</b>	<b>21 008 361</b>	<b>29 340 000</b>	<b>30,097,954</b>		<b>2.6%</b>	<b>30,584,000</b>	<b>31,093,000</b>

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**Additional EU funding: grant contribution and service-level agreements**

REVENUES	2022	2023
	Revenues estimated by the Agency	5,627,797
<b>TOTAL REVENUES</b>		

REVENUES	Additional EU funding: grant, contribution and service-level agreements						
	Executed 2021	Estimated by the agency 2022	2023		VAR 2023/2022 (%)	Envisaged 2024	Envisaged 2025
			Agency request	Budget forecast			
ADDITIONAL EU FUNDING STEMMING FROM GRANTS (FFR Art.7)	621,000	1,353,197	764,600		-100%	p.m.	p.m.
ADDITIONAL EU FUNDING STEMMING FROM CONTRIBUTION AGREEMENTS (FFR Art.7)		4,274,600	p.m.			p.m.	p.m.
ADDITIONAL EU FUNDING STEMMING FROM SERVICE LEVEL AGREEMENTS (FFR Art. 43.2)			p.m.			p.m.	p.m.
<b>TOTAL</b>	<b>621,000</b>	<b>5,627,797</b>	<b>764,600</b>	<b>-</b>	<b>-100%</b>		

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**Expenditure**

Expenditure	2022		2023	
	Commitment appropriations	Payment appropriations	Commitment appropriations	Payment appropriations
Title 1 Staff Expenditure	11 040 000	11 040 000	11,712,954	11,712,954
Title 2 Administrative Expenditure	1 880 000	1 880 000	2,360,000	2,360,000
Title 3 Operational Expenditure	16 420 000	16 420 000	16,025,000	16,025,000
Total Subsidy	29 340 000	29 340 000	30,097,954	30,097,954
Title 4 Earmarked expenditure	6 392 397	6 392 397	764,600	764,600
Total Expenditure	35 732 397	35 732 397	30,862,554	30,862,554

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EXPENDITURE	Commitment appropriations					
	Executed Budget 2021	Budget 2022	Draft Budget 2023		VAR 2023/2022	Envisaged in 2024
			Agency	Budget		
<b>Title 1 Staff Expenditure</b>	8 710 592	11 040 000	11,712,954	-	6.1%	12,296,000
11 Salaries & allowances	8 444 038	10 443 000	11,230,954	-	7.5%	11,785,000
- of which establishment plan posts	7 474 794	9 503 000	10,100,954	-	6.3%	10,400,000
- of which external personnel	969 244	940 000	1,130,000	-	20.2%	1,385,000
12 Expenditure relating to Staff recruitment	100 714	350 000	230,000	50,000	-34.3%	242,000
13 Mission expenses	5 628	70 000	200,000	175 000	14.3%	210,000
14 Socio-medical infrastructure and training	160 212	175 000	2,000	2 000	0.0%	5,000
17 Receptions and events	1 707 319	1 880 000	2,360,000	2,000	25.5%	1,950,000
<b>Title 2 Infrastructure and operating expenditure</b>	358 254	415 000	400,000	415 000	-3.6%	420,000
20 Rental of buildings and associated costs	807 837	810 000	965,000	890,000	19.1%	910,000
21 Information and communication technology	56 841	110 000	415,000	80,000	277.3%	85,000
22 Movable property and associated costs	35 795	35 000	40,000	35,000	14.3%	35,000
23 Current administrative expenditure	11 408	75 000	60,000	75,000	-20.0%	80,000
25 Meeting expenses	336 529	345 000	370,000	345,000	7.2%	350,000
26 Supplementary Services (external services, interpretation and translation)	100 655	90 000	110,000	110,000	22.2%	120,000
27 General info/ Communication expenses	10 386 817	16 420 000	16,025,000	16,338,000	-2.4%	15,643,000
<b>Title 3 Operational expenditure</b>	314 278	700 000	730,000	745,000	4.3%	758,000
30. ICT Support and Infrastructure Operational	224 599	680 000	1,000,000	1,018,000	47.1%	1,035,000
31. Effective coordination of joint fisheries control operations	571 832	1 330 000	1,030,000	1,050,000	-22.6%	1,070,000
32. Support to MCS activities	6 251	150 000	135,000	140,000	-10.0%	142,000
33. Support the EU in the implementation of the external dimension of the CFP	9 269 857	13 560 000	13,130,000	13,385,000	-3.2%	13,638,000
34. Support to Fisheries control in the field of CG functions	20 804 728	29 340 000	30,097,954	30,584,000	2.6%	31,093,000
<b>TOTAL SUBSIDY</b>	591 551	5 627 797	764,500	764,500	-86.4%	p.m.
<b>PESCAO GRANT (moved to Title IV in Budget 2022)</b>	-	5 627 797	764,500	764,500	p.m.	p.m.
<b>Title 4 Earmarked expenditure</b>	21 396 279	34,967,797	30,862,554	30,584,000	-11.7%	31,093,000
40 Earmarked expenditure						
<b>TOTAL EXPENDITURE</b>						

EXPENDITURE	Payment appropriations						
	Executed Budget 2021	Budget 2022	Draft Budget 2023		VAR 2023/ 2022	Envisaged in 2024	Envisaged in 2025
			Agency	Budget			
<b>Title 1 Staff Expenditure</b>	<b>8 533 442</b>	<b>11 040 000</b>	<b>11,712,954</b>	-	<b>6.1%</b>	<b>12,296,000</b>	<b>12,450,000</b>
11 Salaries & allowances	8 373 308	10 443 000	11,230,954	-	7.5%	11,785,000	11,930,000
- of which establishment plan posts	7 467 787	9 503 000	10,100,954		6.3%	10,400,000	10,450,000
- of which external personnel	905 521	940 000	1,130,000		20.2%	1,385,000	1,480,000
12 Expenditure relating to Staff recruitment	98 764	350 000	230,000		-34.3%	242,000	245,000
13 Mission expenses	3 187	70 000	50,000		-28.6%	54,000	55,000
14 Socio-medical infrastructure and training	58 183	175 000	200,000		14.3%	210,000	215,000
17 Receptions and events	-	2 000	2,000		0.0%	5,000	5,000
<b>Title 2 Infrastructure and operating expenditure</b>	<b>1 119 667</b>	<b>1 880 000</b>	<b>2,360,000</b>		<b>25.5%</b>	<b>1,950,000</b>	<b>2,000,000</b>
20 Rental of buildings and associated costs	320 588	415 000	400,000		-3.6%	415,000	420,000
21 Information and communication technology	502 219	810 000	965,000		19.1%	890,000	910,000
22 Movable property and associated costs	18 185	110 000	415,000		277.3%	80,000	85,000
23 Current administrative expenditure	19 116	35 000	40,000		14.3%	35,000	35,000
25 Meeting expenses	11 408	75 000	60,000		-20.0%	75,000	80,000
26 Supplementary Services (external services, interpretation and translation)	210 316	345 000	370,000		7.2%	345,000	350,000
27 General info/ Communication expenses	37 834	90 000	110,000		22.2%	110,000	120,000
<b>Title 3 Operational expenditure</b>	<b>5 988 437</b>	<b>16 420 000</b>	<b>16,025,000</b>		<b>-2.4%</b>	<b>16,338,000</b>	<b>16,643,000</b>
30. ICT Support and Infrastructure Operational	191 008	700 000	730,000		4.3%	745,000	758,000
31. Effective coordination of joint fisheries control operations	144 720	680 000	1,000,000		47.1%	1,018,000	1,035,000
32. Support to MCS activities	91 240	1 330 000	1,030,000		-22.6%	1,050,000	1,070,000
33. Support the EU in the implementation of the external dimension of the CFP	4 944	150 000	135,000		-10.0%	140,000	142,000
34. Support to Fisheries control in the field of CG functions	5 556 524	13 560 000	13,130,000		-3.2%	13,385,000	13,638,000
<b>TOTAL SUBSIDY</b>	<b>15 641 545</b>	<b>29 340 000</b>	<b>30,097,954</b>		<b>2.6%</b>	<b>30,584,000</b>	<b>31,093,000</b>
<b>PESCAO GRANT (moved to Title IV in Budget 2022)</b>							
<b>Title 4 Earmarked expenditure</b>	<b>541 657</b>	<b>5 627 797</b>	<b>764,600</b>		<b>-86.4%</b>	<b>p.m.</b>	<b>p.m.</b>
40 Earmarked expenditure		5 627 797	764,600			p.m.	p.m.
<b>TOTAL EXPENDITURE</b>	<b>16 183 202</b>	<b>34,967,797</b>	<b>30,862,554</b>		<b>-11.7%</b>	<b>30,584,000</b>	<b>31,093,000</b>

