MULTIANNUAL WORK PROGRAMME 2016-2020 AND ANNUAL WORK PROGRAMME 2016

Legal basis:

Articles 23(2)(c) and 17f of Council Regulation (EC) No 768/2005[1]

In accordance with articles 116 and 32 of AB Decision No 13-W-09 of 31 December 2013 concerning the Financial Regulation of the European Fisheries Control Agency, the template for the present Multiannual work programme 2016-2020 and Annual work programme 2016 will be substituted from 2017 onwards by the new single programming document (SPD).

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[1] Council Regulation (EC) No 768/2005 of 26 April 2005 establishing a Community Fisheries Control Agency and amending Regulation (EEC) No 2847/93 establishing a control system applicable to the common fisheries policy. Regulation as amended by Regulation (EC) No 1224/2009 (OJ L 343, 22.12.2009, p. 1).

EFCA's Multiannual work programme 2016-2020 and Annual work programme 2016

TABLE OF CONTENTS

List of acronyms

ABB	Activity Based Budgeting
ABMS	Activity Based Management System
AWP	Annual work programme
CC	Core Curriculum
CCIC	Coordination Centre in Charge
CFP	Common Fisheries Policy
CISE	Common Information Sharing Environment
DMS	Data management systems
EA	Enterprise architecture
EC	European Commission
ECA	European Court of Auditors
EDMS	Electronic Documentation Management System
EFCA	European Fisheries Control Agency
EIR	Electronic Inspection Report
ERS	Electronic Reporting System
FIS	Fishery Information System
GIS	Geographical Information System
GFCM	General Fisheries Commission for the Mediterranean
HR	Human Resources
IAS	Internal Audit Service
ICCAT	International Commission for the Conservation of the Atlantic Tuna
ICES	International Council for the Exploration of the Sea
ICS	International Control Schemes
ICT (also IT)	Information and Communication Technology
IMP	Integrated Maritime Policy
ITSC	IT Steering Committee
IUU	Illegal, Unreported and Unregulated fishing
JDP	Joint Deployment Plan
LTMP	Long-term Management Plan
MARSURV	Maritime Surveillance System
MS	Member State(s)
MWP	Multiannual work programme
NAFO	Northwest Atlantic Fisheries Organisation
NEAFC	Northeast Atlantic Fisheries Commission
NGO	Non-Governmental Organisation

PACT	Partnership, Accountability (Compliance), Cooperation, Transparency
AC	Advisory Council
RFMO	Regional Fisheries Management Organisation
RSG	Regional Steering Group
SCIP	Specific Control and Inspection Programme
SCRS	Standing Committee on Research and Statistics
SFPA	Sustainable Fisheries Partnership Agreements
SGTEE	Steering Group on training and exchange of practice
SPD	Single Programming Document
SR	Staff Regulations
TJDG	Technical Joint Deployment Group
ToR	Terms of Reference
VMS	Vessel Monitoring System
WGTEE	Working Group on training and exchange of practice

Definitions

Core Curricula Development Platform (CCDP). This online application supports the collaboration of experts, Member States (MS), the European Commission (EC) and EFCA in the development of Core Curricula (CC) training materials. Authorised users are able to exchange, to track comments on the different versions of the documents, and to manage meetings, discussion groups, calendar, news, or announcements.

EFCA Corporate systems: include EFCA website, intranet, e-mail services, file servers and any application developed internally in support of internal EFCA activities.

EFCA Electronic Reporting System (EFCA ERS). This system will allow EFCA to receive and parse ERS messages, exchange them with the stakeholders involved in JDP operations (CCIC), ensure data quality, integrity and reliability through validation operations, and to provide the user with a set of tools, accessible through a web user interface, to view, search, analyze and produce statistics and reports based on specific criteria.

EFCA Electronic Inspection Report System (EFCA EIR). This system will allow EFCA to receive and parse EIR messages, exchange them with the stakeholders involved in JDP operations (CCIC), ensure data quality, integrity and reliability through validation operations, and to provide the user with a set of tools, accessible through a web user interface, to view, search, analyze and produce statistics and reports based on specific criteria.

