	<p><b>Council</b></p> <p><i>Update of Progress on NASCO’s High-Level Action Plan and Future Actions</i></p>	<p><b>CNL(26)38</b></p> <p>Agenda items: 5.a) and 5.b)</p>
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## ***Update of Progress on NASCO’s High-Level Action Plan and Future Actions***

### **Background**

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](#).

The actions in NASCO’s High-Level Action Plan are categorised according to the five Objectives in ‘The Future of NASCO – a Ten-Year Strategy’, [CNL\(24\)71rev](#), as below:

1) Understand & share:

NASCO will ‘*ensure the best evidence-based information is compiled and accessible to address the critical challenges and threats to wild Atlantic salmon at the North Atlantic scale, which are amplified by the climate crisis*’;

2) Guide:

NASCO will ‘*use the information gathered through Objective 1 to ensure that guidance reflecting best management practice is produced and readily available to those seeking to take action to protect wild Atlantic salmon*’;

3) Deliver:

NASCO will ‘*actively promote sustainable conservation and management practices by sharing best practice and holding Parties and jurisdictions accountable in implementing NASCO recommendations and guidance*’;

4) Collaboration:

NASCO will ‘*raise awareness and foster broad collaborative efforts with other international organizations and civil society to encourage decision-makers, the public, private sector and the scientific community to work towards solutions that overcome the challenges wild Atlantic salmon face*’; and

5) Organisational excellence:

NASCO will ‘*improve its organizational practices and work in an efficient, effective, inclusive, and transparent manner*’.

At the 2025 Annual Meeting, [CNL\(25\)80rev](#), an update on the Action Plan, [CNL\(25\)79](#), was produced to meet Council’s request that the Secretariat:

- create an updated high-level Action Plan, immediately after each Annual Meeting, showing the status of the high-level actions;
- create an accompanying Word document each year to describe the changes, immediately following the Annual Meeting; and
- each year, combine this information into a Council paper, separate from the ‘Ten Year Strategy’, that serves as the record of Council’s decisions.

The first full year of the high-level Action Plan saw six actions completed in 2024 / 2025.

### **Progress on NASCO's High-Level Action Plan for 2025 / 2026**

The first full year of the high-level Action Plan saw 12 actions completed by the 2025 Annual Meeting. The Action Plan for 2025 / 2026 (see Annex 1) includes 14 ongoing actions and 10 actions which are classified as future actions. All actions scheduled for 2025 / 2026 have been successfully progressed where applicable.

#### ***Objective 1) Understand & share***

Under the first Objective, NASCO facilitated the meetings of three Working Groups, bringing together members from approximately 30 agencies across all Parties and a total of 14 jurisdictions, as well as NGOs and IPRI. The Habitat Guidelines Working Group reviewed and updated NASCO's Guidelines on Habitat Restoration, an important resource for all concerned with wild Atlantic salmon conservation. A meeting of the NASCO Working Group on Pink Salmon (PSWG) was hosted by Norway in 2025 in Kirkenes, facilitating visits to view Norwegian management of pink salmon, a valuable learning experience for members of the PSWG. The PSWG met again in 2026, as did the Working Group on *G. salaris*, both meetings facilitating essential knowledge exchange among multiple agencies in multiple Parties / jurisdictions.

An ongoing action related to the fourth reporting cycle has seen Parties / jurisdictions using the stressor analyses completed in 2025 to develop draft Conservation Commitment Reports. Additional ongoing actions are the submission for publication of two papers on aquaculture impacts on wild salmon, a request to ICES for data on salmon bycatch and initiation of work towards a study on improving the understanding of basin-wide marine growth. The Wild Atlantic Salmon Atlas was successfully launched and four requests have been received from researchers to use the information contained within it.

#### ***Objective 2) Guide***

Under the second Objective, NASCO successfully agreed on two sets of Guidelines, on Stock Rebuilding and on Gene Banking, at the 2025 Annual Meeting. In addition it convened a Working Group that successfully reviewed and updated NASCO's Guidelines on Habitat Restoration, for adoption at the 2026 Annual Meeting. The Working Group consisted of eight experts from seven agencies and organisations in seven Parties / jurisdictions, including one Non-Governmental Organisation (NGO) and one Indigenous Peoples representative and institution (IPRI).

