



COMMUNITY FISHERIES CONTROL AGENCY
Administrative Board

COMMUNITY FISHERIES CONTROL AGENCY

WORK PROGRAMME FOR 2007

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ABBREVIATIONS

CFP	Common Fisheries Policy,
RAC	Regional Advisory Council,
IUU	Illegal, Unregulated and Unreported fishing,
JDP	Joint Deployment Plan,
TJDG	Technical Joint Deployment Group,
NAFO	North West Atlantic Fisheries Organisation,
NEAFC	Northeast Atlantic Fisheries Commission,
MCS	Monitoring control and Surveillance,
RFMO	Regional Fisheries Management Organizations,
VMS	Vessel monitoring system.

DRAFT

COMMUNITY FISHERIES CONTROL AGENCY

WORK PROGRAMME FOR 2007

I. INTRODUCTION

I. 1 Procedures

At its meeting held on 27 September 2006, the Administrative Board of the Community Fisheries Control Agency ('the Agency') discussed the 2007 Work Programme on the basis of a Preliminary Draft.

By fax and by electronic mail of respectively 10 and 11 October 2006, the Agency received written comments on the Preliminary Draft from Spain and Greece.

As agreed at the meeting of the Advisory Board of the Agency, held on 15 September 2006, its members would transmit their observations on the priorities for the Agency's 2007 Work Programme, in writing, by 10 October 2006. To this end, on 29 September 2006, the Preliminary Draft was sent to the Members of the Administrative Board.

By letter of 10 October 2006, the Agency received the written observations on the Preliminary Draft from the Baltic Sea Regional Advisory Council (RAC) and by electronic mail of 13 October 2006 from the North Western Waters RAC.

By electronic mail of 15 October 2006, the draft Work Programme for 2007 has been transmitted to the members of the Administrative Board. Several parameters used for the programming of the operational activities of the Agency are still uncertain since the Agency is in the process of setting up its basic structures. Therefore, the first Work Programme has a transitional character.

In accordance with Art. 23 (2) (c) of Regulation (EC) No. 768/2005¹, the Administrative Board has adopted on [27 October 2006] at its (fourth) meeting the Work Programme of the Agency for 2007.

[By letter of ..., the Commission expressed its agreement/disagreement/suggestions/requests]

¹ OJ L128 of 21.5.2005, p.1

I.2 Community Fisheries Control Agency

The Agency has been established by Council Regulation (EC) No. 768/2005 of 26 April 2005. It will have its seat at Vigo, Spain.

Its Administrative Board was constituted at its first meeting held on 1 February 2006. At its second meeting held on 14 June 2006 in Vigo, Spain, the Administrative Board appointed the Executive Director of the Agency.

The Executive Director has taken up its function as from September 2006. The Agency is in the process of setting up its basic administrative and financial structures and recruiting staff so as to be ready to commence its operational activities as from 2007.

A first Meeting of the Advisory Board of the Agency took place on 15 September 2006. The Advisory Board concluded that, provisionally until its next meeting, the Chairman of the North Sea RAC is appointed to take part in the deliberations of the Administrative Board without the right to vote.

I.3 Legal framework, mission and tasks

The Community control and enforcement system, laid down in Chapter V of Regulation (EC) No. 2371/2002², stipulates the distribution of responsibilities for fisheries control and enforcement between the Commission and Member States.

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

In accordance with its competences, the Agency shall promote uniform and effective application of the rules of the CFP through the organisation of operational cooperation and coordination between Member States.

The mission and tasks of the Agency are defined in chapter II and III of Regulation (EC) No 768/2005, such as in particular:

² OJ L 358, 31.12.2002, p.59

- *Operational coordination:*
 - to strengthen operational cooperation between Member States through the adoption of Joint Deployment Plans (JDP's) organising the deployment of national means of control and inspections pooled by Member States, where appropriate and means contracted by the Agency at request of Member States (Art.5 and 9);
 - to coordinate control and inspection by Member States (Art. 3 (a));
 - to coordinate the operations to combat illegal, unregulated and unreported (IUU) fishing activities (Art. 3 (h));
 - to assess control and enforcement activities under JDP's (Art.14).

