



Forty-Second Annual Meeting of the Council

Cardiff Holland House Hotel & Spa by Sunday, Cardiff, Wales

3 – 6 June 2025

Annotated Agenda

The purpose of this paper is to provide the background, decisions and links to papers, for each item on the Agenda for the Meeting of the Council.

Papers for the meeting are on the [website](#), including the Schedule of Meetings.

This Annotated Agenda references papers that the Secretariat is aware of at the time of writing. If additional papers are issued, they will be posted on the website and delegates will be informed by email.

As agreed in 2022, Parties / NGOs were invited to submit questions on Agenda items, in advance to the relevant Party. The Secretariat requested that it be copied into any questions asked, to allow the questions to be included in the Annotated Agenda. There were questions in relation to Agenda items 5.g), 6.e), 6.g)(i), 6.g)(ii), 7.a). These can be found in Annex 1.

A summary of the decisions before the Council this year is contained in Annex 2.

To assist with decision making, Annex 3 contains a timetable for NASCO work that is expected to be conducted between June 2025 and May 2026 and an indicative schedule of NASCO's work for the next five years.

The NASCO President, Kim Damon-Randall, is unable to attend the Forty-Second Annual Meeting of the Council in Cardiff. In line with Rules 13 and 14 of the Rules of Procedure for the Council, the Vice-President, Ruth Allin, will act as President for the duration of the Meeting.

During the meeting, interventions by accredited NGOs and IPRIs shall be in accordance with the 'Terms and Conditions for Observers at NASCO Meetings', [CNL\(24\)59](#). Noting that this is the first year under which these T&Cs apply, further guidance will be set out at the beginning of the Meeting. The Acting President will recognise requests on all Agenda items other than items 2, 3 & 4.

Timings of the Meeting

The Council will meet on:

• Tuesday 3 June	09:00 – 12:30 hrs
• Wednesday 4 June	09:00 – 12:00 hrs
• Wednesday 4 June	13:00 – 18:00 hrs Special Session of the Council: Informing the Fourth Reporting Cycle
• Thursday 5 June	09:45 – 13:00 hrs
• Friday 6 June	09:00 – 13:00 hrs

Order of Business

The meeting will begin on Tuesday 3 June with the ‘Opening of the Meeting’. Delegates will be advised of the daily order of business during the Annual Meeting.

1. Opening of the Meeting

Following the welcome from our hosts, the Acting President, Ruth Allin (UK), will open the meeting and make a statement on behalf of the Organization.

The Opening Session will not include verbal Opening Statements by the Parties and Observers this year, but the Acting President wishes to encourage each Party, Inter-Governmental Organization, NASCO’s accredited Non-Governmental Organizations and Indigenous Peoples representatives and institutions (IPRIs) and France (in respect of St Pierre and Miquelon) to submit a written Opening Statements for distribution at the meeting. These written statements will be annexed to the report of the meeting. It would be very much appreciated if these statements could be made available to the Secretariat prior to the Annual Meeting to enable us to share them with delegates.

- *no decision is required.*

2. Adoption of the Agenda

In accordance with the Rules of Procedure and following consultation with the President, a Provisional Agenda, [CNL\(25\)01](#), was issued on 16 February 2024. No supplementary items were proposed. The Draft Agenda, [CNL\(25\)03](#), was issued on 10 April 2025.

- *the Council may wish to adopt its Agenda.*

3. Election of Officers

In accordance with Rule 10 of the Rules of Procedure, the Council will be asked to elect a President and Vice-President. The President, Kim Damon-Randall (USA) and the Vice-President, Ruth Allin (UK), will both have come to the end of their first terms of office. Kim Damon-Randall is unable to stand for office for a second term.

No background papers are produced for this item. Work to seek candidates and Parties’ support has been conducted by the Secretary.

- *the Council may wish to elect a President and Vice-President.*

4. Financial and Administrative Issues

a) Report of the Finance and Administration Committee

The Finance and Administration Committee (FAC) will meet on 2 June. The Chair, Seamus Connor (UK) will present the Report of the Meeting of the FAC to the Council, CNL(25)04. The Report will be made available on the website and will include the Draft Budget for 2026 and the Forecast Budget for 2027.

Article 16 of the Convention states that ‘The Council shall adopt an annual budget for the Organization.’

FAC Inter-Sessional Meeting

At its inter-sessional meeting in April 2024, the FAC recommended a process and timeline for a full review of NASCO’s Staff Rules and Staff Fund Rules, such that:

- the FAC would work, inter-sessionally through a small working group and by correspondence to revise the full Staff Rules and Staff Fund Rules by the end of November 2024;
- the FAC would engage Gunnercooke to provide legal counsel to ensure compliance with relevant employment law and modern working practice, to be provided by the end of January 2025; and
- the FAC would meet provisionally on 18, 19 and 20 March 2025 to finalise and agree the revised staff rules to enable them to be recommended to Council for their adoption at the 2025 Annual Meeting.

Furthermore, during the 2024 Annual Meeting of the FAC, [CNL\(24\)04](#), the issue of NASCO having interns was raised and it was proposed that the small working group of the FAC could incorporate language into the Staff Rule revisions to include interns, in line with many International Organizations, given that the current Staff Rules do not support the employment of interns.

At its 2024 Annual Meeting, [CNL\(24\)88rev](#), Council agreed the process and timeline for the full review of NASCO's Staff Fund Rules and Staff Rules.

The FAC met inter-sessionally in March 2025, to finalise and agree the revised Staff Rules to enable them to be recommended to Council for their adoption at the 2025 Annual Meeting.

The FAC agreed 'Proposed Staff Handbook & Staff Rules', FACIS(25)07 (Annex 3 of [FAC\(25\)03](#)), and 'Proposed NASCO Internship Programme', FACIS(25)08 (Annex 4 of [FAC\(25\)03](#)), and recommended that they be adopted by the Council.

The Council may wish to:

- ***adopt the Staff Handbook & Staff Rules; and***
- ***adopt the NASCO Internship Programme Rules.***

Recurring items of FAC Business

Regarding other FAC issues, the Council may wish to:

- ***accept the Audited Accounts for 2024;***
- ***approve the budget for 2026 and note a Forecast Budget for 2027; and***
- ***adopt the Report of the FAC.***

The following papers are available:

- Audited Accounts, [FAC\(25\)02](#);
- Report of the Inter-Sessional Meeting of the Finance and Administration Committee of the North Atlantic Salmon Conservation Organization, [FAC\(25\)03](#);
- Proposed Staff Handbook & Staff Rules, FACIS(25)07 (Annex 3 of [FAC\(25\)03](#));
- Proposed NASCO Internship Programme', FACIS(25)08 (Annex 4 of [FAC\(25\)03](#));
- 2026 Draft Budget 2027 Forecast Budget and Five-Year (2026 – 2031) Budgeting Plan, [FAC\(25\)04](#);
- Report of the Meeting of the Finance and Administration Committee of the North Atlantic Salmon Conservation Organization, CNL(25)04 (to be made available at

the meeting).

Other papers for the FAC are available [here](#).

b) NASCO Calendar and Working Group Membership

To improve the efficiency of NASCO's work schedule, a calendar of inter-sessional meetings will be agreed during each Annual Meeting of the Council, as will the membership of Working Groups. This will provide a greater level of certainty for Parties and the Secretariat thereby enabling more efficient working for all concerned.

The Council may wish to:

- *agree a calendar of inter-sessional meetings; and*
- *agree the membership of any Working Groups agreed during the meeting.*

Any papers will be made available during the Meeting.

