

	<p style="text-align: center;">Finance and Administration Committee</p> <p style="text-align: center;"><i>Report of the Meeting of the Finance and Administration Committee of the North Atlantic Salmon Conservation Organization</i></p>	<p style="text-align: center;">FAC(22)13</p> <p style="text-align: center;">(Duplicated as CNL(22)05)</p>
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***Report of the Meeting of the Finance and Administration Committee of the
North Atlantic Salmon Conservation Organization***

Dalmahoy Hotel & Country Club, Edinburgh, Scotland

5 and 7 June 2022

1. Opening of the Meeting

- 1.1 In the absence of the Chair, Clemens Fieseler (European Union), the Secretary opened the meeting. The Committee elected Kim Blankenbeker (USA) to serve the remainder of Clemens Fieseler's term as Chair. She welcomed participants to the meeting of the Finance and Administration Committee (FAC). The Chair thanked the participants for their confidence in her and asked whether members of the FAC would like to make any comments.
- 1.2 The representative of the United Kingdom (UK) acknowledged that the UK Government stands united with their international partners in condemning the Russian Government's actions in Ukraine. She referred to a full statement on the situation, which will be read by the Head of the UK Delegation at the Opening Session of the Council of NASCO. She asked for this statement to be included in the report of this Meeting. This statement is contained in Annex 1.
- 1.3 A representative of the European Union (EU) referred to a statement to be made by the EU at the Opening Session of the Council Meeting and asked for this to be included in the report of this meeting. This is contained in Annex 2.
- 1.4 The representative of Norway requested that the Norwegian Opening Statement to Council be annexed to the report of this meeting. This is contained in Annex 3.
- 1.5 The representative of the United States noted support for the UK statement and asked for the Opening Statement to Council from the United States to be annexed to the report of this meeting. This is contained in Annex 4.
- 1.6 The representative of Canada also noted support for the UK statement and requested that the Canadian Opening Statement to Council be annexed to the report of this meeting. This is contained in Annex 5.
- 1.7 The representative of Denmark (in respect of the Faroe Islands and Greenland) also supported the UK statement and requested that its Opening Statement to Council be annexed to the report of this meeting. This statement is contained in Annex 6.
- 1.8 The representative of the Russian Federation commented that the remit of the FAC was to consider the financial and administrative affairs of NASCO. She asked that the FAC focus on these issues and avoid political issues. The representative of the Russian Federation asked for the Opening Statement to Council from the Russian Federation to be annexed to the report of this meeting. This is contained in Annex 7.
- 1.9 A list of participants is contained in Annex 8.

2. Adoption of the Agenda

- 2.1 The representative of the United States requested that item 9 concerning the budget be taken after the audited accounts to ensure the primary business of the FAC could be completed in the available time. The Chair noted that item 3 on Election of Officers would be taken just before item 12. Noting this change in the order of business, the FAC adopted its Agenda, [FAC\(22\)09](#) (Annex 9).

3. Election of Officers

- 3.1 The FAC elected Seamus Connor (UK) as its Chair (proposed by the representative of Canada, seconded by the representative of Norway) for a period of two years, to commence from the close of the 2022 Annual Meeting.
- 3.2 The FAC re-elected Heidi Hansen (Norway) as its Vice-Chair (proposed by the representative of Canada, seconded by the representative of Denmark (in respect of the Faroe Islands and Greenland)) for a period of two years, to commence from the close of the 2022 Annual Meeting.

4. 2021 Audited Accounts

- 4.1 The Chair noted that the Audited Accounts for 2021 had been circulated to the President, Heads of Delegations and FAC members in February 2022. She referred participants to document [FAC\(22\)02](#).
- 4.2 There were no questions on the Audited Accounts and the FAC agreed to accept them and recommend to the Council that they be adopted.

5. Report of the Inter-Sessional Meeting(s) of the Finance and Administration Committee

- 5.1 The Chair reminded Committee members that the FAC had been considering several issues related to providing lump sum payments, referred to in Staff Fund Rule 3.2 and Staff Rule 8.2(b), to retiring staff members for some time. She noted that in 2021 when the FAC had discussed this issue, it had agreed that a virtual inter-sessional meeting should take place to make progress on these issues. The Chair noted that the FAC met inter-sessionally, by video conference, in January 2022 to continue discussion of the current Staff Fund Rules and Staff Rules as they relate to staff members leaving NASCO's employment. She referred participants to the Report of the Inter-Sessional Meeting, [FAC\(22\)03](#), noting that the report had already been adopted by the FAC and no additional action was needed in that regard.
- 5.2 The Chair further reminded the FAC that, while the inter-sessional meeting allowed for a sharing of views on key issues and the identification of potential ways forward, some concerns were raised after the meeting that required additional discussion. Unfortunately, it was not possible to organize an additional inter-sessional meeting of the FAC, so various issues remain unresolved.

6. Consideration of Whether to Update / Clarify the Staff Rules / Staff Fund Rules

- 6.1 After noting the previous meetings where the FAC had considered the issues related to providing lump sum payments, referred to in Staff Fund Rule 3.2 ([CNL\(14\)62](#)) and Staff Rule 8.2(b) ([CNL\(14\)63](#)), to retiring staff members, the Chair noted that she had sent correspondence to members of the FAC suggesting a possible interim way forward. She noted that the most pressing issue related to the lump sum entitlement specified in Staff Fund Rule 3.2 and Staff Rule 8.2(b). The relevant portions of these paragraphs read as follows:

Staff Fund Rule, paragraph 3.2: ‘...Prior to a Secretariat Member retiring from full-time employment with NASCO, a lump sum payment will be made into that Secretariat Member’s deferred salary account of no less than one twelfth after tax of the final year’s gross salary and allowances for each year of service with NASCO, fractions of a year to count pro-rata.’

Staff Rule, paragraph 8.2(b): ‘Prior to a Secretariat Member retiring from full-time employment with NASCO, a lump sum payment will be made into that Secretariat Member’s deferred salary account of no less than one twelfth after tax of the final year’s gross salary and allowances for each year of service with NASCO, fractions of a year to count pro-rata. A Secretariat member aged 55 years or over may request the Secretary to transfer to the Staff Fund up to 20% per annum of the estimated current value of his or her lump sum entitlement. Thereafter, the balance of the lump sum entitlement will be transferred on an annual basis.’