#### ***Objective 3) Deliver***

Under the third Objective NASCO has continued its ongoing actions through its Commissions, including closure of the Faroese salmon fishery, monitoring fisheries in West Greenland and Labrador and monitoring domestic mixed-stock fisheries. The 2026 Annual Meeting will see the completion of the actions to negotiate a new Decision regarding the salmon fishery in Faroese waters and negotiate a new regulatory measure for the West Greenland fishery.

The ongoing actions to be delivered directly by Parties / jurisdictions are progressing successfully with the development of draft Conservation Commitments to deliver domestic actions for salmon. Future actions under the third Objective will include monitoring progress on the Conservation Commitments and, in addition, reporting on Performance Indicators.

#### ***Objective 4) Collaboration***

Under the fourth Objective NASCO has continued to progress its communication and outreach, developing and implementing a communications plan and developing branding guidelines,

templates and a social media strategy. An ongoing action for ICES to deliver simplified fisheries advice will be successfully completed at the 2026 Annual Meeting.

***Objective 5) Organisational excellence***

Three actions were successfully completed at the 2025 Annual Meeting: agreeing to modernised terms and conditions for NASCO staff, to adopt a position on the NASCO Convention and to publish a NASCO Secretariat environmental policy. The ongoing action to review the NASCO meeting model has now been successfully completed.

***Cross-cutting Actions***

The review and prioritisation of outstanding recommendations and their inclusion in the 2025 / 2026 Action Plan were completed at the 2025 Annual Meeting.

**Future Actions for NASCO's High-Level Action Plan 2026 / 2027**




Taking into consideration the progress on NASCO's High-Level Action Plan outlined above, an updated High-Level Action Plan for 2026 / 2027 is recommended for adoption, as detailed in Annex 2.

## High-Level Action Plan 2025 / 2026

Objective	Timing	Action	Themes			Status	Commentary	
			Fisheries	Habitat	AIT			
(1) Understand & share	Ongoing	Share pink salmon knowledge			x	🔄	Standing agenda item on CNL agendas	
	Ongoing	Monitor pink salmon			x	🔄	Pink Salmon Working Group meeting in July 2025	
	Ongoing	Continue to manage G. salaris risk			x	🔄	GS Working Group meeting spring 2026	
	2024/25	Parties do / share stressor analysis to direct future action	x	x	x	✅	Analyses completed, presented at 2025 AM	
	2033					🕒	Parties redo stressor analyses in 2033	
	2025	Parties do / share baseline analysis to inform progress on actions	x	x	x	✅	2025 stressor analyses form high-level baseline	
	2026					🔄	PI and CCR development will include setting specific 'starting points' for indicators, stressors and actions	
	2025	Publish study on aquaculture impacts on wild salmon			x	🔄	Papers due to be submitted summer 2025. Aquaculture Working Group will consider.	
	Ongoing	Improve understanding of salmon bycatch	x			🔄	Data call for salmon bycatch in 2026 requested of ICES	
	Ongoing	Improve understanding for basin wide marine growth	x			🔄	Steering Committee convened at 2025 Annual Meeting of International Atlantic Salmon Research Board	
	<b>Wild Atlantic Salmon Atlas (WASA)</b>							