5. Scientific, Technical, Legal and Other Information

a) NASCO News 2025

Article 5, paragraph 6, of the Convention states 'The Council shall submit to the Parties an annual report of the activities of the Organization.'

In 2022, [CNL\(22\)53rev](#), the Council agreed that 'the Report on the Activities of the Organization and the Secretary's Report be merged to be a showcase for NASCO's work'. 'NASCO News 2025' will be available. There will be no presentation. However, the President may allow questions and comments, time permitting.

- *no decision is required.*

The following paper will be available:

- NASCO News 2025, CNL(25)05.

b) Scientific Advice from ICES

(i) A new approach / presentation of the ICES Advice

In 2022 the Council asked the Secretary to approach ICES to investigate a more streamlined approach / presentation of the ICES Advice, [CNL\(22\)53](#), paragraph 4.34. In 2023, an update on the timing and background to the process was provided to Council, [CNL\(23\)09](#). Since then, a subgroup has been formed that includes the Secretary and experts from Canada, Ireland, France, USA, UK and ICES, with assistance from the ACOM Vice-Chair. The subgroup met periodically in 2024 and has had discussions in conference calls and via correspondence in 2025 for the four advice sheets presented to NASCO.

At its 2024 Annual Meeting, [CNL\(24\)88rev](#), the Council of NASCO agreed to adopt 'The Future of NASCO – a Ten-Year Strategy', [CNL\(24\)71rev](#), which incorporates NASCO's high level actions in a single document. As part of this Action Plan, Council agreed the action:

- 'ICES deliver simplified fisheries advice', by 2025.

An overview of the status of salmon in the North Atlantic as a whole is neither currently requested by NASCO or provided by ICES. In its standard advice sheets, ICES provides a section on the status of the stock. This shows the status 'at a glance' and has proven to be very useful for ICES marine fish stocks for experts, stakeholders, requesters and

the public.

Providing streamlined advice for the three regional areas enables delivery of the high-level action 'ICES deliver simplified fisheries advice' The ICES advice format subgroup is not yet in a position to provide examples of streamlined / simplified advice in any of the three regional areas.

The ICES ACOM Vice-Chair will be invited to provide an update on the work to seek agreement on a new approach.

The Council may wish to request that:

- ***the SSC adds in new text in the ICES advice request for 2026 to include an overview of the status of salmon in the North Atlantic as a whole in the section on Atlantic salmon in the North Atlantic area;***
- ***the advice on salmon in the three regional areas is provided in 2026 in the 'simplified fisheries advice' format agreed in NASCO's high-level Action Plan in 2024; and***
- ***the Secretary works with ICES, including in its advice format sub-group, to enable this to happen.***

The following paper is available:

- Update on the Streamlining of the ICES Advice, [CNL\(25\)07](#).

(ii) Scientific Advice from ICES

In 2022 the Council agreed that the full ICES Advice should only be presented in Council in future, [CNL\(22\)53](#), paragraph 4.35.

The Chair of the Working Group on North Atlantic Salmon (WGNAS), Alan Walker (UK), will present the full ICES advice. He will also present the advice relating to item 7(a) 'New or Emerging Opportunities for, or Threats to, Salmon Conservation and Management'. The Chair of WGNAS will answer questions following the presentation.

- ***no decision is required.***

The following papers are available:

- the Report of the ICES Advisory Committee (ACOM), [CNL\(25\)06](#); and
- the [Report of the Working Group on North Atlantic Salmon](#) is on the ICES website.

c) Report of the International Atlantic Salmon Research Board

The International Atlantic Salmon Research Board (the Board) will meet on 2 and 5 June. The Report of the Meeting will be presented to Council by its Chair. The Board held a short, virtual Inter-Sessional Meeting in April 2025 to discuss the report of its Scientific Advisory Group's consideration of the scoping workshop on a basin-wide marine growth project based on adult scales, [ICR\(25\)01](#).

The Council may wish to:

- ***adopt the Report of the Meeting of the Board.***

The following paper will be available:

- the Report of the Meeting of the Board, CNL(25)08.

Other papers for the Board meeting are available [here](#).

d) Report of the Standing Scientific Committee

Articles 3 and 4 of the [Convention](#) require NASCO to take into account the best scientific evidence and establish working arrangements with ICES. In 1992, the Council established a Standing Scientific Committee (SSC) to assist the Council and Commissions in formulating their questions to ICES. The SSC comprises two representatives from each Commission, ideally one scientist and one manager.

During the Annual Meeting, the SSC will meet to develop a Draft Request for Scientific Advice from ICES for consideration by the Council and Commissions.

The Council may wish to:

- *adopt a request to ICES for scientific advice.*

The Standing Scientific Committee's recommendations will be available once its work is complete:

- Draft Request for Scientific Advice from ICES.

e) Report of the Stocking Guidelines Working Group

In 2024, Council considered a ten-year strategy for NASCO, together with an associated action plan, that included recommendations to update its 2004 Guidelines on the 'Use of Stock Rebuilding Programmes in the Context of the Precautionary Management of Salmon Stocks', [CNL\(04\)55](#), and investigate scientific and management protocols for gene banking and develop associated guidelines. Council agreed 'The Future of NASCO – a Ten-Year Strategy', [CNL\(24\)71rev](#), at the 2024 Annual Meeting, which contained a high-level Action Plan. It further agreed (see [CNL\(24\)88rev](#)) that the Stocking Guidelines Working Group would reconvene to work on updating the 2004 Stock Rebuilding Programme Guidelines and consider guidelines related to gene banking. To enable this, 'Terms of Reference for the Stocking Guidelines Working Group', [CNL\(24\)68](#), were agreed.

The Working Group met inter-sessionally, in late 2024 and early 2025, to draft the two documents 'Draft Guidelines on the Use of Stock Rebuilding Programmes in the Context of the Precautionary Management of Salmon Stocks' and 'Draft Guidelines for Gene Banking for Wild Atlantic Salmon'.

The Chair of the Stocking Guidelines Working Group, Stephen Gephard, will present these two sets of guidelines.

The Council may wish to adopt:

- *the revised 'Guidelines on the Use of Stock Rebuilding Programmes in the Context of the Precautionary Management of Salmon Stocks'; and*
- *the 'Guidelines for Gene Banking for Wild Atlantic Salmon'.*

The following papers are available:

- Report of the Meeting of the Stocking Guidelines Working Group, [CNL\(25\)11](#);
- Draft Guidelines on the Use of Stock Rebuilding Programmes in the Context of the Precautionary Management of Salmon Stocks, SGWG(24)01, see Annex 3 of [CNL\(25\)11](#); and
- Draft Guidelines for Gene Banking for Wild Atlantic Salmon, SGWG(24)07, see Annex 4 of [CNL\(25\)11](#).

f) The Wild Atlantic Salmon Atlas

In 2022 the Council agreed to develop a Wild Atlantic Salmon Atlas, [CNL\(22\)53rev](#). The Atlas development was completed prior to the 2024 Annual Meeting.

In 2024, [CNL\(24\)88rev](#), Council agreed to finalise the development of the Wild Atlantic Salmon Atlas (WASA), and that that Parties populate the WASA to give a global picture of the status of salmon, using the agreed WASA data metrics by December 2024.

Data were provided by all Parties / jurisdictions and used by the Secretariat, in conjunction with a GIS expert, to complete the build of the Atlas by April 2025. Parties / jurisdictions were given the opportunity to review the Atlas by the end of April 2025. Access details for the Atlas will be shared under this agenda item at the Annual Meeting as an official launch.