- *Activities in the international field:*
 - to coordinate the operations to combat IUU fishing activities (Art.3 (h) and Art. 4);
 - to assist the Community and Member States in control and inspection by Member States (Art. 4);
 - to reinforce operational cooperation between Member States through the adoption of JDP's organising the deployment of national means of control and inspections pooled by Member States and means contracted by the Agency at request of Member States (Art.4, 5 and 8).

- *Coordination and support activities to assist:*

The Commission and Member States:

- to harmonise the application of the rules of the CFP (Art 3 (e));
- to contribute to the work of Member States research into the development of control and inspection techniques (Art 3 (f)).

The Member States:

- to fulfil their tasks and obligations under the CFP (Art.3 (d));
- to report information on fishing activities and control and inspection activities to the Commission and third Parties (Art.3 (e));
- to harmonise inspector training and ensure the exchange of experience between Member States (Art.3 (g)).

In order to give a better perspective, a more detailed reference to the mission and policy objectives of the Agency has been attached to the present document as well as the organisation chart (see Annex II).

II. GOOD GOVERNANCE

II.1 Context

The decision to establish the Agency has been taken by the Council as part of the reform of the CFP. The wide consultation with all interested parties and the debate on the future of the CFP leading up to the reform in 2002 revealed more clearly not only the shortcomings and internal systemic weaknesses of the CFP, such as poor enforcement, lack of a multi annual management perspective, fleet over-capacity and insufficient stakeholder involvement, but also the external challenges that the Community will need to address over the coming years resulting from new trends in world fisheries.

In the last two decades, the major world commercial fisheries declined rapidly due to the depletion of a significant number of important commercial stocks. Excessive fishing effort compounded by destructive fishing practices and illegal, unreported and unregulated fishing activities have been and are key factors of the increasing critical condition in a number of main world fisheries, the abundance of several stocks being reduced to a fraction of the historic production levels.

Moreover, significant changes in terms of abundance and geographical distribution of important commercial stocks as a result of the impacts of a diversified set of factors, such as the direct incidence of fishing effort, the quality of statistical information and the effect of significant climatic changes, including reversed oceanic conditions are all of them contributing to increasing degrees of uncertainty in the prediction of long term evolution in the main fishing grounds, since conditions and trends are yet largely unknown or estimated with insufficient approximation.

The state of most stocks in European waters is not better than those in other areas of the globe. An alarming number of stocks in Community waters are outside safe biological limits and historical records show that their sizes and landings have declined rapidly during the last two decades. For many commercially important demersal stocks, the numbers of mature fish were about twice as high in the early 1970's than at the turn of the last century.

In most main Community demersal fisheries, such as cod in the Baltic and the North Sea and hake in western waters, fishing mortality exceeds by far the officially reported catches. Scientists have estimated this discrepancy in several cases at about the same level as official catches.

A large part of the unreported catch may be attributed to illegal fishing. Furthermore, disrespect of technical conservation measures (use of blinders and other means to restrict the

legal mesh size) result in the catch of a large proportion of juvenile fish. Such conditioning factors and the resulting uncertainties undermine responsible management of the fisheries in question.

Since the CFP has in the first place to ensure the sustainable exploitation of the Community's common living marine resources, the Council adopted, at the end of 2002, the reform package of the CFP; a number of important measures conceived and developed in order to make this policy more effective (such as good governance, multi annual approach based on better integration of scientific advice in decision making).

Among other instruments such as recovery plans, limitation of fleet capacity and reduction of fishing effort, the Council proceeded to the setting up of the Agency as an independent technical and administrative body to organise cooperation and coordination between Member States regarding effective and uniform application of the CFP rules, thus responding the need to ensure a level-playing field throughout the Community that was widely acknowledged and supported by the fishing industry in the framework of the reform of the CFP.