- 6.2 The Chair noted that there was an ongoing lack of agreement on the interpretation and, therefore, the application of the rules regarding the payment of the lump sum entitlement in the case of retirement versus resignation of Secretariat members. While both the relevant Staff Rule and Staff Fund Rule use the phrase ‘retiring from full-time employment with NASCO,’ the rules do not currently define retirement and NASCO has no specified retirement age. The Chair suggested the FAC consider developing an interim approach that would address the narrow issue of how to interpret and apply the current lump sum entitlement in the short term while establishing a process to develop a more permanent solution in the longer term. She noted that a key consideration for the FAC this year was how to balance the need to proceed carefully and deliberately on the lump sum issue and potentially other matters related to staff benefits to ensure they are addressed appropriately, while providing near-term certainty to current Secretariat staff members on the question of whether and when they qualify to receive a lump sum payment, which is only fair and correct. Related to this was the question of who decides the level of any discretionary lump sum payment that might be provided above the required 1/12th.
- 6.3 With the foregoing in mind, the Chair asked the FAC to consider a two-part interim approach. First, she suggested that the FAC consider an interim approach for interpreting and implementing Staff Fund Rule 3.2 and Staff Rule 8.2(b) until such time as NASCO revises or takes other action with respect to these rules. She proposed the following possible approach for discussion:
- a) *Any member of the Secretariat staff who voluntarily leaves full-time employment with NASCO and that specifies in writing that they are ‘retiring from full-time employment with NASCO’ will receive a lump sum payment of no less than one twelfth after tax of the final year’s gross salary and allowances for each year of service with NASCO, fractions of a year to count pro-rata, as specified in the Staff Fund Rules and Staff Rules.*
 - b) *NASCO can and has provided discretionary lump sum payments to some departing full-time staff in the past at varying fractions above 1/12th. Decisions on whether and how much of an additional lump sum payment to provide to a departing full time staff member is at the sole discretion of the Council / Heads of Delegation (HODs). In considering this matter, the Council / HODs should take into account the following:*
 - *total time the employee has worked for NASCO;*

- *overall job performance, as advised by the Secretary, or if the Secretary is the departing employee, the President;*
- *the salary level of the departing employee;*
- *the level of lump sum payout provided to other staff that have left the organization and who worked in the same or a similar position, if appropriate; and*
- *the availability of funds needed to provide the lump sum payment.*

- 6.4 The second part of the Chair's proposed approach was for the FAC to hold an inter-sessional meeting as soon as feasible after the close of the 2022 NASCO Annual Meeting to continue its deliberations, including considering the need for possible clarifications and revisions to the relevant Staff Rules and Staff Fund Rules, to resolve issues for the longer term. The Chair opened the floor for comments on her proposal.
- 6.5 The representative of Denmark (in respect of the Faroe Islands and Greenland) noted that she had not had an opportunity to consider the Chair's proposed approach in detail but that she thought it proposed to split the issue into two parts, in a similar way to that proposed by the UK during inter-sessional correspondence. The Chair responded that the paper was similar in spirit to the UK's proposed way forward. The representative of the UK explained that her suggestion was to split the issue in order to provide certainty for current staff members, but it differed from the Chair's suggestion in that the rules could change for future staff members. Nevertheless, the UK was willing to consider the Chair's approach.
- 6.6 The representative of the EU stated that the FAC needed to make progress on two issues: 1) defining the concept of retirement (which could be when a staff member stops working full-time for NASCO); and 2) eliminating subjectivity in determining the fraction of salary made as a lump sum payment to Secretariat staff when they leave full-time employment at NASCO. He noted that the rules currently stated that the fraction should be 'no less than one-twelfth'. He stated that the preference of the EU was for a fixed fraction of one twelfth. He suggested the FAC might agree on principles during the meeting and, if required, return to agree the detail at a later date.
- 6.7 The representative of the UK said that the UK was concerned that an interim solution, such as that proposed by the Chair, which would change the rules only temporarily, could still lead to uncertainty for staff, as the rules could change again at a later date. The representative of the UK also noted that the proposal in the Chair's paper would mean that the staff member would define 'retirement' and not the FAC.
- 6.8 The representative of the United States said that she understood the hesitation expressed in relation to an interim approach but also felt that the need for certainty for staff was important. She reminded the FAC that this issue had been under consideration for five years and that, at the very least, an interim solution was needed. The representative of the United States asked the Secretary whether, under UK employment law, NASCO was able to set a retirement age for the Organization. The Secretary replied that ACAS (the Advisory, Conciliation and Arbitration Service, which is a Crown non-departmental public body of the Government of the United Kingdom) stated that in the UK:

'For most jobs there is no longer a legal set retirement age. This ended in 2011. However, an employer can still set a retirement age if it can legally prove the need, but this can be difficult to do.'

And

'An employer can only set a retirement age for a job if it can meet certain legal requirements. This means proving the retirement age is what the law calls 'a proportionate means of achieving a legitimate aim', FACIS(22)02.

Therefore, NASCO could include a retirement age in its Staff Rules, but doing so may not be straightforward, would require a strong legal basis, and could be costly.

- 6.9 A representative of Norway noted that he wanted to make progress on this issue and was also keen that the full implications of any recommendations were made clear. He reminded the FAC that the Staff Rules had been interpreted in a particular way up until 2018, a way in which he considered to be correct. The approach had changed subsequently. He was concerned that if the lump sum was available to all staff who left NASCO regardless of age, this may lead to higher costs for NASCO under the Contractual Obligation Fund. He was also concerned that the current ceiling for that fund may be insufficient. He noted that Norway was not against the Chair's proposal but wanted more information about the consequences. He noted that lump sum payments were not common in Norway and that when all elements of the benefits package for NASCO Secretariat staff were combined, it provided a good package. Whilst Norway did not want the package to be reduced, he said there may be no need to enhance it either. He acknowledged that work life was changing, and that Norway was not averse to changing the Secretariat staff terms and conditions to reflect this, but Norway required confidence in the impact of any changes.
- 6.10 The representative of the United States noted the NASCO Staff Rules never tied the lump sum eligibility to a minimum age requirement for retirement and did not see the need to do so now. Furthermore, she said establishing a retirement age would be a significant change from NASCO's current Staff Rules and may be contrary to UK law, and as such creating one would include legal risk and considering it, would require significant legal exploration and costs. The representative of the United States asked the Secretariat to clarify whether under UK law, NASCO can legally define the age for retirement. The Secretary again referred to the ACAS quotation and agreed that NASCO defining an age for retirement for the purpose of lump sum eligibility might subject NASCO to legal liability.
- 6.11 In response to Norway's concern about the implications of a change in the Staff Rules on the Contractual Obligation Fund, the Secretary referred the FAC to paper [FAC\(19\)07](#). While the salary figures were somewhat out-of-date, the Secretary presented a table from that paper (reproduced below). The table provided indicative information on the possible financial impact of changing the lump sum percentage set out in Staff Rule 8.2(b) to a higher proportion. She explained the differing assumptions associated with the analysis and noted that further details of how the calculations were made were set out in that paper.