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**Budget outturn and cancellation of appropriations**

Budget outturn	2019	2020	2021
Revenue actually received (+)	17 279 871	17 696 710	21 530 538
Payments made (-)	-14 818 472	-14 079 299	-16 183 202
Carry-over of appropriations (-)	-2 698 742	-3 283 568	-5 806 790
Cancellation of appropriations carried over (+)	136 104	154 635	464 705
Adjustment for carry over of assigned revenue appropriations from previous year (+)	360 524	113 013	564 264
Exchange rate differences (+/-)	-328	-361	-6 848
Adjustment for negative balance from previous year (-)			
<b>Total</b>	<b>258 957</b>	<b>601 130</b>	<b>562 667</b>

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**ANNEX IV: HUMAN RESOURCES – QUANTITATIVE**

**Table 1 – Staff population and its evolution; Overview of all categories of staff**

**A. Statutory staff and SNE**

Staff	Year 2021			Year 2022	Year 2023	Year 2024	Year 2025
	Authorised Budget	Actually filled as of 31/12/2021 <sup>63</sup>	Occupancy rate %				
<b>ESTABLISHMENT PLAN POSTS</b>				<b>Authorised staff</b>	<b>Envisaged staff</b>	<b>Envisaged staff</b>	<b>Envisaged staff</b>
Administrators (AD)	34	34	100%	42	42	42	42
Assistants (AST)	31	31	100%	35	35	35	35
Assistants/Secretaries (AST/SC)	-	-	-	-	-	-	-
<b>TOTAL ESTABLISHMENT PLAN POSTS</b>	<b>65</b>	<b>65</b>	<b>100%</b>	<b>77</b>	<b>77</b>	<b>77</b>	<b>77</b>
<b>EXTERNAL STAFF</b>	<b>FTE corresponding to the authorised budget</b>	<b>Executed FTE as of 31/12/2021<sup>64</sup></b>	<b>Execution Rate %</b>	<b>FTE corresponding to the authorised budget</b>	<b>Envisaged FTE</b>	<b>Envisaged FTE</b>	<b>Envisaged FTE</b>
Contract Agents (CA)	7 <sup>65</sup>	11.6	166%	11	11	11	11
Seconded National Experts (SNE)	4 <sup>66</sup>	6.1	152%	5	5	5	5
<b>TOTAL EXTERNAL STAFF</b>	<b>11</b>	<b>17.7</b>	<b>155%</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>
<b>TOTAL STAFF</b>	<b>76</b>	<b>82.7</b>	<b>109%</b>	<b>93</b>	<b>93</b>	<b>93</b>	<b>93</b>

<sup>63</sup> This includes job offers sent before 31 December 2021.  
<sup>64</sup> 9.3 CA are financed from the EU contribution and 2.3 CA are financed from other sources, ad hoc grants. 5.1 SNE are financed from the EU contribution and 1 SNE is financed from other sources, ad hoc grants.  
<sup>65</sup> EFCA is enacting a progressive phasing-out plan over the period 2020-2023 in order to abide by the ceilings of CA approved by the budgetary authority.  
<sup>66</sup> EFCA is enacting a progressive phasing-out plan over the period 2020-2023 in order to abide by the ceilings of SNE approved by the budgetary authority.

**B. Additional external staff expected to be financed from grant contribution or service-level agreements<sup>67</sup>**

Human Resources	Year 2022		Year 2023		Year 2024		Year 2025	
	Envisaged FTE		Envisaged FTE		Envisaged FTE		Envisaged FTE	
Contract Agents (CA)	15		15		7.68		5.15	
Seconded National Experts (SNE)	3		3		1		1	
<b>TOTAL</b>	<b>18</b>		<b>18</b>		<b>8.68</b>		<b>6.15</b>	

**C. Other Human Resources**

- Structural service providers<sup>68</sup>

	Actually in place as of 31/12/2021
Security	2
IT	10
Reception	2
Logistics	1

- Interim workers

	Total FTEs in year 2021
Number	0.93

<sup>67</sup> The figures envisaged for years 2022 to 2024 for the project Blue Economy – Fisheries and aquaculture in Algeria are still under discussion and may change.  
<sup>68</sup> Service providers are contracted by a private company and carry out specialised outsourced tasks of a horizontal/support nature.

Table 2 – Multi-annual staff policy plan year 2023-2025<sup>69</sup>

Function group and grade	Year 2021				Year 2022		Year 2023		Year 2024		Year 2025	
	Authorised budget		Actually filled as of 31/12 <sup>70</sup>		Authorised budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Permanent posts	Temporary posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts
AD 16												
AD 15		1		1		1		1		1		1
AD 14		2		2		2		2		2		2
AD 13		1		1		1		1		1		1
AD 12		2		2		2		2		2		4
AD 11		2		2		3		4		7		7
AD 10		7		7		8		8		8		8
AD 9		5		5		5		11		12		11
AD 8		11		11		11		4		2		8
AD 7		3		3		9		9		7		
AD 6												
AD 5												
AD TOTAL		34		34		42		42		42		42
AST 11												
AST 10		6		6		6		6		6		6
AST 9		3		3		3		3		4		4
AST 8		3		3		3		3		4		5
AST 7		8		8		7		7		7		7
AST 6		2		2		2		2		3		5

<sup>69</sup> The repartition among grades may change in future and should be considered as indicative for future years. For future external selection procedures, for AST or AST/SC positions, EFCA will engage temporary staff at grades AST1 to AST 4 or at grades AST/SC1 to AST/SC2. For AD positions, EFCA will endeavour, whenever possible, to engage temporary staff at grades below AD7.  
<sup>70</sup> This includes job offers sent before 31 December 2021.