Within this particular context, Member States reviewed, restructured and reinforced their arrangements delivering, as a result, national commitments and enhanced coordination of fisheries control inspection activities including operational cooperation between their competent Authorities. All these national initiatives provide for a momentum where the Agency can build on.

II.2 Responsibility, accountability and sustainability

Sustainability cannot be achieved without a high degree of compliance with the rules of the CFP. Compliance with the rules of the CFP should be achieved through close cooperation between all interested parties affected by fishing activities: stakeholders, managers, consumers, inspectors, etc. Indeed, all parties should promote together a culture of compliance with the rules of the CFP at the level of the Community by assuming their responsibility and being accountable for acting.

Management of stocks, based for example on the MSY strategy, makes only sense when fishing activities are pursued in compliance with the applicable rules. Illegal activities tend to maximise the short term gain of the offender on the expense of legal activities as illegal fishing is mostly very destructive in terms of fishing mortality including of juveniles and associated species (through by-catches and discards), besides representing clear disloyal concurrence. Indeed, profitability of fisheries cannot be ensured if a culture of compliance by the participants of such fisheries has not been ensured.

The Agency will as matter of priority contribute to the achievement of sustainability by ensuring effective and uniform control and inspection by Member States. It will promote good Governance in its field of responsibilities. The Agency's operational involvement in control and inspection by Member States will be based on a systemic and integrated approach of the matters with which it has to deal.

Control and inspection must be implemented in line with a genuine Community strategy in order to achieve the objectives of the CFP. To this end, the Agency will assist national control and inspection services in order to ensure harmonised and effective control and inspection throughout the geographical distribution of the main fisheries.

The Agency will not only closely work together with the national competent Authorities but also seek actively the advice of the stakeholders. To this end, the Agency will work, in particular, closely together with the RAC's in pursuance of stock recovery and sustainable exploitation of the stocks in the area covered under their establishment act.

Through its specialised expertise and its independence, the Agency may produce a valuable input both in policy making as well as in execution of policies where appropriate - including simplification when so requested; to this end, the Agency will closely work together with all national competent Authorities concerning issues relevant to them as well as with the Commission.

Where appropriate, the Agency will cooperate with external partners of the Community in matters pertaining to its fields of responsibilities. It will promote by all means uniform and effective application of the rules of the CFP.

II.3 Main guiding principles

A high degree of compliance requires a prevailing culture of compliance at Community level and the Agency can provide a significant contribution to the promotion of such culture and sense of responsibility throughout the Community. It may be expected from each actor in the fisheries sector that he/she is willing to display a systematic attitude of compliance with the applicable legal requirements if properly understood and commonly adhered to.

Against this background, it is equally important that, in the exercise of its mission, the Agency promotes the application of the following principles to control and inspection of fisheries activities:

- *Proportionality*

The control and inspection activities to be deployed by the competent Authorities of the Member States under JDP's should be proportionate to the need to ensure a high degree of compliance. This principle should apply both, quantitatively and qualitatively, to the available means of inspection and surveillance, as well as to the strategy, working methods and procedures pursued by inspectors.

Control and inspection activities should not unduly interfere with the economical activities pursued by the actors in the fisheries sector.

- *Harmonisation*

The Agency will actively promote that Community inspectors display a Community culture of control and inspection. In coordination with the national competent Authorities, the Agency will organise training as well as briefing and debriefing sessions with inspectors operating under Joint Development Plans, in which the attention of the inspectors will be drawn to procedures and working methods.

Indeed, as a matter of priority the Agency will promote that Community inspectors will broadly apply the same or similar working methods and procedures.

All Community inspectors should collect the facts on non-compliance in the same manner as to ensure the objectivity of the facts constituting an infringement of the rules of the CFP.

- *Transparency*

The Agency will promote that control and inspection is properly documented by the competent Authorities and in particular the Community inspectors. In this manner, it should be possible to verify the application of equal treatment to all actors in the fisheries sector under JDP's regardless the flag under which they operate.

The Agency will report regularly on the results of inspection and surveillance by Member States under JDP's.