Proportion (After Tax) of the Final Year's Gross Salary and Allowances	Annual Salary increase	Total Amount Required in Contractual Obligation Fund to Service Lump Sum Payments
1/12 th	3%	£212,839
	5%	£238,871
1/10 th	3%	£255,406
	5%	£286,645
1/8 th	3%	£319,258
	5%	£358,306
1/6 th	3%	£425,677
	5%	£477,742

- 6.12 The representative of the EU asked about the principle behind the establishment of the lump sum element of the staff benefits. The Chair stated that she did not know why it was originally established, but she believed it was part of the original package of staff benefits and, thus, had been in place since very early in the Organization's existence. She noted that previous Secretaries had said that NASCO did not have a pension scheme where retired staff would get an annuity payment for the rest of their life. In lieu of that and after the collapse of Equitable Life, the Deferred Salary was set up and the lump sum benefit was continued.
- 6.13 The representative of Canada acknowledged the good points made by Norway and the EU. He repeated that an interim solution was needed, so that it was clear what would happen if a NASCO Secretariat staff member left in the near term.
- 6.14 The Chair thanked the FAC members for their lively discussion and turned the discussion to next steps. The representative of Denmark (in respect of the Faroe Islands and Greenland) said she felt that each time the FAC considered this item, the Committee seemed to start from the beginning. She requested a discussion paper that clearly set out the background and the decisions to be made. The representative of the UK agreed with this and noted more discussion would be needed in due course to identify clearly what issues would be considered inter-sessionally and help frame the production of a background paper.
- 6.15 The representative of the EU asked if the FAC could agree to an interim approach that defined retirement as someone who voluntarily leaves NASCO and to limit the lump sum payment to one-twelfth, thereby removing any discretion to provide more.
- 6.16 A representative of Norway asked whether this interpretation should apply to all staff, with no minimum number of years in the Organization. He also asked how this might apply to part-time staff. However, he agreed that the approach was an acceptable starting point. The Secretary responded that the rules as they stand only apply to full-time staff, due to the tax provisions in the Headquarters Agreement. The Chair confirmed that benefits for full-time staff should be the focus of this work.
- 6.17 The representative of Canada agreed with the principles suggested by the EU and noted that any interim policy on how to interpret the current lump sum rules should perhaps only apply until the Annual Meeting in 2023 to create an impetus to find a longer term solution.
- 6.18 He further suggested that consideration be given to how to reflect any changes to the Staff Rules and Staff Fund Rules regarding the lump sum that may be adopted by the Council, for instance, as an addendum to the Staff Rules. He proposed that there should be work on the definition of retirement during this Annual Meeting. In response, the Chair noted that any amendment to the text of the Staff Rules and Staff Fund Rules would likely require input from lawyers, to ensure any changes were acceptable and that there may be other options for the short term, including recommending a change in interpretation in the rules rather than changes to the text.
- 6.19 The representative of the UK suggested that clarity was needed from the FAC in three areas: 1) does the FAC want to make a lump sum payment to staff when they voluntarily leave NASCO; 2) does NASCO want performance related pay (i.e. a discretionary element, in the staff benefits package); and, given decisions on points one and two, 3) does the overall benefits package remain competitive?
- 6.20 In light of the discussion, during the Annual Meeting the Chair developed a revised approach. She informed the FAC that her proposal established an interim policy on the

interpretation and application of the current text in the Staff Rule and the Staff Fund Rule concerning the lump sum. In that regard, the Chair's proposal was that the FAC recommend the following to Council:

- a) *any member of the Secretariat staff who voluntarily leaves full-time employment with NASCO after completing their probationary employment period is considered to be 'retiring from full-time employment with NASCO' as that phrase is used in Staff Rule 3.2 and Staff Fund Rule 8.2(b) and is eligible to receive a lump sum payment pursuant to those rules.*
- b) *the level of lump sum payment to be provided will be one twelfth after tax of the final year's gross salary and allowances for each year of service with NASCO, fractions of a year to count pro-rata, consistent with the Staff Rule 3.2 and Staff Fund Rule 8.2(b).*

This interim policy is in effect through June 9, 2023, unless a decision is taken by the Council to change it before that time. In order to develop a longer-term solution to the issues related to the lump sum and other staff benefit issues, the FAC will undertake an inter-sessional process to continue to consider these issues and recommend a way forward no later than at the 2023 NASCO Annual Meeting.

- 6.21 The Chair asked for input on this approach and the representative of the UK agreed that the proposal clarified the situation for the coming year and questioned whether the text was sufficiently clear as to the timescale over which the text would be valid. She proposed that the text be altered so that it would be valid until the FAC completed its work to find a longer-term solution that was agreed by Council. The Chair explained that she was trying to be responsive to the previous comment made by Canada but was open if more flexibility was desirable. After some consideration, it was agreed that including the text 'unless the Council decided otherwise' would improve the text.
- 6.22 Based on these discussions, the FAC agreed to recommend to Council an interim policy regarding the interpretation and application of NASCO's Staff Fund Rule 3.2 and Staff Rule 8.2(b) for adoption. This document, [CNL\(22\)44](#), is included as Annex 10.

7. Relationship with ICES

- 7.1 The Chair reminded participants that in 2021 the FAC considered a Proposed Revised Memorandum of Understanding (MoU) between ICES and NASCO, [FAC\(21\)05](#). The Council agreed to adopt the final MoU in January 2022. [The Memorandum of Understanding between NASCO and ICES](#) was signed by the Presidents of NASCO and ICES in February 2022.

8. MoU with the OSPAR Commission

- 8.1 The Chair noted that the MoU between NASCO and the OSPAR Commission came into effect in 2013 and had been working well. The Chair reported on the main issues of interest to NASCO currently, as set out in [FAC\(22\)04](#).
- 8.2 First, she reminded the FAC that the President of NASCO had sent a [letter to the Chair of the OSPAR Commission](#) highlighting concern that responsibilities and related tasks that fall under NASCO's authority and competence might be inappropriately duplicated by OSPAR when it conducted its OSPAR Status Assessment of Salmon. The [Chair of the OSPAR Commission replied to the President of NASCO](#) on 7 July 2021. The OSPAR Status Assessment of Salmon was complete and would be published on the [OSPAR Status Assessments webpage](#) shortly.

- 8.3 The Chair also noted the establishment of the North Atlantic Current and Evlanov Sea basin Marine Protected Area.
- 8.4 Additionally, she informed the FAC of an OSPAR workstream involving salmon. She noted that OSPAR had agreed an action to model and identify areas that could constitute possible critical habitats for OSPAR listed species, and that could be proposed as new MPAs. The work is to be undertaken by Germany (the Federal Agency for Nature Conservation (BfN)).
- 8.5 Finally, the Chair recalled that OSPAR had adopted a recommendation on salmon (2016/3) and, when available, would share relevant information associated with that instrument. She also reminded the FAC that OSPAR had considered requesting scientific advice on salmon from ICES but no request had been taken forward.
- 8.6 The FAC took note of these activities but had no specific comments.