The translation of the Atlas in the official languages of each of the NASCO Parties was a recommendation of the Rivers Database Working Group, [CNL\(22\)12](#), and agreed by Council, [CNL\(22\)53rev](#). Making the Atlas available in each of the NASCO Parties' 'official' languages would make it more accessible to non-English speakers and an outreach method for the public in all Parties and not only for those who speak English. The Secretariat will assess the steps needed to meet this recommendation, including costs and external expertise, for a simple, automated translation process for all aspects of the Atlas.

The Council may wish to agree that:

- ***if the Atlas translation costs are in the region of £5,000 that the Secretariat draw this money from the Periodic Projects Special Fund; and***
- ***if, however, translation costs exceed this sum, that the Secretariat seeks inter-sessional agreement from the Council on its proposal to cover the costs, or not.***

The following paper is available:

- The Wild Atlantic Salmon Atlas, [CNL\(25\)16](#).

g) Final Report on the Review of the Effect of Salmon Aquaculture on Wild Atlantic Salmon Populations

In 2021, the Council adopted the draft recommendation from the 2021 Theme-based Special Session (TBSS) Steering Committee, [CNL\(21\)62](#) (paragraph 5.10) to 'establish a Working Group to draft a NASCO report which provides the latest scientific knowledge on the impacts of sea lice and escaped farmed salmon on wild salmon.'

In 2022, the Council considered a 'Proposal for the Production of a Systematic Review of the Effect of Salmon Aquaculture on Wild Atlantic Salmon Populations', [CNL\(22\)07](#). Updates on the work were provided in 2023 and 2024. NASCO is grateful to the EU for part-funding this project.

The work is now complete and will be published as two papers in peer-reviewed journals. A paper entitled 'Does exposure to sea lice from aquaculture have a population-reducing effect on wild Atlantic salmon? A systematic review' will be submitted to the journal Fish and Fisheries, in summer 2025. A second paper entitled 'Genetic introgression of farmed Atlantic salmon in wild salmon populations throughout its native range' has been prepared and will be submitted to the journal Nature Communications, in summer 2025.

- *no decision is required.*

The following papers are available:

- Final Report on the Review of the Effect of Salmon Aquaculture on Wild Atlantic Salmon Populations – May 2025, [CNL\(25\)17](#); and
- Policy Brief on the Effect of Salmon Aquaculture on Wild Atlantic Salmon Populations, [CNL\(25\)18](#).

6. NASCO’s High-Level Action Plan as Contained in ‘The Future of NASCO – a Ten-Year Strategy’

a) Update from the Working Group on the Future of NASCO

In 2023, following various recommendations from its third performance review, [CNL\(23\)17rev](#), Council agreed, [CNL\(23\)87](#), paragraph 6.10, to establish a Working Group on the Future of NASCO (WGFON) with the Terms of Reference as set out in document [CNL\(23\)70](#). The WGFON met inter-sessionally in 2023 and 2024 to develop a draft Strategy and Action Plan. At the 2024 Annual Meeting, [CNL\(24\)88rev](#), many of the WGFON’s proposed actions were compiled into a high-level Action Plan and combined with the Strategy. Council adopted ‘The Future of NASCO – a Ten Year Strategy’, [CNL\(24\)71rev](#).

However, some recommendations remained to be resolved so Council agreed to reconvene the WGFON to continue its work, much of which will be reported in other items under Agenda item 6, i.e. 6.b), 6.c) and 6.h).

The WGFON met in March 2025 and also worked by correspondence on one item in particular. In March, the WGFON also discussed how to present annual updates of the high-level Action Plan independently of the Strategy and these recommendations will be presented under this Agenda item.

Furthermore, the baseline analyses required to provide measurable starting points from which to measure progress, that were agreed by Council in 2024, were discussed and these recommendations will be presented under this Agenda item.

Additionally, some actions that were not included in NASCO’s high-level Action Plan were agreed to be addressed independently. One such action that Council agreed was:

- to request that the Secretary work with ICES to develop a request to ensure that ICES databases and web-based applications, both present and future, accommodate salmon, as they do for other assessed stocks, and to request that Atlantic salmon be placed on the ICES bycatch list (to address recommendation EPR3 in Objective 1).

A recommendation for a bycatch data call by ICES will be presented under this Agenda item.

The Council may wish to request the Secretariat to:

- *create an updated high-level Action Plan, immediately after each Annual Meeting, showing the status of the high-level actions in the Action Plan, e.g. ‘2025 / 2026 High-Level Action Plan’;*
- *create an accompanying Word document each year to describe the changes to the high-level Action Plan from the previous year, immediately following the Annual Meeting;*

- *each year, combine this information into a Council paper, separate from the Ten-Year Strategy, that serves as the record of Council's decisions; and*
- *work with a developer to design a web-based platform to highlight progress made in the implementation of NASCO's high-level Action Plan.*

The Council may wish to agree that:

- *independently of the fourth reporting cycle, a baseline analysis for each stressor (as agreed by Council in 2024) will be conducted by each Party / jurisdiction by 2026, if the information is not already available as a part of the stressor analysis; and*
- *furthermore, a review by the Parties / jurisdictions of progress against the baseline analysis for each stressor should be conducted at interim points through, and at the end of, the reporting cycle, i.e. in 2033.*

The Council may wish to:

- *request the SSC to add in a new bullet in the ICES advice request for 2026 to enable a bycatch data call for salmon and for data from Canada and the United States to be included.*

The following paper is available:

- Update on Requests to ICES Resulting from EPR Recommendations, [CNL\(25\)15](#).

b) Decisions on the 'Draft of an Action Plan for NASCO', CNL(24)14

In 2023, following various recommendations from its third performance review, [CNL\(23\)17rev](#), Council agreed, [CNL\(23\)87](#), paragraph 6.10, to establish a Working Group on the Future of NASCO (WGFON) with the Terms of Reference as set out in document [CNL\(23\)70](#). The WGFON met inter-sessionally in 2023 and 2024 to develop a draft Strategy and Action Plan. At the 2024 Annual Meeting, [CNL\(24\)88rev](#), many of the WGFON's proposed actions were compiled into a high-level Action Plan and combined with the Strategy. Council adopted 'The Future of NASCO – a Ten Year Strategy', [CNL\(24\)71rev](#).

However, some recommendations remained to be resolved so Council agreed to reconvene the WGFON to continue its work, much of which will be reported in other items under Agenda item 6, i.e. 6.a), 6.c) and 6.h).

A subgroup of the WGFON met from 15-17 October 2024 and produced a list of recommendations for the WGFON's consideration in March 2025. The WGFON considered these and recommended them to Council. There are two sets of recommendations. The first relate to actions by NASCO Bodies, i.e. Council the Standing Scientific Committee and the three regional Commissions – see the first six actions of Annex 2 of 'Proposed Decisions on the 'Draft of an Action Plan for NASCO'', [CNL\(25\)13](#). The second set (thirteen actions) relate, exclusively, to proposed additions for the revision of NASCO's Resolutions, Agreements and Guidelines – see the second of Annex 2 of 'Proposed Decisions on the 'Draft of an Action Plan for NASCO'', [CNL\(25\)13](#), that are then also highlighted in Annex 3 of paper [CNL\(25\)13](#).