EFCA DRAFT SINGLE PROGRAMMING DOCUMENT (SPD) 2023-2027

Function group	Year 2021						Year 2022		Year 2023		Year 2024		Year 2025	
	Authorised budget			Actually filled as of 31/12 <sup>20</sup>			Authorised budget		Envisaged		Envisaged		Envisaged	
	Permanent posts	Temporary posts	Total	Permanent posts	Temporary posts	Total	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts	Perm. posts	Temp. posts
AST 5	7		7				7		7		4		8	
AST 4	2		2				7		7		7			
AST 3														
AST 2														
AST 1														
AST TOTAL	31		31			35	35		35		35		35	
AST/SC 6														
AST/SC 5														
AST/SC 4														
AST/SC 3														
AST/SC 2														
AST/SC 1														
AST/SC TOTAL														
TOTAL	65		65			77	77		77		77		77	
GRAND TOTAL	65		65			77	77		77		77		77	

*Per* • External personnel  
Contract Agents



Contract agents	FTE corresponding to the authorised budget 20201	Executed FTE as of 31/12/2021 <sup>71</sup>	Headcount as of 31/12/2021	FTE corresponding to the authorised budget 2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025
Function Group IV	1	2.3	2	1	1	1	1
Function Group III	5	8.3	8	9	9	9	9
Function Group II	1	1	1	1	1	1	1
Function Group I	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>7</b>	<b>11.6</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>

*Seconded National Experts*

Seconded National Experts	FTE corresponding to the authorised budget 2021	Executed FTE as of 31/12/2021 <sup>72</sup>	Headcount as of 31/12/2021	FTE corresponding to the authorised budget 2022	FTE corresponding to the authorised budget 2023	FTE corresponding to the authorised budget 2024	FTE corresponding to the authorised budget 2025
	4	6.1	6	5	5	5	5
<b>TOTAL</b>	<b>4</b>	<b>6.1</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>

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<sup>71</sup> 9.3 CA are financed from the EU contribution and 2.3 CA are financed from other sources, ad hoc grants.  
<sup>72</sup> 5.1 SNE are financed from the EU contribution and 1 SNE is financed from other sources, ad hoc grants.

Table 3 – Recruitment forecasts 2023 following retirement/mobility or new requested posts year 2023-2027

Job title in the Agency	Type of contract (Official TA or CA)		TA/Official		CA
	Due to foreseen retirement/ mobility	New post requested due to additional tasks	Function group/grade of recruitment internal (Brackets) and external (single grade) foreseen for publication *		
			Internal (brackets)	External (brackets)	
tbd <sup>73</sup>	Yes (retirement)	N/A	tbd	tbd	N/A

\*Indication of both is required  
 \*\* Justification to be added

Number of inter-agency mobility Year 2022 from and to the Agency: 1

<sup>73</sup> Details still to be decided.

**ANNEX V: HUMAN RESOURCES – QUALITATIVE**

**A. Recruitment policy**

Implementing rules in place:

		Yes	No	If no which other implementing rules are in place
Engagement of CA	Model Decision C(2019)3016	x		
Engagement of TA	Model Decision C(2015)1509	x		
Middle management	Model Decision C(2018)2542	x		
Type of posts	Model Decision C(2018)8800	x		

The recruitment policy in regard to the recruitment of temporary and contract agents and the length of contracts has remained mostly unchanged over the last years with updates made in 2018 and 2019 and is described below.

**Officials**

The Agency has not foreseen posts of officials.

**Temporary agents**

Type of key functions: Temporary agent posts are classified according to the nature and responsibility of the duties as follows:

- Administrator function group (AD) comprises eleven grades from AD 5 to AD 15 corresponding to scientific technical operational administrative and legal duties;
- Assistant function group (AST) comprises eleven grades from AST 1 to AST 11 corresponding to administrative and technical duties.

The Agency has not foreseen posts of function group AST/SC.

Selection procedure and recruitment: Recruitment of temporary agents follows the rules of the Staff Regulations and the Conditions of Employment of Other Servants (CEOS) and is in line with the General Implementing Provisions (GIP) for the use of TA (2f). 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 the European Personnel Selection Office (EPSO).

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

The selection procedure generally includes the following steps:

- Nomination of the Selection Board performing the selection which includes representatives of the Agency as well as staff representatives;
- Publication of a vacancy notice including the job description eligibility and selection criteria the duration of the contract and the grade and other terms of reference for the selection;
- Preparation of the assessment by the Selection Board;

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- Pre-selection of candidates for interviews;
- Post-screening (prior invitations) of applications against the eligibility criteria by the HR Section;
- Interviews with assessment of candidates including written tests;
- A short list of the most suitable candidates will be proposed by the Selection Board to the Executive Director who will decide to adopt a reserve list of candidates to whom job offers may be made.

Length of contracts: The Agency employs its Temporary agents on long-term employment on 3 year 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 Executive Director which is a short-term contract as it is limited to 5 years with the possibility of a 5 year extension the Agency uses long term assignments for Temporary Agents.

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

### **Contract agents**

Type of key functions: At EFCA assignment is made to the following function groups for Contract agent positions corresponding to the nature and responsibilities involved:

- Function Group II: clerical and secretarial tasks office management and other equivalent tasks
- Function Group III: administrative finance and other equivalent technical tasks and
- Function Group IV: administrative operational and equivalent technical tasks.

Selection procedure and recruitment: Selection and recruitment of Contract Agents follow the same terms as those for temporary agents. In particular they are in line with the General Implementing Provisions (GIP) for the engagement of CA (3a). 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 selection requirements and cooperation with the European Personnel Selection Office (EPSO).

Length of contracts: The Agency uses Contract Agent contracts to assign specified tasks 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 service requirements and budget availability.

Contracts may be concluded for a period between 3 months to 3 years. They may be extended for another period between 3 months and 3 years - where the total duration of the initial contract and the first extension must be of a total duration of not less than nine months for function groups II to IV - and converted into indefinite contracts at the second extension in accordance with the Conditions of Employment of Other Servants (CEOS).

However contracts may be concluded with only a limited perspective in time in particular for a project of limited duration for cases where the Agency needs to avail itself of up-to-date knowledge in a specific area (and accordingly to renew staff) or for replacement of absences. Such contracts may be concluded for a fixed period or for a limited period. In the latter case the contract is concluded for the duration of the particular task.



**Seconded national experts**

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 and/or IUU plans participation in training and missions to evaluate data and reports participation in the development of data monitoring systems to enhance certain fields of expertise and/or methods for data processing and other areas.

Seconded National Experts (SNE) are selected and engaged under the terms of EFCA rules (AB Decision 09-I-7 of 19 March 2009) and procedures for SNE. SNE may be engaged depending on needs of service and on the period agreed by the sending member state.