- *Assessment*

The Agency will analyse and assess the results of JDP's and notably, whether the measures applied are effective.

It will report on its conclusions, including regarding the application of these principles.

- *Applicability and simplicity*

Where so requested, and where possible, the Agency will make available its expertise in order to contribute to the applicability and simplicity of control and inspection measures.

III. 2007 OPERATIONAL ACTIVITIES

III. 1 Priorities

The Agency will contribute in particular to the implementation of initiatives corresponding to the following priorities of the CFP:

- Recovery stocks and multi-annual plans for stocks and the fishing activities exploiting those stocks,
- The Community Action Plan to combat illegal, unreported and unregulated fishing,
- The need to reduce the impact of destructive fishing practices and discards.

The Agency will concentrate in 2007 on organising operational coordination of control and inspection by Member States with regard to certain recovery stocks and stocks subject to multi-annual plans as well as to the fisheries exploiting these stocks. It will cover all stages of control and inspection of fishing activities from fishing to the first sale of fish landed or entering the Community market.

Since the Agency is in the process of setting up its own administrative, financial, and informatics structures its capacity to ensure operational coordination and its added value in organising deployment of national means of control and inspection will progressively increase in the coming year. It will commence, in 2007, with operational coordination in confined areas where it can build on existing regional initiatives and where the main conditions for starting up joint operations are fulfilled. In other areas, it will carry out preparatory work leading up to operational cooperation. In the course of the year, the Agency will launch initiatives in order to prepare favourable grounds for the development of JDP's, adopting them whenever and where possible; 2007 will also see the commencement of coordination activities, in accordance with Art. 4 of Regulation (EC) No. 768/2005, in particular with regard to IUU as well as in relation to the obligations of the Community under the NAFO and NEAFC control schemes whilst support activities will be undertaken as and when experts are available

III. 2. Activities

III. 2. 1. Operational Coordination

III. 2.1.1. Elaboration of Joint Deployment Plans

The JDP drawn up in 2007 will be the first in its kind. The Agency will prepare each JDP in close cooperation with the competent Authorities of the Member States concerned. It will build on the existing operational cooperation between the Member States in the region concerned. Each JDP will be tailored to the characteristics of the region concerned.

The Agency will propose Member States concerned to share the work in two working groups: one Technical Joint Deployment Group (TJDG) and a Steering Group consisting of Fisheries Advisors.

Within its competence and with the means available, the Agency will first make a study covering information on fishing and control and inspection activities, non-compliance records and levels, and reasons for such behaviour. Moreover, it will examine ways to promote a culture of compliance on the level of the region together with the relevant RAC.

Subsequently, the Agency will analyse on the basis of the means of control and inspection pooled by the Member States concerned how the objectives, priorities and bench marks set out in the specific control and inspection plan can be met in the best rational way on the level of the Community.

The Agency will analyse the share of each Member State concerned in control and inspection burdens under JDP's by taking into account the criteria set out in Art. 12 (2) of Regulation (EC) No. 768/2005.

Within its competence and for this purpose, the Agency may assist in or hold meetings, symposia, conferences, working groups with the Member States concerned and the stakeholders through the relevant RAC and invite third persons to attend or to make presentations or other written documents so as to contribute to the objectives pursued by the Agency.

III. 2. 1. 2. Recovery stocks and multi annual plans

The Agency will engage in the preparations necessary for the establishment of JDP's and, where appropriate, adopt JDP's with regard to:

- Regulation (EC) N° 423/2004 establishing measures for the recovery of cod stocks³,
- Multi-annual plan for the cod stocks in the Baltic Sea and the fisheries exploiting those stocks (as proposed by the Commission; COM (2006)411 final),
- Multi-annual Management Plan for the eastern stock of blue fin tuna (to be adopted by ICCAT).

As regards the above multi-annual plans, the Agency will provide an outline of the relevant JDP when opportune. The JDP's will be drawn up in accordance with chapter III of Regulation (EC) No. 768/2005. An outline of the JDP in relation to the recovery of the cod stocks in the North Sea and the adjacent areas is set out in Annex I.