	2025	Parties populate Wild Atlantic Salmon Atlas (WASA) to give global picture of state of salmon	x	x	x	✅	Complete, WASA launched, translation commissioned.	
2026	Publish 'State of North Atlantic Salmon' report based on WASA data	x	x	x	🕒	Future action; agreed at 2024 AM		
(2) Guide	<b>Delivery by Theme-based / Expert Working Groups</b>							
	2024/25	Update Stocking Guidelines			x	✅	Stocking Guidelines agreed at 2024 AM; Stock Rebuilding Guidelines agreed at 2025 AM; Gene Banking Guidelines agreed at 2025 AM	
	2025/26	Update habitat restoration guidelines		x		✅	TORs & Working Group membership agreed at 2025 AM	
	2026/27	Update aquaculture guidelines			x	🕒	ToRs agreed at 2025 AM	
2027/28	Update fisheries guidelines	x			🕒	ToRs agreed at 2025 AM		
(3) Deliver	<b>Delivery through Commissions</b>							
	Ongoing	Agree continued closure of Faroese salmon fishery	x			🔄	Annual reporting to North-East Atlantic Commission meetings	
	Ongoing	Monitor West Greenland & Labrador fisheries & domestic mixed-stock fisheries	x			🔄	Through Commissions	
	2026	Negotiate new Decision regarding the salmon fishery in Faroese waters	x			🕒	Future action	
	2026	Negotiate new regulatory measure for West Greenland fishery	x			🕒	Future action	
	<b>Delivery by Parties</b>							
	Ongoing	Parties / jurisdictions deliver domestic actions for salmon	x	x	x	🔄	As committed in current Implementation Plans; new plans to be developed for 2026 onwards	
	2024/25	Develop fourth reporting cycle, for Parties / jurisdictions to plan domestic actions and demonstrate progress	x	x	x	✅	Fourth reporting cycle initiated at 2025 AM	
	2025/26	Parties / jurisdictions plan / document fourth round of salmon actions – linked to their key stressors	x	x	x	🔄	CCRs and PIs due to be developed by 2026 AM	
	2027+	Parties / jurisdictions report on delivery progress	x	x	x	🕒	PI reports submitted for discussion at 2027 AM; CCRs progress reported & reviewed for presentation at 2028 AM	
2027+	Monitor delivery of salmon actions, by Parties / jurisdictions	x	x	x	🕒	Future action: annual submission of PIs and CCRs; annual presentation of PIs & biennial review of CCRs		
(4) Collaboration	Ongoing	Parties to make stronger links with other RFMOs and IGOs and report back annually	x	x	x	✅	Information provided on cormorant control from EIFAAC 2025 meeting	
	2024/25	Develop communications & outreach strategy	x	x	x	✅	Strategy adopted at 2025 AM	
	2025/26	Develop communications plan & start implementation	x	x	x	🔄	Action & budget cap agreed at 2025 AM	
	2025	ICES deliver simplified fisheries advice	x			🔄	Delayed, now due for delivery in 2026	
	2027	Review observer process	x	x	x	🕒	Future action; agreed at 2024 AM	
(5) Organisational excellence	2025	Agree modernised terms & conditions for NASCO staff				✅	Agreed at 2025 AM, including rules for new internship programme	
	2025	Present position paper on changing NASCO Convention				✅	Position adopted at 2025 AM	
	2025	Publish NASCO Secretariat environmental policy				✅	Published at 2025 AM	
	2025	Review NASCO meeting model - to make more efficient and effective - and budget for 2027+				🔄	Secretariat commissioned at 2025 AM, for review at December inter-sessional meeting	
Cross cutting	2024/25	Review & prioritise outstanding recommendations, for inclusion in 2025 Action Plan	x	x	x	✅	Completed at 2025 AM	