**Structural service providers**

EFCA makes use of structural service providers (SSP) to optimise the allocation of its resources. SSP can provide certain professional skills to achieve specific objectives and are flexible to apply. Although estimations in the multiannual staff planning are made for the full period the actual forward planning is naturally of a shorter horizon and can be adjusted.

EFCA applies structural service providers (SSP) mainly for ICT services however also for administrative support. Services for ICT helpdesk reception and logistic duties are performed under service contracts based on tender procedures and on specified duration.

**B. Appraisal of performance and reclassification/promotions**

Implementing rules in place:

		Yes	No	If no which other implementing are in place
Reclassification of TA	Model Decision C(2015)9560	x		
Reclassification of CA	Model Decision C(2015)9561	x		



*Handwritten signature or initials in blue ink.*

Table 1 - Reclassification of temporary staff/promotion of officials

Average seniority in the grade among reclassified staff							
Grades	Year 2018	Year 2019	Year 2020	Year 2021	Year 2022 <sup>74</sup>	Actual average over 5 years	Average over 5 years (According to decision C(2015)9563)
AD05							2.8
AD06							2.8
AD07		3	2.98	4			2.8
AD08	2			2			3
AD09	4	4	4	4			4
AD10				4			4
AD11							4
AD12							6.7
AD13		6	7				6.7
AST1							3
AST2							3
AST3							3
AST4	3.4	3	3.3	3.4			3
AST5	4	4		4			4
AST6	4	4		4			4
AST7	4						4
AST8		3	3				4
AST9							N/A
AST10 (Senior assistant)							5
AST/SC1							4
AST/SC2							5
AST/SC3							5.9
AST/SC4							6.7
AST/SC5							8.3

<sup>74</sup> Figures for year 2022 not yet available.

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Table 2 - Reclassification of contract staff

Function Group	Grade	Staff in activity at 1.01.Year 2020	How many staff members were reclassified in Year 2021	Average number of years in grade of reclassified staff members	Average number of years in grade of reclassified staff members according to Decision C(2015)9561
CA IV	17				Between 6 and 10 years
	16				Between 5 and 7 years
	15				Between 4 and 6 years
	14	2			Between 3 and 5 years
	13				Between 3 and 5 years
CA III	11				Between 6 and 10 years
	10	4			Between 5 and 7 years
	9	4			Between 4 and 6 years
	8	1			Between 3 and 5 years
CA II	6				Between 6 and 10 years
	5	1	1	5	Between 5 and 7 years
	4				Between 3 and 5 years
CA I	2				Between 6 and 10 years
	1				Between 3 and 5 years

**C. Gender representation<sup>75</sup>**

EFCA promotes a policy of equal treatment and aims to have an optimal gender balance among its staff. The Agency has an equal treatment statement included in each vacancy notice published. To this end training on recruitment with special focus on gender balance is regularly organised and the material is available to all staff on EFCA intranet. Moreover awareness on gender balance at EFCA is provided in the form of an Interviewing guide to Selection Board members as soon as they are appointed by the Executive Director. EFCA is also paying particular attention when drafting Vacancy

<sup>75</sup> Administrative Board Recommendations on EFCA Five-Year Evaluation (Recommendation 10), 21 June 2017, <https://www.efca.europa.eu/en/content/external-evaluation-2017>.

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Notices to avoid any terms or wording that could be perceived as gender unbalanced.

On 31 December 2021 EFCA employed 36 male and 38 female staff excluding SNE. The balance of female staff members was 51.4%.

Including SNE EFCA employed 41 male and 39 female staff and the balance amounted to 49% female staff.

There was a majority of male staff employed in operational coordination among experts coming from a traditionally male domain. On the other hand there was a majority of female staff under the Executive Director and in Unit Resources and IT.

In the following table you can see the distribution of genders across the organisational units in absolute figures for temporary agents and contract agents.

**Table 1 – Data on 31/12/2021**

		Official		Temporary		Contract Agents		Grand Total	
		Staff	%	Staff	%	Staff	%	Staff	%
<b>Female</b>	Administrator level			14	22%	2	18%	16	21.6%
	Assistant level (AST & AST/SC)			13	21%	9	82%	22	29.8%
	Total			27	43%	11	100%	38	51.4%
<b>Male</b>	Administrator level			20	32%	-		20	27%
	Assistant level (AST & AST/SC)			16	25%	-		16	21.6%
	Total			36	57%	-		36	48.6%
<b>Grand Total</b>				63	100%	11	100%	74	100%

**Table 2 – Data regarding gender evolution over 5 years of the Middle and Senior Management**

	2017		2021	
	Number	%	Number	%
<b>Female Managers</b>	1	20%	1	25%
<b>Male Managers</b>	4	80%	3	75%

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**D. Geographical balance**

On 31 December 2021 EFCA staff and SNE were composed of 18 nationalities. In the following table you can see the distribution of temporary agents and contract agents by nationality.

**Table 1 – Data on 31/12/2021**

Nationality	AD + CA FG IV		AST/SC- AST + CA FG I/CA FG II/CA FG III		TOTAL	
	Number	% of total staff members in AD and FG IV categories	Number	% of total staff members in AST SC/AST and FG I II and III categories	Number	% of total staff
ES	10	27.7%	12	31.6%	22	29.7%
PT	5	13.9%	5	13%	10	13.5%
FR	4	11.1%	1	2.6%	5	6.7%
IE	4	11.1%	1	2.6%	5	6.7%
LT	2	5.5%	3	8%	5	6.7%
DE	4	11.1%	1	2.6%	5	6.7%
PL	1	2.8%	3	8%	4	5.4%
IT	1	2.8%	2	5.3%	3	4%
BE	-	-	3	8%	3	4%
EE	1	2.8%	2	5.3%	3	4%
UK	1	2.8%	1	2.6%	2	2.8%
HR	-	-	1	2.6%	1	1.4%
NL	1	2.8%	-	-	1	1.4%
EL	1	2.8%	-	-	1	1.4%
BG	-	-	1	2.6%	1	1.4%
FI	-	-	1	2.6%	1	1.4%
CZ	-	-	1	2.6%	1	1.4%
RO	1	2.8%	-	-	1	1.4%
					1	1.4%
<b>TOTAL</b>	<b>36</b>	<b>100%</b>	<b>38</b>	<b>100%</b>	<b>74</b>	<b>100%</b>

*RA*

Table 2 – Evolution over 5 years of the most represented nationality in the Agency

Most represented nationality	2017		2021	
	Number	%	Number	%
Spanish	16	24%	22	29.7%

**E. Schooling**

Agreement in place with the European School(s) of n/a				
Contribution agreements signed with the EC on type I European schools	Yes		No	x
Contribution agreements signed with the EC on type II European schools	Yes		No	x
Number of service contracts in place with international schools:	n/a			
Description of any other solutions or actions in place:				
<p>The Agency maintains since 2009 a scheme for provision of tuition in mother-tongue languages and supplementary support for Spanish and English (AB Decision 13-W-07 of 11 November 2013). The scheme has been successfully run by the schools and well received by parents and children alike. Furthermore a period of 2 years of exemption from Galician language for children is being granted in order to facilitate integration of expatriate children in the local schools.</p>				

*PM*

## **ANNEX VI: ENVIRONMENT MANAGEMENT**

EFCA expects EMAS certification in 2023-2024. Next to the EMAS certification and consequent processes implemented within the framework of that certification, EFCA is working on very concrete actions in order to reduce its impact on the environment, monitor the usage of resources and reduce or limit its carbon footprint.