EFCA E-Learning: After their approval by MS the Core Curricula training modules will be published and made available on this distance learning platform.

EFCA Vessel Monitoring System (EFCA VMS). This system allows EFCA to receive and to exchange VMS data (identity, position and speed of fishing vessels larger than 12 m) to support JDP operations, within the geographical areas covered by the relevant SCIPs.

FISHNET is a single sign-on secured portal to allow access of most of EFCA applications (ERS, VMS, EIR, DMS, CCDP, E-learning, JADE) and to provide EFCA stakeholders with collaboration tools (e.g. sharing data and documents, exchange information, teleconferencing). This system is designed to support decision making, planning, operational coordination, and the assessment of joint control operations, and to promote remote collaboration in support of EFCA activities.

Fishery Information System (FIS). The FIS will be the integration platform for the suite of data monitoring systems derived from the Control Regulation and will include specific additional EFCA applications designed to support the coordination and the training requirements.
JADE is a web application to record, manage and report activity on JDPs. JADE stands for Joint deployment plan Activity Database.

Maritime Surveillance Information Systems. Information systems developed in cooperation with external stakeholders to integrate available information sources and data sets within the framework of Integrated Maritime Policy, inter-agency cooperation and the CISE (Common Information Sharing Environment).

PACT. Partnership, accountability (compliance), cooperation and transparency, meaning EFCA assistance to the implementation of projects at a regional level at the request of the Member States, to implement CFP rules; especially the landing obligation. It may incorporate partnership actions in regional risk management, data exchange, training, technology, methodologies and procedures, evaluation and/or industry awareness.

Foreword

Reinhard Priebe, Chair of the Administrative Board

This Multiannual work programme 2016-2020 is written the year that marks the 10th anniversary of the foundation of the European Fisheries Control Agency (EFCA). Ten years have passed since the founding regulation of the EFCA was adopted with the primary objective of organising operational coordination of fisheries control and inspection activities by the Member States and to assist them to cooperate so as to better comply with the rules of the Common Fisheries Policy, thus ensuring its effective and uniform application. Its main objective remains.

Close cooperation between Member States in fisheries control and inspection activities has significantly improved over the past years. This will prove to be a real asset to face the new challenges of the reformed Common Fisheries Policy. Indeed, with its cooperation model, the EFCA is playing a key role in ensuring the implementation of the Landing Obligation. With EFCA's support, the European Union is much better prepared to reduce unwanted catches for the years ahead.

It is a symbolic coincidence that not only the tenth anniversary of the EFCA but also the twentieth anniversary of the Code of Conduct for Responsible Fisheries of the FAO are celebrated this year, and this in Vigo, where EFCA has its seat. This unites two organisations which, each of them within its specific remit, pursue the same goal: sustainable fishing activity and sustainable oceans. Effective controls are indispensable to achieve this goal. Only with a culture of compliance, the conservation measures in place can be effective.

The European Commission has launched a consultation on better international governance of oceans and seas to the benefit of sustainable blue growth. EFCA's cooperation and assistance model will enable it, to provide an important contribution to the global dimension of the Common Fisheries Policy. The EFCA has done a good job, and as ever, more is to be expected!

Introduction

Pascal Savouret, Executive Director

The EFCA's new Multiannual work programme 2016-2020 and the Annual work programme for 2016 provide a comprehensive perspective of the Agency objectives; priorities and activities for the next years in accordance with its mandate and the ambitions of the Administrative Board.

The legal and operational framework of the Joint Deployment Plans (JDP) will continue to be the mainstay of the operational coordination but may be amplified with the new Specific Control and Inspection Programme (SCIP) decision made by the European Commission for Western Waters and the North Sea. The JDP provides the Member States with cooperation opportunities which beyond coordination and the pooling of inspection platforms offer incentives for improving best practices, risk management and harmonization.

According to its mandate and the priorities set by its Administrative Board, the EFCA will keep on its effort to assist the Member States and the European Commission in the implementation of the control measures applying to the Landing Obligation as new species will be subject to this requirement in 2016. It will be materialized in the range of support activities mentioned above including training with a specific attention to the Omnibus Regulation.