I. Actions by NASCO Bodies

The Council may wish to agree that:

- *recommendations EPR1, EPR4, EPR5, EPR26, EPR46 and IP11 should be considered at the 2025 Annual Meeting for decision;*
- *recommendations EPR1, EPR4, EPR5, EPR26, EPR46 and IP11 not be included in the high-level Action Plan but be agreed by Council and recorded in the 2025 Annual Meeting Report, as follows:*

Council may wish to request that:

- *the Standing Scientific Committee (SSC) considers addressing recommendations EPR1 and EPR5 in the 2025 Request to ICES for Scientific Advice’;*
- *the SSC considers addressing recommendation EPR4 in the 2025 Request to ICES for Scientific Advice ensuring that issues like climate change impacts on CLs would be incorporated in the request text;*
- *following the 2025 Annual Meeting, the SSC considers, inter-sessionally, a broader discussion of the advice needed from ICES to enable delivery of NASCO’s Ten-Year Strategy.*

Council may wish to agree that:

- *recommendation EPR26 is outside NASCO’s remit and no action will, therefore, be taken;*

Council may wish to propose that:

- *the Commissions consider whether there is a benefit to the provision of information to the Commissions on co-operative approaches to the management of salmon catchments that are shared with other jurisdictions (recommendation IP11).*

Additionally, Council will discuss whether or not to convene a high-level (Ministerial) meeting (EPR46) and, subsequently, agree next steps.

II. Proposed additions for the revision of NASCO’s Resolutions, Agreements and Guidelines

Council may further wish to agree that:

- *recommendations TBSS2(1), TBSS2(3) and TBSS2(4) be added to the Annex 1 bullet relating to the incorporation of climate change as a key element of NASCO’s Resolutions, Agreements and Guidelines (RAGs);*
- *the Terms of Reference to each Working Group revising NASCO’s Resolutions, Agreements and Guidelines should be clear that the various recommendations addressing NASCO’s key themes areas should be considered as possible examples of best practice that could be considered for incorporation into the revisions rather than instructions to carry out the specific tasks themselves;*
- *recommendations EPR8, EPR15 and EPR16 should be added to the ‘Recommendation’ column of the table in Annex 1 of CNL(24)71rev under the ‘Habitat’ RAGs, to join the recommendation T3 already in the table;*
- *recommendations EPR11, EPR18, EPR21, EPR22, T8 and T9 should be added to the ‘Recommendation’ column of the table in Annex 1 of CNL(24)71rev under the ‘Aquaculture and disease’ RAGS, to join the recommendations EPR19, EPR20 and EPR28 already in the table;*

- *recommendation EPR25 should be added to the ‘Recommendation’ column of the table in Annex 1 of CNL(24)71rev under the ‘Management of salmon fisheries in the light of rapid change’ RAGS, to join the recommendation EPR14 already in the table; and*
- *all 13 recommendations, i.e. TBSS2(1), TBSS2(3), TBSS2(4), EPR8, EPR11, EPR15, EPR16, EPR18, EPR21, EPR22, EPR25, T8 and T9, should be considered at the 2025 Annual Meeting for decision and be included as part of any update to the high-level Action Plan.*

The following paper is available:

- Proposed Decisions on the ‘Draft of an Action Plan for NASCO’, [CNL\(25\)13](#).

c) Decisions on a Position Paper on Changing the NASCO Convention

In 2023, following various recommendations from its third performance review, [CNL\(23\)17rev](#), Council agreed, [CNL\(23\)87](#), paragraph 6.10, to establish a Working Group on the Future of NASCO (WGFON) with the Terms of Reference as set out in document [CNL\(23\)70](#). The WGFON met inter-sessionally in 2023 and 2024 to develop a draft Strategy and Action Plan. At the 2024 Annual Meeting, [CNL\(24\)88rev](#), many of the WGFON’s proposed actions were compiled into a high-level Action Plan and combined with the Strategy. Council adopted ‘The Future of NASCO – a Ten Year Strategy’, [CNL\(24\)71rev](#).

However, some recommendations remained to be resolved so Council agreed to reconvene the WGFON to continue its work, much of which will be reported in other items under Agenda item 6, i.e. 6.a), 6.b) and 6.h), including that it develop a position paper on changing the NASCO Convention.

The WGFON developed the position paper by correspondence and agreed the final version at its meeting in March 2025.

The Council may wish to:

- *adopt ‘NASCO’s Position on Convention Change’*

Additionally, Council may wish to:

- *instruct the Secretary to ensure that the decision on Council’s position and its rationale be communicated to NASCO stakeholders.*

The following paper is available:

- Proposed Position Paper on Convention Change, [CNL\(25\)14](#).

d) Decisions on the Update and Consolidation of NASCO’s Resolutions, Agreements and Guidelines

At its 2024 Annual Meeting, [CNL\(24\)88rev](#), the Council of NASCO agreed to adopt ‘The Future of NASCO – a Ten-Year Strategy’, [CNL\(24\)71rev](#), which incorporates NASCO’s high-level actions in a single document. As part of this Action Plan, Council agreed:

- *‘to update, and consolidate as appropriate, NASCO’s Resolutions, Agreements and Guidelines, incorporating climate change and other factors (see Annex 1 of ‘The Future of NASCO – a Ten-Year Strategy’, [CNL\(24\)71rev](#)) as key elements of the review with the following priority order, which may change:*

- *habitat: commence 2025; plan to complete 2026;*
- *aquaculture and disease: commence 2026; plan to complete 2027; and*
- *fisheries commence 2027; plan to complete 2028.'*

The high level Action Plan contained within the Ten-Year Strategy noted that these actions were for delivery by Theme-based / Expert Working Groups. The Secretariat was asked to make any appropriate arrangements to undertake the work.

Additionally, in the margins of the meeting, the Secretary agreed to explore with ICES the kind of support that ICES might be able to provide to NASCO in the revision / update of its Resolutions, Agreements and Guidelines.

The Council may wish to:

- ***adopt the Terms of Reference for the Working Groups***

Additionally, the Council may wish to agree to:

- ***make a special request to ICES in 2025 for a fully-funded ICES workshop, advice to be delivered by August 2026, to support the NASCO process;***
- ***add ~£48,000 to the budget for ICES for 2026 to pay for the special request; and***
- ***request that the Secretary works with the ICES Secretariat to facilitate this work, which will include collaboration to enable a full understanding by ICES of the intent of the revised guidelines.***

The following papers are available:

- Proposed Generic Terms of Reference for the Working Groups for the Revision of NASCO's Resolutions, Agreements and Guidelines, [CNL\(25\)19](#).
- Update on Requests to ICES Resulting from EPR Recommendations, [CNL\(25\)15](#).

e) Decisions on a Communications and Outreach Strategy for NASCO

At its 2024 Annual Meeting, [CNL\(24\)88rev](#), Council agreed to adopt 'The Future of NASCO – a Ten-Year Strategy', [CNL\(24\)71rev](#), which incorporates NASCO's high-level actions. Council recognised that communication is central to delivering NASCO's Ten-Year Strategy and included in the high-level actions was a request that the Secretary engage with an appropriate consultant to 'develop a communications and outreach strategy (e.g. running symposia, public & political engagement, industry engagement, certification agencies, improvement to website, etc.)'.

The Secretariat worked with a consultancy in the second half of 2024, which provided an outreach and communications strategy. The paper provided presents a summary of the strategy together with a prioritised list of tasks and timelines to enable the strategy to be implemented.