Measures will be taken in order to:

- Reduce energy consumption in the building
  - Increase efficiency of building HVAC systems through an optimum maintenance and revision of the technical installations.
  - Centralised management of temperature of the office spaces
- Keep a rational usage of water through the existing installations
- Continue the reduction paper consumption to the strict minimum as a result of the paperless administrative procedures and the restriction of printing in general.
- Systematic insertion of green procurement criteria in procurement procedures
- Reduction of staff professional travel by developing or improving existing tools for video conferencing.
- Reduction of the impact of staff commuting through facilitating the tele working to staff and the use of sustainable transport means.
- Raise staff and users' awareness and establish a communication policy on environmental issues.

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**ANNEX VII: BUILDING POLICY**

	Building Name and type	Location	SURFACE AREA (in m <sup>2</sup> )			RENTAL CONTRACT			Host country (grant or support)
			Office space	non-office	Total	RENT (€/year)	Duration	Type	
1	Edificio Odriozola	Av. García Barbón 4 – 36201 Vigo (Pontevedra) Spain	3 815	350	4 165	€52 680 (Rent ground to 6 <sup>th</sup> floor paid directly by Spanish Authorities).	5 years (2023-2027)	Rent of the 7 <sup>th</sup> floor paid by EFCA	Spain
<b>TOTAL</b>			<b>3 815</b>	<b>350</b>	<b>4 165</b>	<b>52 680</b>			

**Building projects in planning phase**

The Spanish Authorities signed a renewal of the rental contract for EFCA's premises in 2022. This contract increases EFCA's office space, as it includes the ground floor of the building necessary to allocate appropriate spaces for the new staff recruited in 2021/2022. EFCA will carry out a reform of the ground floor of its building in 2023.

It is to be noted that the agreement between the Spanish Government and the owner of the building where the Agency is established has been renewed for 5 more years, starting January 2023.

**Building projects submitted to the European Parliament and the Council**

EFCA does not foresee building projects with significant financial implication as defined in EFCA's Financial Regulation.

*PhA*



**ANNEX VIII: PRIVILEGES AND IMMUNITES**

Agency privileges	Privileges granted to staff	
	Protocol of privileges and immunities / diplomatic status	Education / day care
VAT exempted (invoices >300€)	VAT exempted for vehicle purchases Special ID cards	N/A

*psd*

## ANNEX IX: EVALUATIONS

A general evaluation of EU decentralised agencies carried out for the Commission in 2009 concluded that the rationale for EFCA was clearly established and that the creation of the Agency enabled a clarification of the role of the European Commission toward the MS and the sector. It stressed that there is clear added value of the Agency at European level due to the facilitation of cooperation between Member States.

In line with Article 48 of the Founding Regulation of the Agency every five years the Administrative Board shall commission an independent external evaluation of the implementation of EFCA's Founding Regulation. Each evaluation shall assess the impact of the Founding Regulation the utility, relevance and effectiveness of the Agency and its working practices and the extent to which it contributes to the achievement of a high level of compliance with rules made under the common fisheries policy.

The first five-year external independent evaluation of the Agency for the period 2007-2011 showed an overall positive assessment of the governance and performance of EFCA. It indicated that on the whole governance arrangements had worked well and pointed out that considering the Agency's limited resources its operation in the politically sensitive environment of fisheries policy and current Member State budget constraints performance against the evaluation criteria of relevance and effectiveness impact and sustainability can be considered promising. The Evaluation also commended the Agency for its administrative efficiency.

The second five-year external independent evaluation of the Agency for the period 2012-2016 was presented in June 2017 and as stated in the report: "this evaluation reviewed the implementation of the Regulation during 2012-2016 against the evaluation criteria of follow-up on the last evaluation relevance coherence utility added value efficiency effectiveness impact sustainability and gender balance. Data collected with the help of extensive desk research interviews with some 60 stakeholders five case studies (focusing on specific EFCA activities) and five surveys of key stakeholders confirm EFCA's positive performance across all evaluation criteria. This is mostly explained with EFCA successfully operationalising a role of 'honest broker' between the MS EC and industry allowing EFCA to achieve objectives in terms of MS cooperation and compliance thus contributing to the level-playing field and the sustainable exploitation of living aquatic resources. EFCA's strong performance was supported by adequate governance arrangements and working practices with commendable efficiency efforts e.g. use of e-administration".

The Administrative Board issued recommendations to the European Commission regarding changes to the Founding Regulation the Agency and its working practices. Both the evaluation findings and recommendations were made public:

<https://www.efca.europa.eu/en/content/external-evaluation-2017>

The recommendations issued by the Administrative Board are being taken into consideration in the multiannual and annual work programmes of the Agency. In that respect a roadmap has been prepared by ECFA to effectively monitor and follow up the Administrative Board recommendations. The Administrative Board is reported on the state of play of the recommendations at each bi-annual Administrative Board meeting.

Regarding the third five-year external independent evaluation of the Agency for the period 2017-2021 the Evaluation Steering Committee was set up in March 2021 and the mandate was presented to the Administrative Board meeting of 21 April 2021 for discussion. The terms of reference were

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EFCA DRAFT SINGLE PROGRAMMING DOCUMENT (SPD) 2023-2027

adopted by the Administrative Board in its meeting of 4 June 2021 a contract with an External Evaluator was signed and the new evaluation exercise kicked off in November 2021.

On 29 July 2022 the External Evaluator presented a draft final report which was submitted to the Members of the Administrative Board for comments. The Final Report taking into account the comments made is expected for 7 October 2022 and will be the basis for discussing the findings and recommendations in an Administrative Board & Stakeholder Seminar on the evaluation scheduled for 25 October 2022. This should allow the Administrative Board to issue during the meeting the following day its final recommendations to the Commission as required by the Financial Regulation.



*RS*



## ANNEX X: STRATEGY FOR THE ORGANISATIONAL MANAGEMENT AND INTERNAL CONTROL SYSTEMS

Internal control applies to all activities irrespective of whether they are financial or non-financial. It is a process that helps an organisation to achieve its objectives and sustain operational and financial performance respecting rules and regulations. It supports sound decision making taking into account risks to the achievement of objectives and reducing them to acceptable levels through cost-effective controls.

Since the beginning of its activities and in pace with the growth of the Agency EFCA has progressively developed and implemented a series of internal measures to ensure that its activities are subject to control and to provide reasonable assurance to management of the achievement of the Agency's objectives.