## Action Plan Key

**Key**




Action	<b>bold actions - deliver directly for salmon</b> <i>italic actions - enable the delivery of actions that will help salmon</i>
Themes	This section has been used to indicate to which of NASCO's three key theme areas the action relates <b>Fisheries:</b> management of salmon fisheries to promote the diversity and abundance of salmon stocks and maintain all stocks at sustainable levels <b>Habitat:</b> protection and restoration of Atlantic salmon habitat: to maintain and, where possible, increase the current productive capacity of Atlantic salmon habitat <b>AITT:</b> management of aquaculture, introductions and transfers and transgenics: to minimise the possible adverse impacts of aquaculture, introductions and transfers and transgenics on the wild stocks of Atlantic salmon, including working with industry stakeholders, where appropriate
Status	 Complete  Work in progress  Future action

## Draft NASCO High-Level Action Plan Update 2026

Objective	Timing	Action	Themes			Status	Commentary	
			Fisheries	Habitat	AIT			
(1) Understand & share	Ongoing	Share pink salmon knowledge			x	🔄	Standing agenda item on CNL agendas	
	Ongoing	Monitor pink salmon			x	🔄	Pink Salmon Working Group meeting in March 2027	
	Ongoing	Continue to manage <i>G. salaris</i> risk			x	🔄	GS Working Group ongoing & will review all GS recommendations	
	2033	Parties do / share stressor analysis to direct future action	x	x	x	🕒	Parties redo stressor analyses in 2033	
	2026	Parties do / share baseline analysis to inform progress on actions	x	x	x	✅	Draft CCRs developed with specific 'starting points' for stressors and actions	
	2026					🔄	PI development will include setting specific 'starting points' for indicators	
	2026	Publish study on aquaculture impacts on wild salmon			x	🔄	Papers due to be submitted summer 2026. Aquaculture Working Group will consider.	
	Ongoing	Improve understanding of salmon bycatch	x			🔄	Data call for salmon bycatch in 2027 requested of ICES	
	Ongoing	Improve understanding for basin wide marine growth	x			🔄	Interim Report of the Steering Committee presented at 2026 Annual Meeting of International Atlantic Salmon Research	
	<b>Wild Atlantic Salmon Atlas (WASA)</b>							
	2027	Parties populate Wild Atlantic Salmon Atlas (WASA) to give global picture of state of salmon	x	x	x	🕒	Add layers to WASA for presence / absence of pink salmon. Action translation via automated systems & Parties.	
2026	Publish 'State of North Atlantic Salmon' report based on WASA data	x	x	x	🔄	Due for completion at end of 2026		
(2) Guide	<b>Delivery by Theme-based / Expert Working Groups</b>							
	2025/26	Update habitat restoration guidelines		x		✅	Habitat Restoration Guidelines agreed at 2026 AM	
	2026/27	Share all guidelines	x	x	x	🔄	Develop communication and outreach materials	
	2026/27	Update aquaculture guidelines			x	✅	Working Group membership agreed at 2026 AM	
						🕒	Revised guidelines due for discussion at 2027 AM	
2027/28	Update fisheries guidelines	x			🕒	ToRs agreed at 2025 AM		
(3) Deliver	<b>Delivery through Commissions</b>							
	Ongoing	Agree continued closure of Faroese salmon fishery	x			🔄	Annual reporting to North-East Atlantic Commission meetings	
	Ongoing	Monitor West Greenland & Labrador fisheries & domestic mixed-stock fisheries	x			🔄	Through Commissions	
	2026	Negotiate new Decision regarding the salmon fishery in Faroese waters	x			✅	New Decision agreed at 2026 AM	
	2026	Negotiate new regulatory measure for West Greenland fishery	x			✅	New regulatory measure agreed at 2026 AM	
	<b>Delivery by Parties</b>							
	Ongoing	Parties / jurisdictions deliver domestic actions for salmon	x	x	x	🔄	Draft CCRs developed for Parties / jurisdictions	
	2025/26	Parties / jurisdictions plan / document fourth round of salmon actions – linked to their key stressors	x	x	x	🔄	Draft CCRs developed PIs due to be completed in 2027	
	2027+	Parties / jurisdictions report on delivery progress	x	x	x	🕒	PI reports submitted for discussion at 2027 AM; CCRs progress reported & reviewed for presentation at 2028 AM	
	2027+	Monitor delivery of salmon actions, by Parties / jurisdictions	x	x	x	🕒	Future action: annual submission of PIs and CCRs; annual presentation of PIs & biennial review of CCRs	
2031 - 2033	Evaluation of fourth reporting cycle	x	x	x	🕒	Evaluation by CCR Review Group of reporting process & success of its implementation, & achievement of NASCO Ten-		
(4) Collaboration	Ongoing	Parties to make stronger links with other RFMOs and IGOs and report back annually	x	x	x	🔄	No updates at 2026 AM	
	2025/26	Develop communications plan & start implementation	x	x	x	🔄	Branding guidelines & social media strategy complete; implement via a communications plan as internal resources	
	2026	ICES deliver simplified fisheries advice	x			✅	Delivered in 2026	
	2027	Review observer process	x	x	x	🕒	Future action; agreed at 2024 AM	
(5) Organisational excellence	2026	Develop & implement training & development plan for Secretariat staff				🔄	Training identified and agreed	
	2026	Develop & implement appraisal process for Secretariat staff				🔄	Appraisal objectives set and first review completed	
	2026	Develop Secretariat building maintenance plan for Edinburgh HO building				🔄	Building maintenance requirements assessed and plan completed	
	2025	Review NASCO meeting model - to make more efficient and effective - and budget for 2027+				✅	Reviewed at December 2025 inter-sessional meeting: model agreed for 2026 meeting to be reviewed following meeting	
Cross cutting	2026/27	Review & prioritise communication materials and resources	x	x	x	🔄	Develop communication & outreach materials as resources allow for Guidelines, CCRs, <i>G. salaris</i> & pink salmon	

## Action Plan Key

### Key

Action	<p><b>bold actions - deliver directly for salmon</b>  <i>italic actions - enable the delivery of actions that will help salmon</i></p>
Themes	<p>This section has been used to indicate to which of NASCO's three key theme areas the action relates</p> <p><b>Fisheries:</b> management of salmon fisheries to promote the diversity and abundance of salmon stocks and maintain all stocks at sustainable levels</p> <p><b>Habitat:</b> protection and restoration of Atlantic salmon habitat: to maintain and, where possible, increase the current productive capacity of Atlantic salmon habitat</p> <p><b>AITT:</b> management of aquaculture, introductions and transfers and transgenics: to minimise the possible adverse impacts of aquaculture, introductions and transfers and transgenics on the wild stocks of Atlantic salmon, including working with industry stakeholders, where appropriate</p>
Status	<p> Complete</p> <p> Work in progress</p> <p> Future action</p>