Without prejudice of its commitments within the European Union boundaries, the Agency will support the Union in the international dimension of the Common Fisheries Policy and the fight against illegal, unreported and unregulated (IUU) fishing activities. The EFCA' involvement will encompass the support to the European Commission and of the European Union delegation before and during the Regional Fisheries Monitoring Organisation meetings (RFMOs) when requested, the training of third countries and/or RFMOs' CPCs on Commission's request, the contribution to capacity building missions in countries with

a Sustainable Fisheries Partnership Agreement and the participation to dialogue missions in Third Countries.

Next year capacity building instruments will be enhanced by providing e-learning facilities based upon the Core Curricula. Moreover, data networking systems will increase the resources that Member States need for the uniform application of the Common Fisheries Policy.

According to its founding regulation, EFCA will undergo in 2016 the second five years external evaluation of its short history. I am confident that the Agency contribution to a level playing field and better compliance to the Common Fisheries Policy rules will be fully recognised.

Background

The European Fisheries Control Agency (EFCA) intends to annually adopt the necessary amendments to its Multiannual work programme (MWP) to have at all times a document expressing the up-to-date objectives and priorities of a rolling 5-year planning period.

The MWP 2016-2020 does not only focus on the major projects the Agency is planning for 2016, but also provides a more general overview of the activities planned on a multiannual basis, in order to fulfil the mandate assigned to the Agency. It keeps the overarching objective, as contained in the MWP 2015-2019, of focusing on the application of the new Common Fisheries Policy. In line with the **recommendations issued by the Administrative Board following the 5 year external independent evaluation of the European Fisheries Control Agency**[2], the Common Fisheries Policy new basic regulation[3] , the outcomes of the Administrative Board meetings and the available resources, the Agency has identified a number of priorities in its MWP 2016-2020.

The Agency will implement the activities listed in its Annual work programme (AWP) in close cooperation with the European Commission (EC) and the Member States concerned. Upon request from the EC, other or specific operational activities not listed in the AWP will be considered by the Administrative Board, taking into account the availability of financial and human resources for their implementation. In this respect, the Agency works hand in hand with the EU Agencies Network to find synergies and optimise the available resources without prejudice to the rationalisation of its own processes. Within the framework of the "Road map on the follow-up to the common approach on EU decentralised agencies", the Agency is playing an active role in the EU Agencies Performance Development Network. Through this Network the Agencies have identified the milestones of the Road map proposed by the EC and actions and deliverables have been set up accordingly. Furthermore, the Agencies are drawing up an inventory of the different areas where mutual cooperation has taken place, and are identifying future areas for synergy.

[2] Administrative Board Recommendations on EFCA 5 year evaluation, 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).
[3] Regulation (EU) No 1380/2013 of the European Parliament and of the Council of 11 December 2013 on the Common Fisheries Policy, amending Council Regulations (EC) No 1954/2003 and (EC) No 1224/2009 and repealing Council Regulations (EC) No 2371/2002 and (EC) No 639/2004 and Council Decision 2004/585/EC.

1. EFCA MWP 2016-2020 and AWP 2016 prioritisation of tasks

According to its founding regulation[4] , EFCA's objective is "to organise operational coordination of fisheries control and inspection activities by the Member States and to assist them to cooperate so as to comply with the rules of the Common Fisheries Policy in order to ensure its effective and uniform application". The new features of the Common Fisheries Policy (CFP) basic regulation entail a regional approach; a very significant change related to the landing of catches and growing international requirements. Consequently, there are new tasks for Member States, and for the Agency which is expected to operate with a frozen budget and a decrease in staffing. Such an approach will be achieved through a staggered prioritisation of tasks and commensurate internal "Rationalisation". The latter will be achieved by means of scalability and streamlining, through savings, better mobilisation and profiling of the staff, a move to e-administration and additional synergies with other agencies.