EFCA financial regulation (Article 30<sup>o</sup>) requires that internal control shall be based on best international practices and on the Internal Control Framework laid down for the Commission for its own departments in 2019 EFCA Administrative Board adopted the new EFCA Internal Control Framework (Decision No 19-I-9 of 10/04/2019). The adopted framework supplements the Financial Regulation and other applicable rules and regulations with a view to aligning EFCA standards to the highest international standards.

The internal control framework (ICF) of EFCA is designed to provide reasonable assurance regarding the achievement of the following objectives as set in Article 30 of EFCA Financial Regulation:

- (1) effectiveness efficiency and economy of operations;
- (2) reliability of reporting;
- (3) safeguarding of assets and information;
- (4) prevention detection correction and follow-up of fraud and irregularities;
- (5) adequate management of the risks relating to the legality and regularity of the underlying transactions taking into account the multiannual character of programmes as well as the nature of the payments concerned.

The new Internal Control Framework consists of five internal control components and 17 principles based on the Committee of Sponsoring Organisations of the Treadway Commission (COSO) 2013 Internal Control-Integrated Framework. The internal control components are: the control environment risk assessment control activities information and communication and monitoring of activities. They are building blocks that underpin the framework's structure and support the Agency in its efforts to achieve its objectives. The five components are interrelated and must be present and effective at all levels of the organisation for internal control over operations to be considered effective. Effective internal control requires a solid assessment of the presence and effective functioning of the internal control components in place yearly the result of the assessment is reported in the EFCA Annual Report.

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EFCA has placed emphasis on developing a culture of integrity loyalty and trust. It achieves this through the instruments put in place to ensure ethical behaviour. EFCA avoids situations that might impair its independence or impartiality through its comprehensive rules on prevention and management of conflicts of interest. In addition to the staff regulations EFCA has in place a code of good administrative behaviour for its staff as well as a practical guide on management and prevention of conflicts of interest which offer comprehensive information and advice on a variety of issues ranging from behavioural tips to compliance with legal obligations. Furthermore EFCA has in place a Code of Conduct for all persons participating in EFCA activities. EFCA provides compulsory training for staff on anti-harassment ethics and integrity and publishes resumes and the declarations of interests of the members of the Administrative Board the Advisory Board and the management team.

It is essential for all staff members to observe ethical principles and standards of integrity and conduct. Adherence to these fundamental values requires continuous awareness raising guidance and training.

EFCA implemented its adopted anti-fraud strategy which was based on a risk assessment exercise taking into account the OLAF guidelines and in consultation with OLAF. It provides a framework addressing the issues of prevention detection and conditions for investigations of fraud at Agency level. The strategy is reviewed every 3 years.

EFCA has developed a culture of integrity in which related risks are identified assessed and addressed. Compliance with rules and maintaining a high level of ethical standards are shared responsibilities of EFCA's staff creating an environment of trust loyalty responsibility and respect in the workplace. Since its creation the agency has no register or indication of any fraud case.

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**ANNEX XI: PLAN FOR GRANT CONTRIBUTION OR SERVICE-LEVEL AGREEMENTS**

General information							Financial and HR impacts			
Actual or expected date of signature	Total Amount	Duration	Counterpart	Short description	2021	2022	2023	2024		
					Amount	Amount	Amount	Amount	p.m	p.m
<b>Grant Agreements</b>										
1. PESCAO Commission Decision C(2017)2951 of 28.04.2017	2 585 000	5 years (2018-2022)		Improved regional fisheries governance in the region through better coordination of national fisheries policies	621 000	1,117,797			p.m	p.m
					No CA	3	4		4	pm
					No SNE	1	2		2	pm
					Amount		235,400		764,600	p.m-
					No CA		1		1	1
					No SNE		1		1	1
2. Cooperation with Algeria										
					Amount		1,000,000			p.m
					No CA		2,3		2,3	2,3
					No SNE					
<b>Contribution Agreements</b>										
1. Virtual regional training academy on fisheries control and inspection (e-Fishmed)	1 000 000	3 years (2022-2025)		Virtual regional training academy on fisheries control and inspection (e-Fishmed)						
					Amount		2,437,500			p.m
					No CA					3,7
					No SNE					
2. Coastguard qualifications network and the CGF handbook	2 437 500	5 years (2022-2027)		Coastguard qualifications network and the CGF handbook						
					Amount		837,100			p.m
					No CA		4		4	4
					No SNE					
3. Study on the weighing process of fisheries products	837 100	2 years (2022-2024)		Study on the weighing process of fisheries products						
					Amount					
					No CA					
					No SNE					
<b>Service level Agreements</b>										
					Amount					
					No CA					
					No SNE					
<b>TOTALS</b>					Amount	621 000	5,627,797		764,600	p.m
					No CA	3	15		15	11
					No SNE	1	3		3	1

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## **ANNEX XII: STRATEGY FOR COOPERATION WITH THIRD COUNTRIES AND/OR INTERNATIONAL ORGANISATIONS**

### **European Fisheries Control Agency Multiannual International Relations Strategy 2023-2027**

#### **1. Background**

This multiannual strategy builds on the Commission Communication C(2020)2297 on the strengthening of the governance of Union Bodies under Article 70 of the Financial Regulation as well as the new working arrangements between the European Commission (the Commission) and the European Fisheries Control Agency (EFCA)<sup>76</sup> approved by EFCA Administrative Board on 14 October 2020 pursuant to Articles 3(1) and 4 of the EFCA Founding Regulation<sup>77</sup>.

EFCA's tasks relating to the international obligations of the European Union (EU) encompass activities related with Regional Fisheries Management Organisations (RFMOs) the fight against Illegal Unreported and Unregulated fishing (IUU) Sustainable Fisheries Partnership Agreements (SFPAs) and in general with Third Countries partners.

Such tasks are in line with the principles of the external dimension of the Common Fisheries Policy (CFP) and aim at promoting beyond EU waters the same principles and standards as those applicable under Union law in the area of the CFP thus ensuring a level-playing field for EU operators vis-à-vis Third Country operators. The contribution of EFCA to the external dimension of the CFP is in some cases inextricably linked with the negotiations and implementation of management and control measures proposed by the Union in various bilateral or multilateral fora.

This document presents a multiannual strategy for the period 2023-2027 on all **potential** areas of work for EFCA's intervention and collaboration with the EU Member States (MS) and the Commission that the latter considers as priority to ensure the success of the external dimension of the CFP. **The specific implementation of the suggested actions is discussed and agreed between DG MARE and EFCA on a case-by-case basis by taking into consideration EFCA's workload availability of resources and other priorities** as well as working conditions and possible sanitary restrictions including linked to the Covid-19 pandemic and any similar circumstances that might occur during the period covered by this multiannual strategy.

The multiannual strategy should not be seen as a limitative one as other types of international activities might be explored if specific needs arise. The EFCA Administrative Board would be fully informed of such developments.

#### **2. Interventions in the framework of Regional Fisheries Management Organisations (RFMOs) and control working groups (WGs) and fora with Third Countries partners**

In the context of RFMOs control working groups and other fora with Third Country partners where there is an International Control Scheme in force and/or ongoing discussions on control and inspections measures EFCA would undertake the actions described below.