### *Narrative for NASCO High-Level Action Plan Update 2026*

NASCO's High-Level Action Plan, agreed in 2024 to enable delivery of its Ten-Year Strategy, is reviewed and updated annually, by Council. NASCO's High-Level Action Plan Update 2026 above is the annual update for the period 2026 / 2027 (and onwards in some instances) and is based on the narrative provided below.

Within the Action Plan, the actions are grouped under each of the Strategy's five objectives, with an additional section for cross-cutting actions. The theme to which each action will contribute is also indicated, with all actions reflecting adaptation to climate change. In line with NASCO's remit, most of these actions will guide and enable work related to wild Atlantic salmon conservation and restoration. Those actions that will deliver directly for salmon are shown in bold.

#### ***Objective 1) Understand & share***

*Action: Share pink salmon knowledge*

This continues to be an ongoing 'Work in progress' action with no change.

*Action: Monitor pink salmon*

The commentary has changed from 'Pink Salmon Working Group meeting in July 2025' to 'Pink Salmon Working Group meeting in March 2027'.

*Action: Continue to manage G.salaris risk*

The commentary has changed from 'GS Working Group meeting spring 2026' to 'GS Working Group ongoing & will review all GS recommendations'.

*Action: Parties do / share stressor analysis to direct future action.*

The first section of this action for 2024/2025 and the associated commentary 'Analyses completed, presented at 2025 AM' has been removed. This 2033 'Future action' remains unchanged.

*Action: Parties do / share baseline analysis to inform progress on actions*

The first section of this action for 2025 and the associated commentary '2025 stressor analyses form high-level baseline' has been removed and replaced with the additional timing, status and commentary '2026', 'Completed' and 'Draft CCR development with specific 'starting points' for stressors and actions'. The timing and status of the second section of this action are

unchanged from '2026' and 'Work in progress', while the commentary has been changed from 'PI and CCR development will include setting specific 'starting points' for indicators, stressors and actions' to 'PI development will include setting specific 'starting points' for indicators'.

*Action: Publish study on aquaculture impacts on wild salmon*

The year specified in the timing and commentary has changed from '2025' to '2026'.

*Action: Improve understanding of salmon bycatch*

This continues to be a 'Work in progress' action with the year in the commentary changed from '2026' to '2027'.

*Action: Improve understanding for basin wide marine growth*

This continues to be an 'Ongoing action' with the commentary changed from 'Steering Committee convened at 2025 Annual Meeting of International Atlantic Salmon Research Board' to 'Interim Report of the Steering Committee presented at 2026 Annual Meeting of International Atlantic Salmon Research Board'.

*Action: Parties populate Wild Atlantic Salmon Atlas (WASA) to give global picture of state of salmon.*

The timing has been changed from '2025' to '2027'. The status has changed from 'Complete' to 'Future action'. The commentary has changed from 'Complete, WASA launched, translation commissioned' to 'Add layers to WASA for presence/absence of pink salmon. Action translation via automated systems & Parties'.

*Action: Publish 'State of North Atlantic Salmon' report based on WASA data*

This action has changed status from a 'Future action' to 'Work in progress' and the commentary has changed from 'Future action; agreed at 2024 AM' to 'Due for completion at end of 2026'.

## **Objective 2) Guide**

*Action: Update Stocking Guidelines*

This action was completed in 2025 and has been removed from the Action Plan.

*Action: Update habitat restoration guidelines*

The first commentary of 'TORs & Working Group membership agreed at 2025 AM' has changed to 'Habitat Restoration Guidelines agreed at 2026 AM'. The second part of the action with the 'Future action' status and commentary of 'Revised guidelines due for discussion at 2026 AM' has been removed.

*Action: Update aquaculture guidelines*

The status and commentary have changed from 'Future action' and 'ToRs agreed at 2025 AM' to 'Completed' and 'Working Group membership agreed at 2026 AM' and 'Future action' and 'Revised guidelines due for discussion at 2027 AM'.

*Action: Update fisheries guidelines*

This continues to be a 'Future action' with no change.