The Administrative Board will on an on-going basis discuss the relation between resources and tasks and, where necessary in concrete cases, decide on the downgrading of priorities.

Considering the overarching objectives of compliance and level playing field, the Member States and the European Commission's expectations, the legal framework governing the EFCA activities and the resources available, the Agency will concentrate on the priorities as follows in 2016-2020.

1.1. Assistance to the European Commission and to the Member States for the implementation of the Common Fisheries Policy and related maritime strategies

A - Support the regional implementation of the Common Fisheries Policy (in particular of the landing obligation) and related maritime strategies:

- In areas with a Specific Control and Inspection Programme (SCIP) /Joint Deployment Plan (JDP);
- In fisheries where no SCIP/JDP is in force but subject to the landing obligation;
- Upon request of the European Commission, provide expertise on the control aspects in preparation of new or updating existing regulations;
- Provide operational capacity and expertise towards a European Coastguard Capacity.

The Agency offers the vision of a broadened model of cooperation, utilising both JDP and non-JDP cooperation possibilities under several legal basis[5] provided for in the EFCA founding regulation.

a. The JDP will remain the mainstay of the operational coordination. In accordance with one of the recommendations issued by the Administrative Board following EFCA five year independent external evaluation (2007-2011) and depending on the SCIP

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[4] Council Regulation (EC) No 768/2005 of 26 April 2005 establishing a Community Fisheries Control Agency and amending Regulation (EEC) No 2847/93 establishing a control system applicable to the common fisheries policy. Regulation as amended by Regulation (EC) No 1224/2009 (OJ L 343, 22.12.2009, p. 1).
[5] This broadened model of cooperation would fall, *inter alia*, under the following articles of EFCA founding regulation:
- Article 3: "mission": (d) Assist MS to fulfil their tasks and obligations under the CFP and (e) Assist MS and EC in harmonising the application of the CFP throughout the EU;
- Article 7: "assistance to the Commission and the Member States"; d) draw up joint operational procedures in relation to joint control and inspection activities undertaken by two or more Member States, (e) elaborate criteria for the exchange of means of control and inspection between Member States and for the provision of such means by the Member States, (f) conduct risk analysis on the basis of the fisheries data on catches, landings and fisheries effort, (g) develop common inspection methodologies and procedures, (i) Promote and coordinate the development of uniform risk management methodologies, (j) Coordinate and promote cooperation between MS and common standards for the development of sampling plans;
- Article 15: Two or more Member States may request the Agency to coordinate the deployment of their means of control and inspection in relation to a fishery or an area that is not subject to a control and inspection programme;
- Articles 17b and 17c: 17b(a) Issue manuals on harmonised standards of inspections, 17c(2) Facilitate cooperation between MS and MS and the EC in the development of harmonised standards for control.

decision, the JDPs will be regional, multispecies and continuous[6,7], Beyond the JDPs in force (North Sea, Baltic Sea, Mediterranean Sea, North Atlantic and Western waters), new JDPs for other areas/fisheries/species could be considered[8]. The JDP coordination will benefit from the services delivered through the smart CCIC concept[9].

The process will require, within the framework of the SCIP model developed by the European Commission, and as defined by the Regional multispecies SCIPs and the discard plans:

- to address the monitoring of the landing obligation and the proper record of catches including the discards;
- to improve the regional risk management in the JDP framework also including the specific requirements of the landing obligation;
- to implement the method[10] for assessment of cost effectiveness and impact of control activities, including the landing obligation.

Specific work will be devoted to the improvement of common procedures and best practices in the three phases of the JDPs[11]: planning, implementation and assessment. It will include projects concerning regional risk analysis implementation, best practice for coordination, the optimum use of information tools, the identification of the legal requirements of the coastal Member States to ensure that appropriate actions are taken against non-compliance detected by Union inspectors and the cost effectiveness of control operations.

b. Without prejudice to the fisheries subject to JDPs, EFCA remains available to consider the implementation

of Operational Plans in accordance with article 15 of its founding regulation on the request of at least two Member States.