<sup>76</sup> Ares(2020)1197061, 26.02.2020

<sup>77</sup> Regulation (EU) 2019/473 of the European Parliament and the Council 19/473 of 19 March 2019

**Northwest Atlantic Fisheries Organisation (NAFO) North-East Atlantic Fisheries Commission (NEAFC) International Commission for the Conservation of Atlantic Tunas (ICCAT) and the General Fisheries Commission for the Mediterranean (GFCM)**

- To implement Specific international Control and Inspection Programmes (e.g. ICCAT GFCM) and International Control Schemes in force notably in NAFO and NEAFC through **Joint Deployment Plans (JDPs)** including through the deployment of EFCA's chartered means. This will also involve support to the EU Delegation in international seminars for inspectors coordination of exchanges of inspectors with other Contracting Parties and specific risk assessment workshops.
- To ensure support and participation of EFCA staff as **technical experts of the EU Delegation** in meetings of RFMOs such as NAFO NEAFC GFCM and ICCAT. This may include the Chairmanship of Working Groups or Committees such as the Electronic Bluefin Tuna Catch Document Working Group (e-BCD WG) of ICCAT the Permanent Working Group or the Compliance Committee and the ICCAT Expert group for assistance to develop port inspection capacities the ICCAT Working Group on EMS as well as support for the definition of new control measures in the GFCM and ICCAT contexts (e.g. catch documentation schemes) as well as providing comments to EU legislative draft proposals transposing control measures agreed in RFMOs such as NAFO and NEAFC.
- To support the implementation of **operational coordination** with third countries through the invitation to participate in joint activities organised with Member States under the different JDPs and/or through the implementation of international **pilot projects** as agreed by the Union and the relevant Third Country for specific areas/fisheries. For the Mediterranean region those actions are detailed in section 3 below.
- To **organise seminars** on operational coordination and/or capacity building with dedicated actions on training involving RFMOs third countries observers fisheries control experts and coast guard fora notably in GFCM

**North Atlantic Coastal States Agreement**

- To support the EU Delegation participating in meeting of certain Coastal States consultations and in the multilateral **Coastal States Monitoring Control and Surveillance Working Group (MCS WG)** for pelagic stocks established under the remit of the Agreed Records on control measures for pelagic stocks; including if needed the participation in fact finding missions with EU MS participating in and organizing joint training events and seminars and coordinating joint projects on new control technologies and exchanges of inspectors. This support may include providing comments to EU legislative draft proposals transposing control measures agreed in these Coastal States consultations.

**EU-Norway relations**

- To participate in the bilateral **EU-Norway (NO) and trilateral EU-NO-UK MCS WG** and associated workshops and tasks supporting the EU delegation in particular in the EU-NO-UK MCS WG for demersal species and herring in the North Sea; including the coordination with EU MS of possible fact-finding missions and exchange of inspectors organizing joint training events and seminars and to provide support in meetings.

**EU-UK relations**

- To participate in EU-UK bilateral fora and associated workshops on MCS (including those under the Specialized Fisheries Committee) and perform tasks supporting the EU delegation including the coordination with EU MS of possible joint control operations exchange of inspectors organizing joint training events and seminars.





### 3. Operational activities for the implementation of GFCM recommendations

In the context of the implementation of the GFCM recommendations EFCA will undertake the actions described below.

- To continue to support the implementation of the GFCM international **inspection and surveillance scheme** in the Strait of Sicily and related measures.
- To coordinate the implementation of the voluntary pilot project on control and inspection of dolphinfish fisheries.
- To support the implementation of the sighting procedure adopted at the level of the GFCM as well as the catch certificate scheme for turbot in the Black Sea.
- To support the implementation of the MAPs in the Ionian and Levant Seas through the development of control and inspection activities in cooperation with the relevant Member States under the JDP.
- To continue supporting the implementation of the pilot projects and possible ensuing longer term schemes in the Adriatic Sea under the MAPs for small pelagic and demersal stocks in the Adriatic
- To support the implementation of new GFCM measures to be adopted between 2022 and 2027 such as new international inspection schemes.

### 4. Capacity building in the framework of Sustainable Fisheries Partnership Agreements (SFPAs)

In the last years EFCA has continued to provide assistance to the Commission and to the EU MS in relation to capacity building for SFPAs Third Countries (Guinea Bissau Senegal and Gambia) in the context of the EU programmes to improve regional governance in Western Africa (PESCAO programme). In order to continue this capacity building activities EFCA would undertake the actions described below.

#### - SFPAs - Third countries covered by the PESCAO programme (until 2023)

- To continue to provide assistance in **joint control operations** or in other relevant operations/missions approved in the context of PESCAO.
- To continue the specific capacity building missions in the West Africa SFPAs countries in the context of PESCAO as regards **training of inspectors** including both at sea and at port inspections as well as specific training for Fisheries Monitoring Centres and development of Standard Operating Procedures. This should cover all the countries with active SFPAs in the region and those that will become active in the period 2022-2023.

#### - SFPAs in the South West Indian Ocean

For the active SFPAs in the Indian Ocean Region and depending on the availability of resources in particular under the ECOFISH project carrying out **capacity building for FMC personnel and training of inspectors support to risk management and/or similar actions** for the period 2022-2026 in the countries of this region in the field of MCS also where this is requested and funded by the Third Country authorities.

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**5. Support to the fight against IUU fishing at international level**

In the framework of the implementation of the EU policy to prevent, deter and eliminate IUU fishing at international level EFCA would undertake the actions described below.

- **Strengthening the implementation of the EU catch certification scheme:** efficient implementation of the scheme requires coordination of approaches and therefore joint trainings or seminars. The development of an EU IT system (CATCH) to manage and to digitalize the information contained in the catch certificates and in the processing statements also opens new prospects for the control of fisheries products imported into the EU. EFCA is expected to help grasping the benefits of this new system including through new developments in the EFCA Integrated Maritime Services.
  - To participate in and organise training events and seminars on catch certification
  - To continue to participate in the **CATCH project** and its concrete actions e.g. participation in IUU Working groups with EU MS.
  - To ensure continuous follow-up of the developments made in the IMS in order to keep facilitating verification of catch certificates by EU MS. Possible **interaction of IMS and CATCH** would be further explored depending on the availability of resources.
  - In cooperation with DG MARE and depending on the availability of resources to participate in the preparation of **methodologies and information material** on the catch certification scheme and its practical implementation (e.g. new Frequently Asked Questions for both EU MS and Third Countries).
- **Capacity building:** various Third countries are requesting support and capacity building in specific technical areas relating to the fight against IUU such as catch certification procedures and MCS both in the framework of EU IUU bilateral dialogues and in the Mediterranean and Black Sea<sup>78</sup>.
  - To perform IUU-related capacity building missions. Priority areas are catch certification and MCS. If need be part of these missions could be transformed into contributions to on-the-spot assessments in third countries.
  - Depending on availability of budget and resources to contribute to both single-country and multi-country workshops on fisheries control international inspection schemes and IUU/PSMA (Port State Measures Agreement) opened to fisheries inspectors covering Mediterranean countries.
  - To continue the coordination and implementation of the project E-FishMed setting up a virtual regional training academy for WestMed countries on control and inspection. This is a follow up of "FIUUFRA" project (training and cooperation in the fight to IUU fishing) f and in support of the MedFish4Ever Declaration.
- **Collection and analysis of information on IUU fishing activities:** pursuant to the EU IUU Regulation the Commission shall examine the suitably documented information it receives on alleged IUU fishing activities. When appropriate EFCA may be associated to this exercise and contribute to the examination of the information that the Commission has received. In the framework of its operational activities EFCA may also directly collect information on possible IUU fishing activities. Such information should be shared with DG MARE to ensure proper follow-up by the EU.