III. 2. 1. 3. Implementation

The JDP's adopted by the Agency will be implemented in accordance with Art. 13 of Regulation (EC) No. 768/2005 in close cooperation with the competent Authorities of the Member States concerned. The Agency will organise operational coordination through the TJDG.

Training of Inspectors and briefings and debriefings as well as the regular coordination between the control and inspection activities by each competent Authority concerned will have an important place in each JDP.

The availability of the means of control and inspection pooled by the Member States concerned and the deployment thereof in accordance with the arrangements mutually agreed will also be an important element of each JDP.

Within its competence and for this purpose the Agency may assist in or hold training for Community inspectors concerned, briefing and debriefings with inspectors and coordinators and produce or provide any material for national competent authorities and inspectors as deemed necessary for the implementation of the JDP concerned.

III. 2. 1. 4. Assessment

³ OJ L 70, 9.3.2004, p. 8.

As 2007 is a transitional year for the Agency, it is not considered opportune to proceed by the end of the year to an assessment of JDP's which may have been adopted only in the course of the year.

However, the Agency together with the Member States and the Commission the Agency will develop, in 2007, the methodology and the criteria for assessment of JDP's.

III. 2. 2. Activities in the international field

The Agency will commence to deploy activities in accordance with Article 4 of Regulation (EC) No. 768/2005, provided it can dispose over the means required to fulfil the requested tasks.

The Agency will closely liaise with the Member States concerned with regard to the definition of the activities to be deployed, the means required and the way in which they must be carried out prior to its engagement in these activities.

These activities give effect to interventions which may be requested in the following fields:

- Certain tasks in this field currently carried out by the Commission may be transferred to the Agency. The Agency may assist Member States in carrying out inspection and surveillance activities under the joint schemes for international inspection and surveillance adopted by NEAFC and NAFO.
- Coordination of the operations by Member States to combat IUU fishing in conformity with Community rules.
- In the framework of the negotiation between the Community and Norway concerning pelagic fisheries and in particular the mackerel fishery, the Agency may organise involvement of the Community in a joint pilot project between the Community and Norway on discards including through slipping of small legal fish.

Within its competence and for this purpose, the Agency may assist in or hold meetings, working groups or other fora with the Member States concerned and the stakeholders through the relevant RAC (under development) and invite third persons to assist or to make presentations or other written documents so as to contribute to the objectives pursued by the Agency. The Agency may assist in or hold any training as well as briefings and debriefings of inspectors and coordinators as is deemed necessary for the purpose of coordination of the control and inspection activities by Member States concerned in relation to control and inspection under international schemes for joint control and inspection by Contracting Parties of RFMO's

III. 2.3. Coordination and support Activities

The Agency will produce, in 2007, an inventory of requests for support activities by Member States and the Commission together with a proposal for prioritisation of work to be carried out as well as the procedures to be followed between the Agency, the Member States and the Commission in this field.

IV. FUTURE PERSPECTIVES

IV.1. Priorities

The Agency's operational activities, as set out in the 2007 Work Programme, will not be limited to an annual exercise but, subject to annual decisions by the Administrative Board, cover a number of years as necessary to achieve the objectives of the Agency. The activities of the Agency and its added value will progressively expand as it will take time to organise operational cooperation between Member States and built confidence.

By 2010, the Agency should become the independent and objective contact point in the Community for matters pertaining to control and inspection on the basis of its expertise in this field and its close relations with national competent Authorities, the Commission as well as the stakeholders. Indeed, the Agency should not only deliver its activities in the area of control and inspection under the CFP but also become a reference platform for the competent Member State's Authorities and the stakeholders for discussing, in concrete terms and at regional level, all matters pertaining to the effectiveness and uniformity of control and inspection in relevant fisheries.

The activities of the Agency should be linked to those priorities under the CFP where the interventions of the Agency are required or the most useful.