c. The Agency fosters the proper conditions to improve the level playing field, with a flexible cooperation concept for the implementation of the control and enforcement requirements of the Common Fisheries Policy in order to achieve a more comprehensive common and shared operational "grid" and facilitate the dissemination of best practices. This concept is based on a pragmatic approach combining partnership, accountability (compliance), cooperation and transparency (PACT)[12]. The PACT concept allows assistance by EFCA to the Member States, individually and regional groups of Member States and the European Commission in accordance with the provisions of article 7 of EFCA founding regulation but does not necessarily entail the operational coordination of inspection assets. It foresees a flexible and tailored cooperation scheme that may include exchange of information, which could be enshrined in a landing obligation regional operational project or any regional partnership undertaking. In accordance with article 15 of EFCA founding regulation, the Member States wishing formal coordination might include an operational plan as part of PACT.

The concept enshrined may additionally apply to areas/fisheries/species covered by SCIP/JDP and to the achievement of a flexible and voluntary regional cooperation scheme/project between the Member States, including through regional bodies, with the assistance of EFCA. The main aim being the monitoring of the landing obligation as required by **article 15 of the CFP basic regulation, through a phased**

[6] Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.2.1), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).
[7] The reference to continuous JDPs is understood to be used so that there is flexibility in the resource coordination and planning for deployment at optimal times to achieve best possible outcomes.
[8] Within the outcomes of EFCA's Seminar on the monitoring of the landing obligation on 4 March 2015, endorsed by the AB on 5 March 2015, it was acknowledged that LTMPs and associated SCIPs may be gradually adopted.
[9] A virtual data and coordination centre designed to support the stakeholders during JDP and other similar cooperation.
[10] Administrative Board Recommendations on EFCA 5 year evaluation (Recommendations, 2.5.3 and 2.5.4), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).
[11] Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.2.3), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).
[12] Partnership, accountability (compliance), cooperation and transparency, meaning EFCA assistance to the implementation of projects at a regional level at the request of the Member States, to implement CFP rules; especially the landing obligation. It may incorporate partnership actions in regional risk management, data exchange, training, technology, methodologies and procedures, evaluation and/or industry awareness. The concept was named and discussed during the seminar on the landing obligation 2/2014 for partnership, accountability (compliance), cooperation and transparency.

implementation with or without coordination of the inspection activities.

This approach was endorsed by the AB on 5 March 2015[13]:

- Member States may request EFCA to assist in voluntary pilot cooperation for covering Landing Obligation species/fisheries and depending upon EFCA resources;
- EFCA will continue cooperating with the Member States regional fora on request to facilitate compliance, harmonisation and a level playing field;
- EFCA will facilitate the inter-regional cooperation through involvement in enhancing such cooperation not only on a regional basis, but also across regions; a good forum for this might be a biannual seminar.

Equally, the need to support the new regional dimension was highlighted by the Member States during the Seminar for monitoring the landing obligation, organised by EFCA on 24-25 June 2015, Roskilde (DK).

Consequently, the broadened cooperation concept will not require a SCIP/JDP decision for the time being. It will, however, foster interoperability through the possibility to use different cooperation mechanisms offered by EFCA, especially, but not limited to, facilitating the circulation of data already available and thereby contributing to improve transparency.

Looking beyond the benefits of interoperability and regional risk management strategy, either within or outside the boundaries of a SCIP/JDP, this broadened cooperation model would also provide instrumental capacity building commonalities and significantly contribute to levelling the playing field in areas such as:

- Training (see also entry D and para. 1.3 EFCA Rationalisation below);
- Methodologies and procedures;

- Landing obligation regional control projects;
- Evaluation of compliance and cost effectiveness (proportionality), (see also entry C below);
- Acquisition of means for the Member States;
- Seminars on the implementation of the CFP, operational coordination and/or capacity building;
- Pilot projects with Member States on emerging technologies (see also para. E);
- Industry awareness.

d. Within the framework of the Common approach at EU level towards a European Coastguard Capacity, EFCA will form part of the process of establishing a European Coastguard function by providing assistance and expertise on coordination and fisheries control.