9. Consideration of the 2023 Draft Budget, Schedule of Contributions and Five-year Budgeting Plan

- 9.1 The Chair asked the Secretary to present information on the 2023 draft budget, the schedule of contributions and the five-year budgeting plan. The Secretary referred the Committee to document [FAC\(22\)05](#).
- 9.2 The Secretary informed the FAC that the 2023 budgeted expenditure (£663,180) represented an increase compared to that in the 2022 Budget (£638,090) and is 4.4% higher in real terms than that anticipated in the 2022 – 2026 Budgeting Plan (£620,900). This was solely related to the inclusion of funds (£40,000) to hold the Annual Meeting in Edinburgh in 2023, should no Party offer to host next year.
- 9.3 The 2021 Audited Accounts indicated that the Working Capital Fund, the Contractual Obligation Fund and the Recruitment Fund were all at their respective ceilings of £200,000, £250,000 and £60,000. The Organization's financial position was sound, given that some budgeted expenditure in 2020 and 2021, mostly related to the lack of travel and in-person meetings, had not been made.
- 9.4 The Secretary noted that the contributions for each Party had been calculated in accordance with Article 16, paragraph 2 of the Convention. The 2022 contributions had been recalculated to take account of the difference in the provisional and confirmed 2020 catch statistics and the appropriate adjustments made to the 2023 contributions. The 2023 contributions were higher than anticipated in the 2022 – 2026 Budgeting Plan (£568,400); this is mostly a reflection of the costs added to hold the Annual Meeting in Edinburgh in 2023, if required. In 2017, the FAC requested the Secretary to include the 30% share of the contribution for each Party in this section. In the draft 2023 budget as proposed, this equates to £28,086 per Party.
- 9.5 The representative of Canada asked if the Secretary expected any reduction in the payment to ICES this year, since it did not go through the expected scientific process in providing its advice to NASCO. The Secretary responded that NASCO is charged the minimum fee by ICES because it receives single species advice, and she did not expect any reduction in payment that might be requested, would be accepted. The FAC agreed that no action was required on this matter.
- 9.6 The representative of Canada also asked where the Deferred Salary funds show up in the budget. The Secretary responded that this does not appear in the budget, but it is shown in the audited accounts. The Secretary noted that these funds do not belong to

NASCO, but to the Secretariat staff. She indicated that outlays associated with the Deferred Salary scheme are reflected in the 'staff-related costs' line of the budget.

- 9.7 The representative of Norway asked about the staff-related costs in 2021 compared with those in the budget for 2023, noting the large increase. The Secretary responded that, in real terms, there is a decrease in these staff costs since the increase in the cost of living in 2022 is high. The Secretary explained that increased cost estimates were based on UK Treasury Forecasts of the consumer price index (CPI), the retail price index (RPI) and average earnings. The Secretary noted that she used the February inflation figure in her initial budget, which in previous years had been around 2 – 3 %. However, in 2022, the CPI was higher than in previous years, and the RPI was 5.2 %.
- 9.8 The representative of the EU indicated that the EU supported the budget. The representative of the United States indicated that the United States also supported the budget and thanked the Secretary for her thorough approach and due diligence in conducting her work.
- 9.9 The FAC agreed to recommend to the Council the adoption of the 2023 draft budget and the 2024 forecast budget, [FAC\(22\)05](#) (Annex 11).

10. Appointment of Auditors

- 10.1 The Chair reminded the FAC that it had made a recommendation about the appointment of auditors in 2021. Following the Annual Meeting, Saffery Champness was appointed for 2021, 2022 and 2023.

11. Other Business

- 11.1 The representative of Norway asked about the Tag Return Incentive Scheme. He said that fewer and fewer fish were being marked with external tags. He, therefore, asked whether the FAC thought that the scheme had served its purpose and should be discontinued. The Chair responded that, although the Tag Return Incentive Scheme related to the finances of NASCO due to the payment of prizes, whether the scheme should be ended was a policy matter for the Council to decide.
- 11.2 The representative of the EU questioned the extent of public knowledge of the scheme. The Chair recalled that questions had been raised periodically over the years concerning the value of the scheme and that, so far, the decision had been that the benefits outweighed the modest cost. The representative of Canada noted that, in the past, the NGOs had supported continuation of the Scheme.

12. Report of the Meeting

- 12.1 The FAC agreed the Report of the Meeting.

13. Close of the Meeting

- 13.1 The Chair thanked the Secretariat for their excellent support for the meeting and the members of the Committee for their contributions and flexibility. She then closed the meeting.

List of Annexes

- Annex 1** Opening Statement to Council submitted by the United Kingdom
- Annex 2** Opening Statement to Council submitted by the European Union
- Annex 3** Opening Statement to Council submitted by Norway
- Annex 4** Opening Statement to Council submitted by the United States
- Annex 5** Opening Statement to Council submitted by Canada
- Annex 6** Opening Statement to Council submitted by Denmark (in respect of the Faroe Islands and Greenland)
- Annex 7** Opening Statement to Council submitted by the Russian Federation
- Annex 8** List of Participants
- Annex 9** Agenda
- Annex 10** Proposed Interim Policy on the Interpretation and Application of NASCO Staff Fund Rule 3.2 and Staff Rule 8.2(b) Concerning the Lump Sum Entitlement
- Annex 11** 2023 Draft Budget and 2024 Forecast Budget

Opening Statement to Council Submitted by the United Kingdom

Mr. President, Mrs Secretary, Distinguished Delegates, Observers, Ladies and Gentlemen.

First the UK Delegation must recognise the current situation in Ukraine.

Russia's assault on Ukraine is an unprovoked, premeditated attack against a sovereign democratic state. The UK and our international partners stand united in condemning the Russian government's reprehensible actions, which are an egregious violation of international law and the UN Charter. As a Permanent Member of the UN Security Council, Russia has a particular responsibility to uphold international peace and security. Instead, it is violating the borders of another country and its actions are causing widespread suffering.

The Russian Government has shown that it was never serious about engaging in diplomacy – it has deliberately worked to mislead the world, in order to mask its carefully planned aggression. As the UN Secretary-General has said, such unilateral measures conflict directly with the United Nations Charter - the use of force by one country against another is the repudiation of the principles that every country has committed to uphold.

Russia must urgently de-escalate and withdraw its troops. It must be held accountable and stop undermining democracy, global stability, and international law.

It is, however, imperative that we do not let the Russian Governments' actions overshadow the opportunities the 39th Annual Meeting provides for exploring further actions to mitigate the decline of Atlantic salmon stocks. The UK is thankful to be in attendance at this face to face meeting and is very much looking forward to working with those present here today. We hope for a successful meeting driven by collaboration and open discussion.

Despite the implementation of several important management measures to support conservation and stock rebuilding, as well as major reductions in fisheries exploitation, both across the UK and the entire range, salmon numbers have continued to decline significantly over recent decades. Therefore, the UK recognises the importance of shared responsibilities in safeguarding salmon stocks within the convention area, and the need for all parties to work together constructively to ensure we leave this iconic species in a better state than we found it, for the future generations.

Already this year the West Greenland Commission (WGC) have held important intersessional meetings to develop a vital draft regulatory measure for the mixed stock fishery at West Greenland. We would like to thank DFG for their openness and collaboration in drawing up a draft measure, which we look forward to developing further throughout the meetings this week. It is important to note that we remain keenly aware that the ICES catch advice continues to be that there are no catching options and that we have seen significant overfishing in recent years. Against this challenging backdrop the UK seeks to continue working collaboratively with DFG and other members of the West Greenland Commission to find a way forward which balances improved protection for salmon with respecting Greenland's cultural heritage.

The UK welcomes this year's Themed Based Special Session on the *Report from the Tromsø Symposium on the Recommendations to Address Future Management Challenges*, and we look forward to agreeing how best to build on these important recommendations.