The Agency will in the first place concentrate on its core activities such as notably operational coordination of control and inspection by Member States. Effective and uniform control and inspection in line with a genuine Community strategy will be notably crucial for the success of recovery and multi-annual plans.

In order to ensure sustainability in relation to stocks outside safe biological limits, several recovery plans and multi-annual plans for stocks and fisheries exploiting these stocks have been adopted by the Council and others are under consideration.

The Agency should become as soon as possible fully involved in control and inspection in fisheries exploited by Community fishing fleets and in relation to which recovery plans are known to be affected by a large proportion of unreported catches and/or a lack of compliance with other provisions ensuring conservation of stocks and control and inspection of fishing activities.

A. Community waters, Mediterranean and the Black Sea.

The Agency will progressively develop its involvement in operational coordination of control and inspection by Member States in function of the staff available and the development of the information network and the inherent databank. Moreover, where so requested, it will provide input to the relevant specific control and inspection programmes which may be established by the Commission in accordance with Art. 34c of Regulation (EEC) No. 2847/93.

On the basis of scientific documentation and Commission reports, it is clear in which fisheries common efforts are imperative with a view to ensure effective and uniform application of conservation measures. Fisheries in which vessels from a large number of Member States participate and where several Member States are responsible for control and inspection are qualifying in the first place for the involvement of the Agency in operational coordination of control and inspection by Member States.

B. Beyond Community waters (excl. Mediterranean and Black Sea)

Activities in the area of control and inspection in areas beyond Community waters corresponding to Community obligations which are carried out currently by the Commission together with Member States concerned may be taken over by the Agency. In the field of its responsibilities, the Agency should take over these tasks progressively.

On request of the Commission, the Agency will, undertake tasks in the international field:

- Certain tasks in this field currently carried out by the Commission will be transferred to the Agency. The Agency may ensure coordination of inspection and surveillance activities by Member States related to fishing activities of vessels flying their flag in regulatory areas of RFMO. To this end the Agency may draw up a JDP, as outlined above for Community waters in consultation both with the Commission and the Member States concerned.
- Coordination of the control by Member States of landings by IUU vessels as an information contact point, net worker and promoter of best practices.
- Coordination of the Community's participation to the MCS network on IUU activities. The MCS network is an international initiative of the most important fishing nations in the framework of the fight against IUU fishing. It provides for exchange of information concerning vessels alleged to be involved in IUU activities. The Commission and Member States participate to this network. In order to coordinate the Community participation to this network, it is important that the Agency sets up an effective and efficient joint network of exchange of information on the level of the Community.
- Taking into account the importance of the blue whiting fishery on the border of Community waters, the Agency may ensure operational coordination of control

and inspection of blue whiting fishery (NEAFC) to be operational as from 2008;

C. Coordination and support activities

The Agency, in its field of competences, can provide a contribution to or assist in the work of Member States and the Commission. Its tasks in this field will be progressively developed on the basis of an inventory of possible activities to be drawn up by the Agency.

As regards 2008 and subsequent years, on the basis of the Agency's assessment of the needs and the decisions of the Administrative Board, the Agency will elaborate an activities plan for 2008 onwards detailing its commitments regarding each issue together with the human and financial resources required. In this sense it will develop its activities in this domain as an efficient service provider.

List of priority support activities:

- implementation of Art. 28 of Regulation (EC) No. 2371/2002;
- control methods of engine power installed in Community fishing vessels;
- elaboration of trainings modules for Inspectors;
- expert advice on request of the Commission (VMS, specific control and inspection programmes, etc.).