<sup>78</sup> Under the MedFish4Ever Declaration the EU has committed to step up technical assistance for Third Countries in the Mediterranean and the Black Sea.



- Upon request from the Commission and depending on the availability on resources to contribute to the **examination of information** on possible IUU fishing activities.
- To share with DG MARE any IUU-related **information collected** in the framework of its activities.
- **Analysis of catch certificates from Third Countries:** the analysis of catch certificates and processing statements issued by Third Countries is of paramount importance for the Commission's assessment of Third Countries' compliance with the EU IUU Regulation. Such assessment enables EU MS and the Commission to better identify the issues that may arise from imports from some Third Countries and to enhance the EU mutual assistance and alert systems as well as dialogues maintained with these Third Countries.
- Upon request from DG MARE to continue performing the **analysis of catch certificates** and processing statements issued by Third Countries<sup>79</sup>. The number of annual single-country analysis requested by DG MARE is expected to remain similar to the levels of the period 2017-2022 (6 analysis per year).
- **Direct interactions with Third Countries:** The Commission may request EFCA participation in certain DG MARE missions to Third Countries. Such participation will be sought when there is a specific need to verify the catch certification scheme and associated traceability procedures. Contribution expected from EFCA may also include the assessment of the monitoring control and surveillance schemes in place (e.g. Fisheries Monitoring Centre operations inspection procedures or implementation of PSMA).
- To participate in DG MARE **evaluation/dialogue missions to Third Countries**. The number of annual contributions requested by DG MARE is expected to remain similar to the levels of the period 2017-2019 (5 missions per year).
- **FAO Agreement on Port State Measures to Prevent Deter and Eliminate Illegal Unreported and Unregulated fishing (PSMA):** the implementation of the PSMA and of provisions and procedures consistent with the PSMA coupled with the effective implementation of related international instruments guidelines and regional mechanisms provides for a powerful and cost-effective governance framework to combat IUU fishing. EFCA's involvement in the capacity building actions that the Commission may finance will have multiple advantages and positive outcomes including promoting a level playing field for EU operators and enhancing cooperation at technical level with EU MS.
- Subject to the availability of budget and human resources to **cooperate with the FAO Secretariat** in the implementation of PSMA training actions for Third Countries authorities as well as if requested the development of an information exchange framework under the PSMA.

## 6. Other actions

- **EU programme to improve regional fisheries governance in Western Africa (PESCAO programme) or similar programmes**
  - Close and continuous coordination with DG MARE on actions carried out in the framework of such programmes. Specifically in the case of PESCAO EFCA to continue providing technical support in 2023. Next programming period 2023-2027 is still under development.

<sup>79</sup> In order to manage the associated workload and as a general rule, the volume of documents to be checked will be limited to 200-250 catch certificates / processing statement per assessment. However, taking into account the size of certain exporting countries under current or future assessment, in some cases the analysis of a higher number of catch certificates/processing statements might be needed.

**EU programme on 'Blue Economy – Fisheries and aquaculture' in Algeria:** enhance fisheries control and surveillance capacity in close protection new zones (these zones are still to be defined at national level)

- To support preliminary studies and help for the acquisition of fishing vessel tracking devices (VMS AIS etc.) in accordance with the requirements of the main regional fisheries management organisations in the area (GFCM ICCAT);
- To support the creation of a Fisheries Monitoring Centre (FMC) by helping with defining terms of reference technical legal and organisational measures and means rules for monitoring and surveillance and by carrying out capacity buildings and trainings.

**Coast guard cooperation:** The activities of EFCA under the coast guard cooperation involving third countries fall within the mandate of EFCA in terms of fisheries control (as the international cooperation is to be seen within each Agencies' mandate).

- In this context EFCA should participate and cooperate at international level in related fora and/or other relevant activities such as the Coast Guard Global Summit organized by the Japanese Coast Guard the PHOENIX EXPRESS exercise with the U.S. Naval Forces operational actions under EUROPOL and several Coast Guard Functions Forum as the North Atlantic or the Mediterranean that includes involvement of the third countries.

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**ANNEX XIII: EFCA COMMITTEES (STEERING AND WORKING GROUPS)**

The implementation of EFCA's operational activities requires strong coordination between the Agency the European Commission and Member States.

With regard to the working relationships between the parent Directorate General (DG MARE) and the Agency the cooperation is close and effective. Both parties ensure the relationships continue to develop. The Working Arrangements<sup>80</sup> between DG MARE and EFCA as well as regular bilateral meetings aim to organise good cooperation between both parties. The bilateral meetings between EFCA and DG MARE will be arranged both at middle and at senior management level.

Key performance indicator (KPI)	Number
Regular bilateral meetings on video conference	At least 5 per year

A description of the Committees established by EFCA to ensure coordination is provided below.

**Operational coordination**

For the purpose of operational coordination of joint control inspection and surveillance activities by Member States the Agency has established two joint regional working groups in accordance with its Founding Regulation:

- **Regional Steering Group:**

The Regional Steering Group (RSG) is composed of representatives designated by the Member States concerned and the European Commission and is chaired by the Agency. The RSG is responsible for the overall coordination and also ensures the real functioning of each JDP in its three phases:

- Planning of activities based on operational risk analysis;
- Implementation of the activities;
- Assessment of the effectiveness of the JDP through a common system of reporting and evaluation.

The RSG manages the implementation of the tasks based on the principles of transparency and consensus. Besides all questions regarding the practical implementation of the JDP the operational plans and the PACT<sup>81</sup> projects shall be discussed in this regional 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 of which EFCA's operated chartered capacity form part inspection and surveillance as agreed in the JDP/operational plans. It ensures that the operational coordination between the Member States works.

<sup>80</sup> Working Arrangements Ref. Ares(2020)1197061, 26.02.2020 and Administrative Board Decision 20-II-6, 14.10.2020.

<sup>81</sup> Partnership, Accountability (Compliance), Cooperation, Transparency.

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

### Training

A Steering Group for Training and Exchange of Experiences and a Working Group involving the Member States and the European Commission provide guidance and technical expertise on training and exchange of experience focusing on the implementation of the Core Curricula as well as on the development and translation of e-learning courses.

### Fight against IUU activities

Beyond the organisation of training seminars and sessions EFCA offers to dedicate part of the meetings organised in the framework of assistance to the implementation of the IUU Regulation to cooperation and risk management strategy issues together with the Member States and the European Commission.