Furthermore, the opportunity to discuss the development of Implementation Plans and Annual Reports will highlight our firm and ongoing commitment to addressing management challenges within our jurisdiction. We believe that there is much to be done, and that with time we can as

both a Party and as a collective make progress in addressing the pressures that salmon face today.

The UK firmly believes in the importance of the work carried out by NASCO and all Parties in support of sustainable salmon stocks. We look forward to a productive meeting that will continue to build on the efforts made so far, and to working successfully with all in 2022 and beyond.

Finally the UK would like to thank the secretariat for all their hard work throughout the year and particularly in enabling this face to face meeting to take place.

Thank you.

Opening Statement to Council submitted by the European Union

Mr President, Mrs Secretary, Distinguished Delegates, Observers, Ladies and Gentlemen:

The European Union is delighted to participate to the 39th Annual Meeting of NASCO in Edinburgh, and we would like to thank the Secretariat for all the hard work that went into the preparation of this physical meeting after two years of pandemic and virtual meetings.

Being this week in Edinburgh will help us to agree on important items that we have ahead of us in the agenda. These include the adoption of a new regulatory measure for the fishery in West Greenland, the implementation of the third Performance Review, the evaluation of Implementation Plans and Annual Progress Reports, the follow-up of the recommendations highlighted by the Tromso Symposium, and the consideration of how NASCO should conduct its business in the future, among many others.

In this regard, the EU is looking forward to a fruitful cooperation with all the Parties during this physical meeting, and we are looking forward to decide on issues that will reinforce the conservation of wild Atlantic Salmon.

To conclude Mr. President, let me express the European Union and its Member States' full solidarity with Ukraine and the Ukrainian people.

The EU condemns in the strongest possible terms Russia's unprovoked and unjustified act of aggression against Ukraine, which grossly violates international law and the United Nations Charter, and undermines international security and stability.

The EU demands that Russia immediately cease its military actions, withdraw all its troops from the entire territory of Ukraine and fully respect Ukraine's territorial integrity, sovereignty and independence within its internationally recognised borders and abide by UN General Assembly resolution titled "Aggression against Ukraine" supported by 141 states at the 11th emergency special session.

The EU resolutely supports Ukraine's inherent right of self-defence and the Ukrainian armed forces' efforts to defend Ukraine's territorial integrity and population in accordance with Article 51 of the UN Charter.

At all times Russia must respect its obligations under international law, including international humanitarian and human rights law, including with respect to the protection of civilians, women and children.

Russia also needs to stop its disinformation campaign and cyber-attacks.

Opening statement to Council submitted by Norway

Mr. President, distinguished Delegates, Observers, Ladies and Gentlemen. On behalf of Norway, I would like to thank the Secretariat for hosting the Thirty – Ninth Annual Meeting of NASCO in Edinburgh. The Norwegian delegation is pleased to return to a face-to-face NASCO meeting, and we look forward to productive discussions over the next days.

In Norway, the pre-fishery abundance of wild Atlantic salmon remains low, and the 2021 Atlantic salmon run seem to have been at a historic low level. One of the main reasons continues to be reduced survival at sea, but local and regional differences suggest that adverse human impacts strongly influence the development and status of stocks.

The Scientific Advisory Committee for Atlantic Salmon has reclassified the state of the Norwegian Atlantic salmon stocks according to the National Quality Norm for Wild Salmon, using data from the period 2015-2019. Only 21% of the populations were found to be in a good or very good state while 38% of the populations are in a poor or very poor state. Escaped farmed salmon and salmon lice infections related to salmon farming remain as the most severe anthropogenic threats to Norwegian wild Atlantic salmon, and the present mitigation measures are insufficient to stabilize and reduce these threats.

The latest report by the Teno Monitoring and Research Group concludes that in 2021 there was not a harvestable surplus in most salmon populations in the Teno system. The forecast for the 2022 salmon run in Teno is low and indicates that this also will be the case this year. In response Finland and Norway have agreed there will be no fishing for salmon in the Teno river system in 2022. As in 2021, a decision is made to close the salmon fisheries in the Teno fjord and in coastal areas in proximity to the Teno fjord.

The occurrence of pink salmon in Norwegian rivers have increased significantly in recent years. Substantial resources were spent trying to capture as much of this alien species as possible to hinder reproduction. In 2021, 150 000 pink salmon and 103 000 Atlantic salmon were caught in Norwegian fjords and rivers. Invasive pink salmon is a new threat, and there is need for national and international measures to reduce the risk of negative impacts on native salmonids. Based on what we have learned so far, along with the historical distribution of the species in its native area, it is possible that pink salmon will colonize all rivers in Norway and rivers in the other countries around the North Atlantic if we fail at controlling the spawning. This will affect native fish species and biodiversity in general.

24 Norwegian salmon rivers are included in the national program for river liming. Salmon catches in limed rivers have increased from about 10 tons in the 1980s to 40 - 60 tons today, and at present this makes up for 10-14% of total salmon catches in Norwegian rivers.

Of a total of 51 infected rivers by *Gyrodactylus salaris*, 39 are treated and the parasite is successfully eradicated. If all the eradication measures implemented are successful, the number of infected rivers in Norway will be reduced to eight. After several years of testing, a new method for combating *G. salaris* is now ready for use. The use of monochloramine at very low concentrations can remove the parasite from salmon fry within a few days without having negative effects on the fish. This method will be used for combatting of *G. salaris* in two of the four infected rivers in the Driva region in 2022 and 2023.

Norway strongly condemns Russia's war against Ukraine. We demand that Russia stops its aggression and withdraws its troops immediately.

Russia's invasion of Ukraine has changed European security policy and has far-reaching consequences for our bilateral relations with Russia.

It's important with unity between allies and close partners in the reaction against Russian aggression and brutality in Ukraine. We stand together with the EU and other countries to ensure that the sanctions are strong and effective.

In closing, the Norwegian delegation would like to thank the Secretariat for its efforts in all the preparations for this meeting under still quite extraordinary conditions, and we look forward to a productive and successful meeting.

Opening Statement to Council Submitted by the United States

Mr. President, Madam Secretary, Distinguished Delegates, Observers, Ladies and Gentlemen:

The United States is very pleased to participate in the 39th Annual Meeting of NASCO. We sincerely thank the NASCO Secretariat for their hard work in preparing for the first in-person Annual Meeting in three years. It is particularly fitting that this meeting is being held near the beautiful city of Edinburgh. A true homecoming, indeed. We have an extensive set of issues before us this week, and we are so pleased that we will be able to be together in person once again with all of our colleagues to complete our work successfully. As always, we count on the strong commitment of all Parties to ensure wild Atlantic salmon are effectively conserved and managed across the North Atlantic.