ANNEX I

JOINT DEPLOYMENT PLAN

Title	Joint Deployment Plan (JDP) concerning the organisation of national deployment of the national means of control and inspection in the Community waters in the North Sea, Skagerak and the Eastern Channel in connection with Regulation (EC) N° 423/2004 establishing measures for the recovery of cod stocks
Legal basis	Art 5(2) of Council Regulation (EC) N° 768/2005
Objectives	To ensure operational coordination of control and inspection activities by Belgium, Denmark, Germany, France, the Netherlands, Sweden and the United Kingdom
Conditions	This JDP shall give effect to the criteria, bench marks and common inspection procedures laid down in Commission Decision (2005/429/EC) establishing a specific monitoring programme related to the recovery of cod stocks
Geographical Area	Community waters in Kattegat, North Sea, Skagerak and Eastern Channel
Coverage	The present Joint Development Plan will cover in particular Articles 3 and 5 of the above Commission Decision
Assessment	<p>The assessment of the effectiveness of the present Joint Deployment Plan in relation to the level of compliance with applicable provisions concerning</p> <ul style="list-style-type: none">- total allowable catches- fishing effort limitation- monitoring inspection and surveillance- technical conservation measures <p>It shall include an analysis of the existence of a risk that fishing activities are not compliant with the applicable control measures</p>
Entering into force	Second half of 2007
Application schedule	Progressive as appropriate

ANNEX II

MISSION STATEMENT AND INTERNAL ORGANISATION

1. MISSION STATEMENT AND OVERALL POLICY OBJECTIVES

The Community Fisheries Control Agency will function at the highest levels of excellence and transparency with a view to ensure effectiveness and efficiency of its operation, and develop the necessary confidence of actors involved. For that purpose, the Agency will act as a bridge builder as well as a service provider, promoting best practices in the field of control and inspection.

The Agency shall also propose all relevant indicators and tools which will prove to be useful for the performance review, in accordance with principles and objectives of the Common Fisheries Policy.

When the Administrative Board, the Executive Director and the Advisory Board have been able to start operating by the end of year 2006, the Agency will have now to build in 2007 its capabilities for meeting at short notice stakeholders' expectations. Management systems and infrastructure to be put in place will then be of special importance.

2. ORGANIZATION CHART

The internal organization of the Agency will be set up, in accordance with the mission statement and the available resources, in three units ("administration", "coordination and information", "operational coordination") under the authority of the Executive Director which will be assisted by an Advisor and a secretariat.