The Council may wish to:

- ***adopt the NASCO Outreach and Communications Strategy, including the approach and associated actions summarised in Annex 1 as a framework, and in accordance with the tasks and timelines outlined in Recommendations 2-5 below;***
- ***direct the Secretariat to work with a communications expert in 2025 / 2026 to develop concise branding guidelines and associated templates for the website, social media posts, written reports (Word) and presentation slides (PowerPoint)***

to ensure a consistent look and feel to NASCO's outputs;

- *direct the Secretariat to work with a communications expert in 2025 / 2026 to develop a social media strategy and implementation guidelines to provide guidance on posting engaging, targeted and consistent content on NASCO's chosen platform(s) (e.g. X, LinkedIn), building on the overarching NASCO outreach strategy;*
- *direct the Secretariat to complete an internal assessment of resources in 2025 / 2026 to establish whether it would be beneficial to retain the services of a communications expert for routine actions identified in the social media strategy (e.g. to produce and schedule evergreen content for social media and the website on a regular basis); and*
- *direct the Secretariat to consider the need for and resources available to review and update the website in 2026 / 2027, i.e. the year following the completion of branding guidelines and templates and of a social media strategy as outlined in Recommendation 2 below.*

The following paper is available:

- A Communications and Outreach Strategy for NASCO, [CNL\(25\)20](#).

f) NASCO Secretariat Environmental Policy

At its 2024 Annual Meeting, [CNL\(24\)88rev](#), the Council of NASCO agreed to adopt 'The Future of NASCO – a Ten-Year Strategy', [CNL\(24\)71rev](#), which incorporates NASCO's high-level actions in a single document. As part of this Action Plan, Council agreed, in 2025, that the NASCO Secretariat should publish its environmental policy.

The Council may wish to:

- *ask the Secretary to organize an energy audit of the NASCO Headquarters, using a maximum of £20,000 to be drawn from the Working Capital Fund.*

The following paper is available:

- NASCO Secretariat Environmental Policy, [CNL\(25\)21](#)

g) Informing the Fourth Reporting Cycle

(i) Special Session: Presentation of the Stressor Analyses Conducted by the Parties / jurisdictions

In response to recommendations from the IP / APR Review Group and the Steering Committee for the 2023 Theme-based Special Session on Climate Change, at its 2024 Annual Meeting, [CNL\(24\)88rev](#), Council discussed whether an evidence-based, objective analysis of the key threats and pressures (the stressors) to wild Atlantic salmon experienced in each jurisdiction under NASCO's umbrella would provide a solid basis for actions under the fourth reporting cycle, to address the issues of greatest risk to the restoration and conservation of salmon.

The President reminded delegates that stressor analyses would not be part of the next reporting cycle but would inform it and Council agreed that Parties / jurisdictions would carry out a stressor analysis and each provide a paper to NASCO by 30 April 2025. It also agreed to hold a Special Session during which the Parties / jurisdictions would share the results of their stressor analyses as short, rapid-fire presentations.

This is a 'Special Session' when all delegates are encouraged to participate.

- *no decision is required.*

The following papers are available:

- Greenland Salmon Stressor Analysis , [CNL\(25\)28](#);
- Stressor Analysis carried out by each European Union Jurisdiction, [CNL\(25\)29](#);
- An Assessment of the Stressors Impacting Atlantic Salmon Stocks in UK – England, [CNL\(25\)30](#);
- Atlantic Salmon Stressor Analysis – UK – Northern Ireland, [CNL\(25\)31](#);
- Salmon Stressor Analysis – UK – Scotland, [CNL\(25\)32](#);
- Assessment of the Stressors Impacting Atlantic Salmon Stocks in UK – Wales, [CNL\(25\)33](#);
- Stressor Analysis – Russia, [CNL\(25\)34](#);
- Stressor Analysis – Canada, [CNL\(25\)38](#);
- Stressor Analysis – United States, [CNL\(25\)39](#);
- Atlantic Salmon Stressor Analysis – Norway, [CNL\(25\)40](#); and
- Stressor Analysis – Iceland, [CNL\(25\)41](#).

(ii) Special Session: Successful Actions for Wild Atlantic Salmon Management from the Third Reporting Cycle

In light of the decisions taken on preparations for a fourth reporting cycle where actions will be informed by stressors, the United Kingdom expressed its desire to retain a Special Session on the reporting cycle in 2025 to share the actions carried out by Parties / jurisdictions that have been considered to be a success for wild Atlantic salmon. The other Parties agreed that this would be very useful in planning for the fourth reporting cycle. Council agreed.

This is a ‘Special Session’ when all delegates are encouraged to participate.

- *no decision is required.*

The following papers are available:

- Recent Successful Actions – European Union, [CNL\(25\)35](#);
- Special Session on Successful Actions: UK – Scotland, [CNL\(25\)36](#); and
- Special Session on Successful Actions: UK – Wales, [CNL\(25\)37](#).

h) The Fourth Reporting Cycle

In addition to adopting ‘The Future of NASCO – a Ten-Year Strategy’, [CNL\(24\)71rev](#), which incorporates NASCO’s high-level actions in a single document, at its 2024 Annual Meeting, [CNL\(24\)88rev](#), Council took the following decisions:

- to conduct a fourth reporting cycle;
- to establish a Future Reporting Working Group (WGFR) to undertake a review of the process; and
- to agree the ‘Terms of Reference for a Future Reporting Working Group’, [CNL\(24\)63](#).

The WGFR met in November 2024 and developed a series of proposals for a fourth reporting cycle that were, in line with its Terms of Reference, discussed by the WGFON at its meeting in March 2025. The WGFON's proposed changes were then discussed by the WGFR at its meeting in late April 2025.

(i) Special Session: Report of the Working Group on Future Reporting

The Chair of the WGFR, Dan Kircheis, will make a presentation on the Working Group's proposals for a fourth reporting cycle.

This is a 'Special Session' when all delegates are encouraged to participate.

Any decisions related to the Special Session will be taken under Agenda Item 6.h)(ii).

The following papers are available:

- Report of the Working Group on Future Reporting Winter 2024, [CNL\(25\)10](#);
- Report of the Working Group on Future Reporting April 2025, [CNL\(25\)22](#)
- Proposed Performance Indicators, [CNL\(25\)23](#)
- Proposed Conservation Commitments Report, [CNL\(25\)24](#)
- Proposed Terms of Reference for the CCR Review Group, [CNL\(25\)25](#)
- Proposed Schedule for the Fourth Reporting Cycle, [CNL\(25\)26](#)

(ii) Decisions on the Fourth Reporting Cycle

This Agenda item allows for decisions to be taken in light of the Special Session.

1. Council may wish to agree the basis of the fourth reporting cycle to be:

- *the use of metrics called 'Performance Indicators' (PIs), to be reported annually, starting in 2027, by each Party / jurisdiction under NASCO's three themes, and*
- *an individual 'Conservation Commitments Report' developed by each Party / jurisdiction, to be reported on annually, starting in 2027, and reviewed biennially, starting in 2028, consisting of their three top-priority (unless otherwise justified) stressors as identified in their stressor analysis and a minimum of one and maximum of three actions per stressor to address those stressors.*

2. Council may wish to agree that:

- *each action associated with each stressor proposed in the Conservation Commitments Reports requires a starting point, in order to measure its progress; and*
- *each stressor proposed in the Conservation Commitments Reports also requires a starting point, in order to measure its progress.*

3. Council may wish to charge the Secretariat to work with a developer to design web-based templates for the PIs and CCRs, using funds held in the 'consultancy' budget.