As we begin our meeting today, Mr. President, we simply cannot move on to the normal business of this organization without reiterating the U.S. position with regard to Russian aggression in Ukraine, as follows:

- Russia's initial invasion and ongoing war against Ukraine is unprovoked and unjustified. President Putin has waged a brutal war that has rendered catastrophic loss of life and human suffering in Ukraine, as well as extensive environmental damage and destruction that will extend far beyond Ukraine's borders. Russia alone is responsible for the death and destruction that this invasion continues to bring, and the world must hold Russia accountable.
- Russia's actions constitute a clear violation of Article 2(4) of the United Nations Charter, which states that all member States shall refrain in their international relations from the threat or use of force against the territorial integrity or political independence of any State.
- The U.S. Delegation stands in solidarity with its like-minded allies and partners in NASCO and the international community more generally to condemn Russia's actions in the strongest possible terms.
- We also join our partners in urgently calling on Russia to immediately cease its use of force against Ukraine, refrain from any further unlawful threat or use of force against any UN member State, and immediately withdraw all of its military forces from the territory of Ukraine within its internationally recognized borders.

While Russia's egregious actions in Ukraine are reprehensible, we cannot and should not allow this heinous situation to derail the important work of this organization. As in past years, the United States is keenly interested in addressing threats to critically endangered U.S. origin Atlantic salmon. Mixed-stock fisheries that intercept U.S.-origin salmon are of particular concern. Numbers of U.S.-origin salmon returning to home waters continue to decline. Estimated adult returns to U.S. rivers in 2021 were 676 fish. This is below both the previous 5 and 10-year mean returns (1156 and 890, respectively) and the lowest since 2014 (379). Our populations are well below recovery goals. This is a dire situation, and every fish counts. Any U.S. fish harvested in a mixed stock interceptory fishery has an outsized impact on these critically endangered populations. We take very seriously the scientific advice from ICES that continues to recommend against the prosecution of fisheries that would intercept these and other depleted populations.

A focus for the United States during the 2022 Annual Meeting will be to work collaboratively with the members of the West Greenland Commission to develop a regulatory measure that balances the need to protect particularly vulnerable Atlantic salmon stocks that contribute to the fishery while still allowing for a small internal use fishery. We hope the WGC will be more successful than it was last year. In 2021, after extensive discussions, agreement could only be reached on a one-year interim regulatory measure. So far, the United States is cautiously optimistic that a new regulatory measure for the 2022 fishing season will provide the basis for a new agreement this year. In addition to the fishery at West Greenland, we look forward to continuing our engagement with Canada and France (in respect to St. Pierre èt Miquelon) on monitoring and control of the Labrador and St. Pierre and Miquelon mixed-stock fisheries. The renewed interception of a few U.S. origin salmon in the Labrador fishery will require special attention by the North American Commission this year.

Finally, we look forward to productive discussions surrounding a number of other important issues, including the proposed considerations for alternative ways of doing business, the Recommendations from the Tromsø Symposium, matters related to the third performance review, clarifications of the staff rules and staff fund rules, and the issues surrounding the Implementation Plan and Annual Progress Report process, including the special sessions.

In closing, I want to reaffirm that the United States is fully committed to NASCO and to working cooperatively and collaboratively with our international partners to successfully address the important issues facing us this week and into the future.

Thank you.

Opening Statement to Council submitted by Canada

Mr. President, Distinguished Delegates, and Observers:

The Canadian delegation is pleased to return to a face-to-face meeting this year. We want to give special thanks to the NASCO Secretariat for organizing the meeting in Edinburgh, Scotland, and the unwavering support provided on various NASCO business throughout the year.

One of the highlights for Canada in 2021 was the positive review of our latest Implementation Plan. We greatly appreciate the recognition of our ongoing efforts to meet the objective of the NASCO Convention regarding the conservation and management of Atlantic salmon. Canada is committed to remaining transparent, accountable, and rational, as we progress in the implementation of targeted actions to conserve wild Atlantic salmon over the coming year. In doing so, we are keen to advocate for Indigenous peoples to have a more formalized role at NASCO, as we believe we can greatly benefit from their vast knowledge of this species.

Following on last year's disappointing outcome in the negotiation of a regulatory measure for the West Greenland salmon fishery, Canada remains hopeful that Denmark (in respect of the Faroes Islands and Greenland) will be able to concretely demonstrate their willingness and capacity to control the level of harvest and repeated overharvest in the new negotiated regulatory measure. Canada firmly believes that increased conservation efforts are still needed to reverse declining trends across the range of Atlantic salmon stocks, including reducing harvest to sustainable levels.

As always, we look forward to continuing discussions with the U.S. and France (in respect of St. Pierre and Miquelon) on the effective management, monitoring, and control of the mixed-stock fisheries in Labrador and St. Pierre and Miquelon. We continue to encourage France (in respect of St. Pierre and Miquelon) to strive to implement a comprehensive approach to the management of Atlantic salmon, in accordance with the objectives of NASCO.

The Russian Federation's attendance at the meeting this week serves as a reminder of President Putin's unjustifiable and unprovoked invasion of Ukraine. NASCO is based on a multilateral commitment to common goals to be achieved through discussion, good-faith negotiation, and compromise. We look forward to working in that spirit over the next four days, as members of NASCO focus their efforts on the many important discussions. We will continue to be mindful of the ongoing, blatant attack on these principles currently being waged by Russia on Ukraine and its people.

In conclusion, we would like to reiterate how grateful we are for the opportunity to collaborate with the Parties face to face in the coming days, and trust that we will have constructive discussions that will prove beneficial for all involved. We hope to welcome you all to Canada next year for the 40th Annual Meeting.

Thank you.

Opening Statement to Council submitted by Denmark (in respect of the Faroe Islands and Greenland)

Mr. President, Ms. Secretary, distinguished Delegates, Observers, Ladies and Gentlemen,

The Faroe Islands and Greenland would like to thank the Scottish authorities for their hospitality and the NASCO Secretariat for their persistent work, under ever so fast changing circumstances, on making the Annual Meeting possible as a face-to-face meeting for the first time in three years, and with a hybrid solution for the first time ever.

The Greenlandic delegation is pleased to be able to attend to the first face-to-face Annual Meeting in three years.

As we begin the NASCO Annual Meeting today, Mr. President, the Governments of the Faroe Islands and Greenland is compelled to make the following statement on our position regarding the Russian aggression in Ukraine:

Denmark in respect of the Faroe Islands and Greenland (DFG) condemns in the strongest possible terms the Russian Federation's war of aggression against Ukraine. We want to express our full solidarity with Ukraine and the Ukrainian people. We stand in solidarity with our like-minded partners in the international community and support all measures to ensure truth, justice and accountability for violations of international humanitarian law and human rights in Ukraine.

We appreciate the engagement of NASCO members to continue the important work on conserving and restoring wild Atlantic salmon. Nature does not go into quarantine under any circumstances, and so, effort must be made at all times in order to keep up with population dynamics. Greenland's commitment to the NASCO objectives has taken form as a management plan along with law enforcement and multiple new measures during the past few years. Since the introduction of a license system in 2018, many short notice changes has been made in the management of the small scale fishery, and hopefully, multiyear measures will bring stability to this small subsistence fishery, with such profound cultural importance for the Greenlandic people, an indigenous peoples.