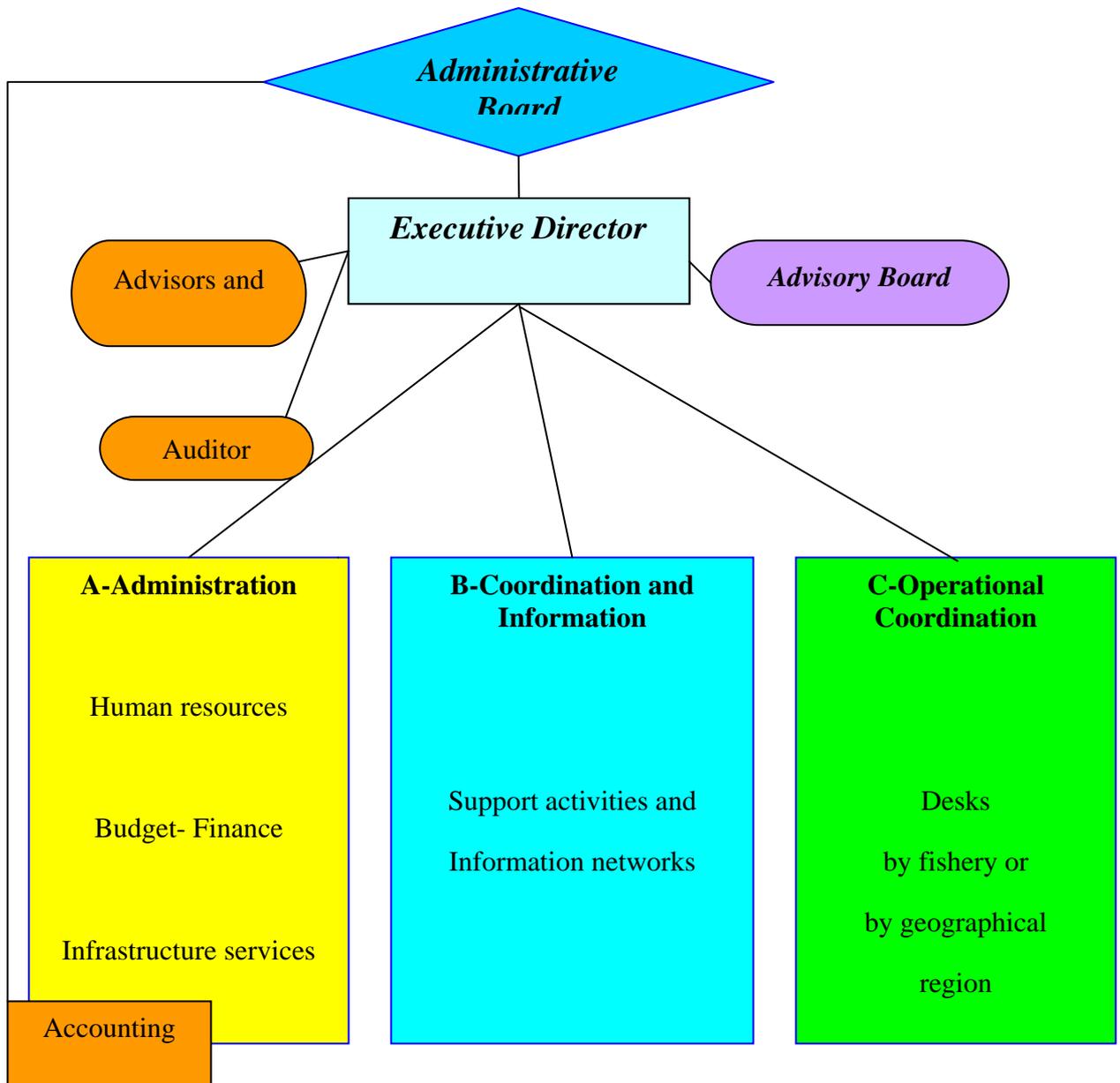
The Unit "Administration" will deal with all administrative and financial questions whilst the other Units will deal with the operational activities of the Agency. In this sense:

- The Unit "administration" will deal with the budget, human resources, logistics (building, office equipment, etc.) as well as contractual and legal affairs of the Agency.
- The Unit "operational coordination" will ensure the execution of joint deployment plans and liaise closely with all national competent authorities. With reference to each fishery or region a "desk-official" will be recruited which may be assisted by several national experts detached by Member States to the Agency.
- The Unit "coordination and information" will be in charge of the informatics infra-structure for accessing or receiving information from Member States as well as any other information on issues relevant for the Agency. The informatics infra-structure should also permit to analyse available information on fishing activities and control and inspection activities. Moreover, this unit will be in charge of support activities.

Recruitment will be based on the priorities set out in the Annual Work programme and the requirements for setting up the administrative structures in accordance with Community requirements.

The Agency is expecting that Member States will detach to the Agency, on a temporary basis, national experts in fields of the Agency's operational activities in order to assist in operational coordination of control and inspection activities by Member States.

The Agency will be provisionally located in Brussels where it will prepare for its move to its definitive location in Vigo, Spain. The Agency will move as soon as possible to its definitive premises in Vigo.



Available means in 2007

The Agency is in the process of recruiting Heads of Unit for each of the Unit as well as staff for Unit A. It will also launch recruitment of staff for Units B and C as necessary for the execution of the 2007 Work Programme.

In the course of 2007, each Unit should dispose, at least, of the following staff, including the Heads of Unit:

Unit A: 9 (4A / 6AST)

Unit B: 10 (horizontal tasks in support of coordination and support activities)

Unit C: Head of Unit plus secretary and Assistant;

Desk "cod recovery";

2 experts and 1/2 national experts.

Desk "multi-annual cod plan in the Baltic sea"

2 experts and 1/2 national experts.

Desk "Bluefin Tuna"

2 experts and 1/2 national experts.

Desk "NAFC/NEAFC" – 2 experts.