*Action: Share all guidelines*

This is a new ongoing 'Work in progress' action with the commentary to 'Develop communication and outreach materials'.

### **Objective 3) Deliver**

*Action: Agree continued closure of Faroese salmon fishery*

This continues to be an ongoing 'Work in progress' action with no change.

*Action: Monitor West Greenland & Labrador fisheries & domestic mixed-stock fisheries*

This continues to be an ongoing 'Work in progress' action with no change.

*Action: Negotiate new Decision regarding the salmon fishery in Faroese waters*

This has changed status from 'Future action' to 'Completed' and the commentary has changed from 'Future action' to 'New Decision agreed at 2026 AM'.

*Action: Negotiate new regulatory measure for West Greenland fishery*

This has changed status from 'Future action' to 'Completed' and the commentary has changed from 'Future action' to 'New regulatory measure agreed at 2026 AM'.

*Action: Parties / jurisdictions deliver domestic actions for salmon*

The commentary has changed from 'As committed in current Implementation Plans; new plans to be developed for 2026 onwards' to 'Draft CCRs developed for Parties / jurisdictions'.

*Action: Develop fourth reporting cycle, for Parties / jurisdictions to plan domestic actions and demonstrate progress*

This action was completed in 2025 and has been removed from the Action Plan.

*Action: Parties / jurisdictions plan / document fourth round of salmon actions – linked to their key stressors*

The commentary has changed from 'CCR and PIs due to be developed by 2026 AM' to 'Draft CCRs developed and PIs due to be completed by 2027 AM'.

*Action: Parties / jurisdictions report on delivery progress*

This continues to be a 'Future action' with no change.

*Action: Monitor delivery of salmon actions, by Parties / jurisdictions*

This continues to be a 'Future action' with no change.

### **Objective 4) Collaboration**

*Action: Parties to make stronger links with other RFMOs and IGOs and report back annually*

The status for this action has changed from 'Completed' to 'Work in progress' and the commentary from 'Information provided on cormorant control from EIFAAC 2025 meeting' to 'No updates at the 2026 AM'.

*Action: Develop communications & outreach strategy*

This action was completed in 2025 and has been removed from the Action Plan.

*Action: Develop communications plan & start implementation*

The commentary for this action has changed from 'Action & budget cap agreed at 2025 AM' to 'Branding guidelines and social media strategy completed and implemented via a communications plan as internal resources allow'.

*Action: ICES deliver simplified fisheries advice*

The timing of the action has changed from ‘2025’ to ‘2026’, the status from ‘Work in progress’ to ‘Completed’ and the commentary ‘Delivered in 2026’.

*Review observer process*

This continues to be a ‘Future action’ with no change.

### **Objective 5) Organisational excellence**

*Action: Agree modernised terms & conditions for NASCO staff*

This action was completed in 2025 and has been removed from the Action Plan.

*Action: Present position paper on changing NASCO Convention*

This action was completed in 2025 and has been removed from the Action Plan.

*Action: Publish NASCO Secretariat environmental policy*

This action was completed in 2025 and has been removed from the Action Plan.

*Action: Develop and implement training & development plan for Secretariat staff*

This is a new action for 2026, has the status of ‘Work in progress’ and the commentary ‘Training identified and agreed’.

*Action: Develop and implement appraisal process for Secretariat staff*

This is a new action for 2026, has the status of ‘Work in progress’ and the commentary ‘Appraisal objectives set and first review completed’.

*Action: Develop Secretariat building maintenance plan for Edinburgh HQ*

This is a new action for 2026, has the status of ‘Work in progress’ and the commentary ‘Building maintenance requirements assessed and plan completed’.

*Action: Review NASCO meeting model – to make more efficient and effective – and budget for 2027+*

The status of this action has changed from ‘Work in progress’ to ‘Complete’ and the commentary from ‘Secretariat commissioned at 2025 AM, for review at December 2025 inter-sessional meeting’ to ‘Reviewed at December 2025 inter-sessional meeting: model agreed for 2026 meeting to be reviewed following meeting completion’.

### **Cross cutting**

*Action: Review & prioritise outstanding recommendations, for inclusion in 2025 Action Plan*

This action was completed in 2025 and has been removed from the Action Plan.

*Action: Review & prioritise communication materials and resources*

This is a new action for 2026 / 2027, has the status of ‘Work in progress’ and the commentary ‘Develop communication & outreach materials as resources allow for Guidelines, CCRs, G.salaris & pink salmon’.