Sadly, return rates are declining while salmon farming is increasing. Restoration cannot continue until significant steps are taken in the rivers of origin. The stock cannot survive without completely restored habitats and spawning areas.

As stated in previous years, we empathize the importance of focusing on the external factors that affect the Atlantic salmon stocks such as migratory obstacles, predation, effects of aquaculture, pollution and climate change. Thus, Greenland and the Faroe Islands urge NASCO and States of Origin to increase focus on how to address these local factors that are negatively impacting the stocks.

If in NASCO we aim to conserve and restore a wild Atlantic salmon, this organization has to point out all threats to the population and accordingly act on all threats to the population.

The latest ICES advice states that: "*Despite major changes in fisheries management in the past few decades and increasingly more restrictive fisheries measures, returns have remained low compared to historical levels. It is likely, therefore, that other factors besides fisheries are constraining production.*"

Thus, it must be of the greatest interest to NASCO to accordingly allocate time and remedies on main causes.

Salmon habitats can be restored with immediate effect on the population. Denmark has shown the way by taking all necessary measures at once. Let us focus on what works and learn from success stories. Let us focus on progress.

Mr. President, it is our hope that all NASCO members will contribute to improve conditions for the Atlantic Salmon population by taking responsibility for our own respective areas and actions.

Greenland looks forward to a week of productive discussions.

Thank you.

Opening Statement to Council Submitted by the Russian Federation

Mr President, distinguished Delegates, Observers, Ladies and Gentlemen.

On behalf of the Russian delegation and the Federal Agency for Fisheries, which represents the Government of the Russian Federation in NASCO, I am pleased to greet all participants of the Thirty-Ninth Annual Meeting of NASCO.

Russia, guided by agreements and resolutions of NASCO, has done much for conservation of wild Atlantic salmon. As a result of many years of work, commercial salmon fisheries are now prohibited in most rivers, and coastal fisheries remain at minimal levels and in the White Sea only, they represent a traditional type of fishing by residents of coastal communities. At the same time, recreational fishery, and especially catch-and-release fishing, demonstrated great development and was supported by the state, which helped to not only preserve many salmon populations, but also to bring them quite close to pristine state. Many salmon rivers of the Russian North, abundant with salmon, such as Belousikha, Rynda, Kharlovka, Ponoï, Varzuga have become world famous and attractive fishing destinations for both Russian and foreign anglers. In 2022, despite the known restrictions on air travel, the number of bookings has increased even compared to pre-Covid times. We are pleased that many anglers who plan to visit Russian salmon rivers this year will come from other countries.

As in previous years, we are very pleased to work together with other Contracting Parties for conservation of Atlantic salmon, an iconic species in the northern hemisphere. Again, we would like to reiterate the importance of NASCO in uniting efforts to conserve Atlantic salmon for future generations. In the new reality, the Secretariat's work is even more intense and multi-task as probably never before. We are sincerely thankful to the Secretariat for its professionalism! It greatly contributes to the solution of critical problems relating to conservation of Atlantic salmon.

The work of NASCO is regulated by the Convention. In accordance with rule 8 of the Rules of Procedure for the Council "*Unless it decides otherwise, the Council shall not discuss or take a decision on any item which has not been included in the draft agenda for the meeting*". In order to succeed in addressing the main goals of NASCO we must respect its tasks and priorities and not let geopolitics become part of its deliberations.

Thus, the discussion of issues not related to conservation of Atlantic salmon and activities of NASCO looks destructive and inefficient in the light of tasks that need to be addressed by members of the Organization.

On behalf of the Russian delegation, I wish all of us success in working together during this week. My delegation is looking forward to having important and fruitful discussions during this meeting.

List of Participants – FAC 2022

Canada

Doug Bliss
Dale Marsden

Denmark (In respect of the Faroe Islands and Greenland)

Sissel Fredsgaard

European Union

Ignacio Granell
Seamus Howard

Norway

Heidi Hansen (Vice-Chair)
Raoul Bierach

Russian Federation

Alexander Khatuntsov (virtual participant)
Ekaterina Kazantseva (virtual participant)

UK

Ruth Allin
Charlotte Gildersleeve

USA

Kim Blankenbeker
Erika Carlsen (virtual participant)
Rebecca Wintering (virtual participant)

Secretariat

Emma Hatfield
Wendy Kenyon

FAC(22)09

Meeting of the Finance and Administration Committee

Dalmahoy Hotel & Country Club, Edinburgh, Scotland

6 – 9 June 2022

Agenda

1. Opening of the Meeting
2. Adoption of the Agenda
3. Election of Officers
4. 2021 Audited Accounts
5. Report of the Inter-Sessional Meeting(s) of the Finance and Administration Committee
6. Consideration of Whether to Update / Clarify the Staff Rules / Staff Fund Rules
7. Relationship with ICES
8. MoU with the OSPAR Commission
9. Consideration of the 2023 Draft Budget, Schedule of Contributions and Five-year Budgeting Plan
10. Appointment of Auditors
11. Other Business
12. Report of the Meeting
13. Close of the Meeting

CNL(22)44

Proposed Interim Policy on the Interpretation and Application of NASCO Staff Fund Rule 3.2 and Staff Rule 8.2(b) Concerning the Lump Sum Entitlement

Considering previous discussions by the Finance and Administration Committee (FAC) on the need to clarify the NASCO's staff rules and staff fund rules regarding the lump sum issue to remove ambiguity and, if needed and appropriate, to consider if any adjustment to its level might be needed or if some other type of adjustment to NASCO's financial benefits for its staff should be considered;

Recognising the limited time available to fully address this important issue during the 2022 NASCO Annual Meeting and the need for additional discussions to resolve outstanding issues; and

Desiring to balance the need to proceed carefully and deliberately on possible revisions to NASCO's Staff Rules and Staff Fund Rules while providing, without prejudice to future FAC discussions on this matter, near-term certainty to Secretariat staff on an important financial aspect of their employment;

The NASCO Council adopts the following interim policy regarding the interpretation and application of NASCO Staff Fund Rule 3.2 and Staff Rule 8.2(b):

- a) Any member of the Secretariat staff who voluntarily leaves full-time employment with NASCO after completing their probationary employment period is considered to be *'retiring from full-time employment with NASCO'* as that phrase is used in Staff Rule 3.2 and Staff Fund Rule 8.2(b) and is eligible to receive a lump sum payment pursuant to those rules.
- b) The level of lump sum payment to be provided will be one twelfth after tax of the final year's gross salary and allowances for each year of service with NASCO, fractions of a year to count pro-rata, consistent with the Staff Rule 3.2 and Staff Fund Rule 8.2(b).

This interim policy applies through June 9, 2023, unless otherwise decided by the Council. In order to develop a longer term solution to the issues related to the lump sum and other staff benefit issues, the FAC will undertake an inter-sessional process to continue to continue its consideration of these issues and recommend a way forward no later than at the 2023 NASCO Annual Meeting.