4. Council may wish to agree to receive a recommendation in 2031 from the CCR Review Group on the process for conducting:

- *an evaluation of the success of the fourth reporting cycle in 2032 to inform a*

possible fifth reporting cycle;

- *an evaluation of the success of each Party's / jurisdiction's achievement in 2033 of each stated tangible outcome to support NASCO's Strategic Goal; and*
- *an all-day Special Session at the 2033 Annual Meeting to discuss the success of NASCO's Ten-Year Strategy in achieving its Strategic Goal and advancing progress towards the achievement of NASCO's Resolutions, Agreements and Guidelines.*

5. *Council may wish to agree 'Terms of Reference for the Conservation Commitments Reports Review Group.*

6. *Council may wish to agree the 'Schedule for the Fourth Reporting Cycle'.*

7. Conservation, Restoration, Enhancement and Rational Management of Atlantic Salmon under the Precautionary Approach

a) New or Emerging Opportunities for, or Threats to, Salmon Conservation and Management

This is addressed under Agenda item 5b)(ii), Scientific Advice from ICES, above.

b) Pink Salmon in the NASCO Convention Area

At its 2022 Annual Meeting, [CNL\(22\)53rev](#), the President noted that the magnitude of pink salmon entering many Atlantic salmon rivers is very concerning. The Council adopted a 'Statement of the Council Regarding Pink Salmon, *Oncorhynchus gorbuscha*, in the NASCO Convention Area', [CNL\(22\)47](#). This included agreement to establish a Standing NASCO Working Group on pink salmon (PSWG).

The PSWG met in March 2024. As part of its Terms of Reference, it was asked to 'propose revised Terms of Reference and a timeframe for regular meetings of NASCO's Working Group on Pink Salmon.' Council agreed these in 2024, [CNL\(24\)64](#).

In 2025, the PSWG is meeting for the second time, but not until after the Annual Meeting. Parties and jurisdictions were encouraged to report on pink salmon status across the North Atlantic in 2024.

- *no decision is required.*

No papers were submitted.

c) Management and Sampling of the St Pierre and Miquelon Salmon Fishery

In recent years, the Council and the North American Commission have been concerned about catches of salmon at St Pierre and Miquelon which, although low, occur at a time when there are serious concerns about the abundance of North American stocks and when strict harvest restrictions have been introduced throughout the North American Commission area. France (in respect of St Pierre and Miquelon) has provided a Report on the 2024 Salmon Fishery at St Pierre and Miquelon.

- *no decision is required.*

The following paper is available:

- Management and Sampling of the St Pierre and Miquelon Salmon Fishery, [CNL\(25\)27](#).

d) Reports on the Conservation Work of the Three Regional Commissions

Under Article 10 of the Convention ‘*Each Commission, shall, on a timely basis, make a report of its activities to Council.*’ The President will ask the Chairs of each of the regional Commissions of NASCO to report to the Council on the work of their Commission.

- *no decision is required.*

8. Other Business

At the time of writing, the Secretariat had not been made aware of any other business.

9. Date and Place of the Next Meeting

The provisional dates for NASCO’s Forty-Third Annual Meeting are 2-5 June 2026. Council will be asked to confirm the dates and location for the meeting.

Council will be asked to confirm the dates, and consider the location for, its Forty-Fourth Annual Meeting in 2027.

The Council may wish to:

- *confirm the dates, 2-5 June, of, and consider the venue for, its Annual Meeting in 2026; and*
- *Council may wish to agree on the dates of 1-4 (or 8-11) June for the 2027 Annual Meeting.*

10. Press Release

A draft Press Release will be circulated during the meeting.

Council may wish to:

- *agree the Press Release.*

11. Report of the Meeting

Rule 29 of the Rules of Procedure for Council requires that ‘A draft report shall be considered by the Council before the end of the meeting.’ A Draft Report of the Meeting will be circulated for review.

The Council may wish to:

- *adopt the Report of the Meeting.*

12. Close of the Meeting

The President will close the Forty-Second Annual Meeting.

Secretariat
Edinburgh
23 May 2025

NGO Questions on the Council Agenda

Questions to the Heads of Delegation:

1. Agenda Item 7a. To what extent do the parties/jurisdictions understand the potential impact that offshore wind, wave and tidal energy developments could have on wild salmon populations (including secondary impacts of predation due to additional marine structures aggregating fish)?
2. Agenda Item 5g and/or 7a. Is Tralopyril currently being used by the salmon farming industry in your jurisdiction?

If so:

1. How are such biocides approved for use in your jurisdiction?
 2. Are there any additional requirements for testing or approvals before use specifically in the net-pen fish-farming industry in your jurisdiction?
 3. Can you please provide the amount of the chemical that is currently used annually in your jurisdiction. Is this anticipated to increase in the future?
 4. Can you please outline any monitoring or studies that are conducted to determine consequences for marine ecosystems and Atlantic salmon as a result of the use of this biocide and others.
3. Agenda Item 7a. What more can NASCO do to encourage and facilitate protection of wild salmon on the high seas?
 4. Agenda Item 7a. The NASCO External Performance Review Panel expressed significant concern about the impact that by-catch may have on wild salmon populations, noting the uncertainty and lack of data in this area. What is NASCO and the Parties/jurisdictions doing to better understand the impact of by-catch on wild salmon populations?
 5. Agenda Item 6e. Can NASCO consider endorsing International Wild Salmon Day ([June 1st, 2025](https://psf.ca/wildsalmonday/)) and subsequent iterations. <https://psf.ca/wildsalmonday/>

Questions to Canada:

1. Agenda Item 6gi. Regarding Canada's draft Threat Assessment for wild Atlantic salmon:
 1. When discussing use of the COSEWIC threat assessment by Canada for NASCO, did COSEWIC make Canada aware of the concerns expressed by third parties on the threat assessment?
 2. If so, what assurances / explanations did COSEWIC provide that made Canada comfortable moving ahead with the assessment?
 3. What concerns, if any, did Canada have when preparing and reviewing the threat assessment report by Breau and Imlay?
 4. If any, how were these concerns addressed in the report?
2. Agenda Item 7a. In March of this year, Canada released its years-in-the-making Wild Atlantic Salmon Conservation Strategy (WASCS), following on the heels of many policy pieces on Atlantic salmon in Canada over the last decade including the Ministerial Committee on Atlantic Salmon Report, the Wild Atlantic Salmon Conservation Policy, and

the Wild Atlantic Salmon Conservation Policy – Implementation Plan. The announcement included approximately \$1 million CAD of new funding, along with re-announcements totalling \$5-6 million CAD. The recently released Wild Pacific Salmon Strategy was funded by Canada at \$647 million CAD. What is Canada’s plan to deliver on the promises made to Atlantic salmon conservation? When and to what level will the WASCS be funded?

3. Agenda Item 7a. In the summer of 2024, ASF documented a site in Newfoundland and Labrador that had been used as a dump by Cooke Aquaculture since at least 2011. A subsequent satellite survey of the coast using Google Earth and Maxar satellite imagery revealed at least six other locations with visible accumulations of aquaculture debris. This dumping at sea appears to be a violation of multiple federal and provincial licenses and laws, including the Fisheries Act. On [ADD DATE], ASF made a formal complaint to DFO’s Conservation and Protection Division, the enforcement arm of the department. As of May 15, 2025, we are unaware of any action taken by DFO to investigate dumping by the aquaculture industry in Newfoundland.
 1. Has the department opened an investigation regarding plastic dumping by salmon farming companies in Newfoundland?
 2. Is the deposition of plastic waste in coves and inlets permitted by DFO under any of the laws, regulations, and policies that the department is responsible for?
 3. Has DFO done a survey to determine the quantity and severity of plastic dumping by salmon farming companies in Newfoundland?
 4. If not, does the department plan to do this?

Questions to UK – Scotland:

1. Agenda Item 5G. What additional action is the Scottish Government taking to protect wild salmon and sea trout from the impact of sea lice, in the light of appeals against conditions on fish farms, associated with the sea lice regulatory framework?
2. Agenda Item 6Gii. Action H6 states that fish passage is recognised as one of the three main priorities of RBMP2 (2015 – 2021), including the challenges faced by Atlantic salmon smolts in their downstream migration, particularly in relation to hydro schemes. The second RBMPs identified fish migration pressures in 392 water bodies across Scotland. Progress on action reported in 2023 was that:
 1. Works to ease fish passage on 2 active barriers were completed (84 are identified in the WSSIP to be eased or removed by 2027).
 2. Works to ease fish passage on 3 historic barriers were completed (94 are identified in the WSSIP to be eased or removed by 2027).

Please provide an update on progress for 2024 and plans to meet the target by 2027.

3. Agenda Item 7a. Action A1 states that ‘Marine Scotland has reviewed the policy permitting salmon introductions (stocking), and will also revisit options for a new licensing regime under that policy’. And that ‘Marine Scotland, the licensing authority, considers each stocking application on its individual merits, fully evaluating the risks and benefits as advised in NASCO’s Guidelines for incorporating social and economic factors in decisions under the Precautionary Approach’.

How does Marine Scotland ensure that social and economic factors are incorporated into stocking applications currently and how will it do so going forward?

4. Agenda Item 6gii. Action A2 & A3(ii) relates to The Scottish Environment Protection Agency's Sea Lice Regulatory Framework. We understand that implementation of Framework is now expected to be paused following appeals against it from the fish farming sector.

How long does Scotland think it will take to address the appeals, and in the interim, what urgent action is being taken to protect wild salmon from sea lice from fish farms?

NB: We await with interest for publication of the *Final Report of the Review of the Effect of Salmon Aquaculture on Wild Atlantic Salmon Populations* which may provide conclusive evidence on just how significant the impact of sea lice from fish farms is on wild Atlantic salmon.

Summary of Council Decisions

Agenda Item	Decision	Paper No.
2. Adoption of the Agenda	Adopt the Agenda	CNL(25)03
3. Election of Officers	Elect a President and Vice-President	
4.a) Report of the Finance and Administration Committee	<ul style="list-style-type: none"> • adopt the Staff Handbook and Staff Rules • adopt the Internship Programme Rules • accept the Audited Accounts for 2024; • approve the budget for 2026 and note a Forecast Budget for 2027; and • adopt the Report of the FAC. 	FAC(25)03 FAC(25)02 FAC(25)04 CNL(25)04 (Issued at meeting)
4.b) NASCO Calendar and Working Group Membership	<ul style="list-style-type: none"> • agree a calendar of inter-sessional meetings; and • agree the membership of any Working Groups agreed during the meeting 	
5.b) (i) A new approach to presentation of the ICES Advice	Council agrees to request that: <ul style="list-style-type: none"> • the SSC adds in new text in the ICES advice request for 2026 to include an overview of the status of salmon in the North Atlantic as a whole in the section on Atlantic salmon in the North Atlantic area; • the advice on salmon in the three regional areas is provided in 2026 in the ‘simplified fisheries advice’ format agreed in NASCO’s high-level Action Plan in 2024; and • the Secretary works with ICES, including in its advice format sub-group, to enable this to happen 	CNL(25)07
5.c) Report of the International Atlantic Salmon Research Board	Adopt the Report of the Meeting of the Board	CNL(25)08 (Issued at meeting)

5.d) Report of the Standing Scientific Committee	Adopt a request to ICES for scientific advice	CNL(25)09 (Issued at meeting)
5.e) Report of the Stocking Guidelines Working Group	<ul style="list-style-type: none"> • adopt the revised Guidelines on the Use of Stock Rebuilding Programmes in the Context of the Precautionary Management of Salmon Stocks • adopt the Guidelines for Gene Banking for Wild Atlantic Salmon 	CNL(25)11
5.f) The Wild Atlantic Salmon Atlas	<p>Council agrees that:</p> <ul style="list-style-type: none"> • if the Atlas translation costs are in the region of £5,000 that the Secretariat draw this money from the Periodic Projects Special Fund; • if, however, translation costs exceed this sum, that the Secretariat seeks inter-sessional agreement from the Council on its proposal to cover the costs, or not. 	CNL(25)16
6. NASCO's High-Level Action Plan		
6.a) Update from the Working Group on the Future of NASCO	<p><i>For the Bycatch Data Call:</i></p> <p>Council agrees to request the SSC to add in a new bullet in the ICES advice request for 2026 to enable a bycatch data call for salmon and for data from Canada and the United States to be included.</p> <p><i>For the High-Level Action Plan:</i></p> <p>Council requests the Secretariat to:</p> <ul style="list-style-type: none"> • create an updated high-level Action Plan, immediately after each Annual Meeting, showing the status of the high-level actions in the Action Plan, e.g. '2025 / 2026 High-Level Action Plan' • create an accompanying Word document each year to describe the changes to the high-level Action Plan from the previous year, immediately following the Annual Meeting • each year, combine this information into a Council paper, separate from the Ten-Year Strategy, that serves as the record of Council's decisions; and • work with a developer to design a web- 	CNL(25)15

	<p>based platform to highlight progress made in the implementation of NASCO's high-level Action Plan.</p> <p><i>For the Baseline Analyses:</i></p> <p>Council agrees:</p> <ul style="list-style-type: none"> independently of the fourth reporting cycle, a baseline analysis for each stressor (as agreed by Council in 2024) will be conducted by each Party / jurisdiction by 2026, if the information is not already available as a part of the stressor analysis; and furthermore, a review by the Parties / jurisdictions of progress against the baseline analysis for each stressor should be conducted at interim points through, and at the end of, the reporting cycle, i.e. in 2033. 	Presentation to Council
6.b) Decisions on the 'Draft of an Action Plan for NASCO', CNL(24)14	<p>Council agrees that:</p> <ul style="list-style-type: none"> recommendations EPR1, EPR4, EPR5, EPR26, EPR46 and IP11 should be considered at the 2025 Annual Meeting for decision; recommendations EPR1, EPR4, EPR5, EPR26, EPR46 and IP11 not be included in the high-level Action Plan but be agreed by Council and recorded in the 2025 Annual Meeting Report, as follows: <p>Council requests that:</p> <ul style="list-style-type: none"> the Standing Scientific Committee (SSC) considers addressing recommendations EPR1 and EPR5 in the 2025 Request to ICES for Scientific Advice'; the SSC considers addressing recommendation EPR4 in the 2025 Request to ICES for Scientific Advice ensuring that issues like climate change impacts on CLs would be incorporated in the request text; following the 2025 Annual Meeting, the SSC considers, inter-sessionally, a broader discussion of the advice needed 	CNL(25)13