**North Atlantic Salmon Conservation Organization
2021 Expenditure, 2022 Budget, 2023 Draft Budget
and 2024 Forecast Budget (Pounds Sterling)**

	Spend 2021	Budget 2022	Draft 2023	Forecast 2024
Expenditure				
1. Staff-related costs	345,277	386,140	401,730	416,500
2. Travel and subsistence	629	27,000	27,000	27,000
3. Research and advice	60,786	62,700	62,800	63,900
4. Contribution to Working Capital Fund	0	0	0	0
5. Meetings	15,892	50,000	52,000	10,400
6. Office supplies, printing and translation	21,171	22,000	22,000	22,800
7. Communications	14,794	18,000	19,300	20,000
8. Headquarters Property	38,235	47,250	47,350	49,100
9. Office furniture and equipment	12,921	1,500	12,000	1,500
10. Audit and other expenses	12,917	14,000	14,500	14,850
11. Tag Return Incentive Scheme	4,593	4,500	4,500	4,500
12. International Atlantic Salmon Research Fund	0	0	0	0
13. Contribution to Contractual Obligation Fund	0	0	0	0
14. Contribution to Recruitment Fund	0	5,000	0	0
15. Contribution to IYS Fund	0	0	0	0
16. Contribution to Periodic Projects Special Fund	15,000	0	0	0
Total Expenditure	542,215	638,090	663,180	630,550
Income				
17. Contributions - Contracting Parties	612,705	585,590	608,680	576,050
18. General Fund – Interest	92	500	500	500
19. Income from Headquarters Property	54,508	52,000	54,000	54,000
20. Surplus or Deficit (-) from 2021	0	0	0	0
Total Income	667,305	638,090	663,180	630,550

2023 Draft Budget & 2024 Forecast Budget (Pounds Sterling) - Expenditure by Sub-Section

	Draft 2023	Forecast 2024
1. Staff related costs		
1.1 Secretariat members	257,990	267,500
1.2 Temporary and part-time staff costs	57,900	60,000
1.3 Staff Fund, allowances, insurances and other costs	85,840	89,000
Total	401,730	416,500
2. Travel & subsistence		
2.1 Travel to Annual Meeting	7,000	7,000
2.2 Official travel and subsistence	20,000	20,000
Total	27,000	27,000
3. Research and advice		
3.1 Contribution to ICES	62,800	63,900
3.2 Other research & advice	0	0
Total	62,800	63,900
4. Contribution to Working Capital Fund	0	0
5. Meetings		
5.1 Costs of annual meeting	45,000	3,100
5.2 Costs of other meetings	7,000	7,300
Total	52,000	10,400
6. Office supplies, printing and translation		
6.1 Office supplies	12,500	13,000
6.2 Printing	6,500	6,700
6.3 Translations	3,000	3,100
Total	22,000	22,800
7. Communications		
7.1 Telecommunications	5,000	5,200
7.2 Postage and courier services	2,500	2,600
7.3 IT Support & Website	11,800	12,200
7.4 Communications, professional support and design	0	0
Total	19,300	20,000
8. Headquarters Property		
8.1 Capital and interest payments	0	0
8.2 Maintenance, services and other building related costs	47,350	49,100
Total	47,350	49,100
9. Office furniture and equipment		
9.1 Furniture	0	0
9.2 Equipment	12,000	1,500
Total	12,000	1,500
10. Audit and other expenses		
10.1 Audit and accountancy fees	11,500	11,750
10.2 Bank charges and insurances	500	500
10.3 Miscellaneous	2,500	2,600
Total	14,500	14,850
11. Tag Return Incentive Scheme	4,500	4,500
12. Contribution to IASRF	0	0
13. Contribution to Contractual Obligation Fund	0	0
14. Contribution to Recruitment Fund	5,000	0
15. Contribution to IYS Fund	0	0
16. Contribution to Periodic Projects Special Fund	0	0
Total Expenditure	663,180	630,550

2022 Budget Contributions (Pounds Sterling) Adjusted for Confirmed rather than Provisional 2020 Catches (tonnes)

Party	2020 catch (provisional)	2020 catch (confirmed)	2022 contribution (provisional)	2022 contribution (confirmed)	Adjustment
Canada	104	103	75,548	76,088	541
Denmark (Faroe Islands and Greenland)	31	31	40,135	40,444	309
European Union	117	100	81,854	74,603	-7,251
Norway	527	527	280,747	285,995	5,249
Russian Federation	49	49	48,867	49,355	488
United Kingdom	17	18	33,343	34,008	664
USA	0	0	25,097	25,097	0
Total	845	828	585,590	585,590	0

Note. A positive adjustment represents an underpayment in 2021.

NASCO Budget Contributions for 2023 and Forecast Budget Contributions for 2024 (Pounds Sterling)

Party	2021 catch (provisional)	2023 contribution	Adjustment from 2022	2023 adjusted contribution	2024 forecast contribution
Canada	103	98,986	541	99,527	93,680
Denmark (Faroe Islands and Greenland)	40	54,397	309	54,706	51,481
European Union	99	96,155	-7251	88,904	91,001
Norway	295	234,878	5249	240,127	222,286
Russian Federation	49	60,767	488	61,255	57,509
United Kingdom	16	37,411	664	38,075	35,405
USA	0	26,086	0	26,086	24,688
Total	602	608,680	0	608,680	576,050

Contributions are based on the official returns.

Column totals in both tables can be in error by a few pounds due to rounding.

Five-year NASCO Budgeted Expenditure and Income Projections 2023 – 2027

		Draft 2023	Forecast 2024	Forecast 2025	Forecast 2026	Forecast 2027
Expenditure						
1.	Staff related costs	401,730	416,500	431,911	447,891	464,463
2.	Travel & Subsistence	27,000	27,000	30,000	30,000	30,000
3.	Research & advice	62,800	63,900	64,563	65,661	66,777
4.	Contribution to Working Capital	0	0	0	0	0
5.	Meetings	52,000	10,400	10,750	11,100	11,500
6.	Office supplies, printing and translations	22,000	22,800	23,500	24,350	25,250
7.	Communications	19,300	20,000	19,000	19,550	20,100
8.	Headquarters Property	47,350	49,100	50,000	50,000	50,000
9.	Office furniture & equipment	12,000	1,500	1,550	13,500	1,600
10.	Audit & other expenses	14,500	14,850	14,800	15,220	15,640
11.	Tag return incentive scheme	4,500	4,500	4,500	4,500	4,500
12.	International Co-operative Research	0	0	0	0	0
13.	Contribution to Contractual Obligation Fund	0	0	0	30,000	25,000
14.	Contribution to Recruitment Fund	0	0	0	0	0
15.	Contribution to IYS Fund	0	0	0	0	0
16.	Contribution to Periodic Projects Special Fund	0	0	0	0	0
Total		663,180	630,550	650,574	711,772	714,830
Income						
16.	Contributions of Contracting Parties	608,680	576,050	596,074	657,272	660,330
17.	Interest Received on General Fund	500	500	500	500	500
18.	Income from HQ property	54,000	54,000	54,000	54,000	54,000
Total		663,180	630,550	650,574	711,772	714,830