	<p>from ICES to enable delivery of NASCO's Ten-Year Strategy.</p> <p>Council agrees that:</p> <ul style="list-style-type: none"> • recommendation EPR26 is outside NASCO's remit and no action will, therefore, be taken; <p>Council proposes that:</p> <ul style="list-style-type: none"> • the Commissions consider whether there is a benefit to the provision of information to the Commissions on co-operative approaches to the management of salmon catchments that are shared with other jurisdictions (recommendation IP11). <p>Additionally, Council will discuss whether or not to convene a high-level (Ministerial) meeting (EPR46) and, subsequently, agree next steps.</p> <p>Council further agrees that:</p> <ul style="list-style-type: none"> • recommendations TBSS2(1), TBSS2(3) and TBSS2(4) be added to the Annex 1 bullet relating to the incorporation of climate change as a key element of NASCO's Resolutions, Agreements and Guidelines (RAGs); • the Terms of Reference to each Working Group revising NASCO's Resolutions, Agreements and Guidelines should be clear that the various recommendations addressing NASCO's key themes areas should be considered as possible examples of best practice that could be considered for incorporation into the revisions rather than instructions to carry out the specific tasks themselves; • recommendations EPR8, EPR15 and EPR16 should be added to the 'Recommendation' column of the table in Annex 1 of CNL(24)71rev under the 'Habitat' RAGs, to join the recommendation T3 already in the table; • recommendations EPR11, EPR18, EPR21, EPR22, T8 and T9 should be added to the 'Recommendation' column of the table in Annex 1 of CNL(24)71rev under the 'Aquaculture and disease' 	
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	<p>timelines outlined in Recommendations 2-5 below;</p> <ul style="list-style-type: none"> • direct the Secretariat to work with a communications expert in 2025 / 2026 to develop concise branding guidelines and associated templates for the website, social media posts, written reports (Word) and presentation slides (PowerPoint) to ensure a consistent look and feel to NASCO's outputs; • direct the Secretariat to work with a communications expert in 2025 / 2026 to develop a social media plan and implementation guidelines to provide guidance on posting engaging, targeted and consistent content on NASCO's chosen platform(s) (e.g. X, LinkedIn), building on the overarching NASCO outreach plan; • direct the Secretariat to complete an internal assessment of resources in 2025 / 2026 following the development of branding guidelines and templates and of a social media plan, to establish whether it would be beneficial to retain the services of a communications expert for routine actions (e.g. to produce and schedule evergreen content for social media and the website on a regular basis); and • direct the Secretariat to consider the need for and resources available to review and update the website in 2026 / 2027, i.e. the year following the completion of branding guidelines and templates and of a social media plan as outlined in Recommendation 2 below. 	
6.f) NASCO Secretariat Environmental Policy	<p>Council may wish to:</p> <p>ask the Secretary to organize an energy audit of the NASCO Headquarters, using a maximum of £20,000 to be drawn from the Working Capital Fund</p>	CNL(25)21
6.h)(ii) Decisions on the Fourth Reporting Cycle	<p>1. Council agrees the basis of the fourth reporting cycle to be:</p> <ul style="list-style-type: none"> • the use of metrics called 'Performance Indicators' (PIs), to be reported annually, starting in 2027, by each Party / jurisdiction under NASCO's 	CNL(25)22 CNL(25)23

	<p>three themes, and</p> <ul style="list-style-type: none"> • an individual ‘Conservation Commitments Report’ developed by each Party / jurisdiction, to be reported on annually, starting in 2027, and reviewed biennially, starting in 2028, consisting of their three top-priority (unless otherwise justified) stressors as identified in their stressor analysis and a minimum of one and maximum of three actions per stressor to address those stressors. <p>2. Council agrees that:</p> <ul style="list-style-type: none"> • each action associated with each stressor proposed in the Conservation Commitments Reports requires a starting point, in order to measure its progress; and • each stressor proposed in the Conservation Commitments Reports also requires a starting point, in order to measure its progress. <p>3. Council charges the Secretariat to work with a developer to design web-based templates for the PIs and CCRs, using funds held in the ‘consultancy’ budget.</p> <p>4. Council agrees to receive a recommendation in 2031 from the CCR Review Group on the process for conducting:</p> <ul style="list-style-type: none"> • an evaluation of the success of the fourth reporting cycle in 2032 to inform a possible fifth reporting cycle; • an evaluation of the success of each Party’s / jurisdiction’s achievement in 2033 of each stated tangible outcome to support NASCO’s Strategic Goal; and • an all-day Special Session at the 2033 Annual Meeting to discuss the success of NASCO’s Ten-Year Strategy in achieving its Strategic Goal and advancing progress towards the achievement of NASCO’s Resolutions, Agreements and 	<p>CNL(25)24</p> <p>CNL(25)25</p>
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	<p>Guidelines.</p> <p>5. Council agrees ‘Terms of Reference for the Conservation Commitments Reports Review Group.</p> <p>6. Council agrees the ‘Schedule for the Fourth Reporting Cycle’.</p>	CNL(25)26
9. Date and Place of the Next Meeting	<ul style="list-style-type: none"> confirm the dates, 2-5 June, of, and consider the venue for, its Annual Meeting in 2026; and Council may wish to agree on the dates of 1-4 (or 8-11) June for the 2027 Annual Meeting. 	
10. Press Release	Agree the Press Release	
11. Report of the Meeting	Adopt the Report of the Meeting	Issued at meeting

One Year and Five Year NASCO Schedule of Work

One-Year Work Schedule

The inter-sessional work listed below will involve representatives from NASCO Parties. Each is likely to involve multiple sub-meetings. Work involving the Secretariat only is not listed. The list is subject to decisions made at the Annual Meeting.

Description	Comments
Meetings of the Working Group to revise NASCO's Guidelines on Habitat Protection and Restoration	Subject to Council's agreement – at HQ. Autumn 2025 – Spring 2026
Meeting of the Future Reporting Working Group and webinar	Virtual – before September 2025 to prepare for webinar in September 2025; webinar in September 2025
Meeting of the Working Group on Pink Salmon	In person 29-31 July 2025 – at Kirkenes, Norway
Webinar on the Fourth Reporting Cycle	Virtual – September 2025
Meetings of the Conservation Commitment Reports Working Group	Virtual – February 2026 and April 2026
Meeting of the Conservation Commitment Reports Working Group	In person 23-27 February 2026 – at HQ
Presentations by Parties / jurisdictions to the Conservation Commitment Reports Working Group	Virtual – February 2026
Meeting of the Working Group on <i>Gyrodactylus salaris</i>	In person March 2026 – at HQ

Five-Year Work Schedule

The five-year work schedule will be dependent on decisions made in response to the proposed Strategy and Action Plan. In addition to any work agreed in that regard, the following work is also planned.

Date	Description
2025	Finalise the Action Plan
2025 / 2026	Parties / jurisdictions develop Conservation Commitment Reports under the fourth reporting cycle; actions based on stressor analyses
2025	Meeting of the Pink Salmon Working Group
2025	Next NASCO Secretary to commence work in the Secretariat in autumn 2025
2025	Working Group on Future Reporting webinar on the fourth reporting cycle
2026	Meeting of the Working Group on <i>Gyrodactylus salaris</i>
2026	Review of the Conservation Commitment Reports under the fourth reporting cycle
2026	Negotiation of a new Regulatory Measure for Fishing for Atlantic Salmon at West Greenland from 2026
2026	Negotiation of a New Decision Regarding the Salmon Fishery in Faroese Waters for 2026 / 2027 onwards
2026	Revision of Conservation Commitment Reports following review
2026	Meeting of the Pink Salmon Working Group
2026	Publication of the Second State of North Atlantic Salmon Report
2027	Completion of Performance Indicator templates under the fourth reporting cycle
2027	Update of Conservation Commitment Reports template under the fourth reporting cycle
2027	Symposium on the State of North Atlantic Salmon following publication of the Second State of North Atlantic Salmon Report
2027	Meeting of the Pink Salmon Working Group
2028	Completion of Performance Indicator templates under the fourth reporting cycle
2028	Update of Conservation Commitment Reports template under the fourth reporting cycle
2028	Meeting of the Conservation Commitment Reports Review Group to review the Conservation Commitment Reports under the fourth reporting cycle
2028	Meeting of the Pink Salmon Working Group
2029	Meeting of the Working Group on <i>Gyrodactylus salaris</i>
2029	Completion of Performance Indicator templates under the fourth reporting cycle
2029	Update of Conservation Commitment Reports template under the fourth reporting cycle
2029	Meeting of the Pink Salmon Working Group
2030	Completion of Performance Indicator templates under the fourth reporting cycle
2030	Update of Conservation Commitment Reports template under the fourth reporting cycle

2030	Meeting of the Conservation Commitment Reports Review Group to review the Conservation Commitment Reports under the fourth reporting cycle
2030	Meeting of the Pink Salmon Working Group