B - Support the Union in the international dimension of the CFP and the fight against IUU activities

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According to the CFP basic regulation[14] and EFCA remit for IUU and RFMOs in other EU legislation, and following the Working Arrangements on EFCA's international activities between the European Commission and EFCA (AB Decision 15-W-1), **on request of the European Commission,** the Agency will:

- Assist the Union to cooperate with third countries and international organisations dealing with fisheries, including RFMOs, to strengthen operational coordination and compliance. It is envisaged, in particular:
  - Third countries, as:
    - North Atlantic Coastal States active in the North Sea, Baltic Sea, Western Waters and NAFO-NEAFC regulatory areas;
    - Other NEAFC and NAFO Contracting Parties,o ICCAT Contracting Parties and
    - Mediterranean and Black Sea third countries (*inter alia*, candidate countries and Southern

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[13] Part of the outcomes of the EFCA's Seminar on the monitoring of the landing obligation on 4 March 2015.
[14] Article 30 new CFP basic regulation: "*The Union shall, including through the European Fisheries Control Agency ("the Agency"), cooperate with third countries and international organisations dealing with fisheries, including RFMOs, to strengthen compliance with measures, especially those to combat IUU fishing, in order to ensure that measures adopted by such international organisations are strictly adhered to*".

Mediterranean countries) in the framework of GFCM where a specific training effort is foreseen;

○ Participation of EFCA staff as technical experts of the EU Delegation in meetings of RFMOs such as NAFO, NEAFC, GFCM and ICCAT;

• In line with the above paragraph, to organise seminars on operational coordination and/or capacity building involving RFMOs, third countries and Coastguards Fora;

• Support the European Commission as requested in the evaluation missions of third countries (4 missions per year);

• Support the European Commission in capacity building missions in the framework of fisheries partnership agreements (3 missions per year)[15];

• Assist the Member States in a cooperation model to facilitate the enhancement of an IUU risk management strategy;

• Assist the Member States in the development of a common methodology for IUU catch certificate verification and cross checks with various sources of intelligence, including Maritime Surveillance data;

• The PACT approach (see footnote n°12) could also apply to these missions relating to the external dimension of the CFP.

C - Support the European Commission, the European Parliament and the Member States in the proceedings of the expert group on compliance[16]

Following the work of the focus groups on cost effectiveness and on compliance evaluation, EFCA will offer its methodologies and partnership services to address a holistic view on compliance and help develop proposals for the full scale evaluation of a specific fishery or fisheries each year, with longer term planning in this respect to be

worked into the EFCA MWP. It may specifically include support for evaluating compliance in the framework of the landing obligation.

1.2. Enhancement of capacity building instruments

D - Provide training activities and training material in support of the effective and uniform application of the CFP based on the Core Curricula which will be kept updated

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Training courses delivered by EFCA will cover the control aspects of the CFP regulation in general and apply regionally and will not be limited to the JDP context. Considering the resources available, training courses will be organised in line with the legal obligation of EFCA, envisaged as follows:

• Training the trainers;

• Training of Union inspectors (before first deployment);

• Advanced training for Union inspectors (exchange of best practices);

• Training for third countries at the request of the European Commission;

• Workshops on the implementation of the IUU regulation.

With the support of EFCA's Core Curricula, the EFCA common Union Inspector e-learning training programme will contribute to take one step further towards a level playing field and harmonized execution of inspections.
The priorities will be as follows:

• Create e-learning training programmes for all Union Inspectors;

• Creation of Core Curricula manuals for inspections for fisheries managed by RFMO's;

• Updating of the Core Curricula already delivered ;

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[15] The selection of the missions to third countries shall be based on the European Commission strategy with third countries which will be presented to the Administrative Board. See annex II of the minutes of the AB meeting held on 5 March 2015, *"Participation of EFCA in SFPA capacity Building missions"*.
[16] *Article 37(2) new CFP basic regulation: "The expert group on compliance shall be composed of representatives of the Commission and the Member States. At the request of the European Parliament, the Commission may invite the European Parliament to send experts to attend meetings of the expert group. The Agency may assist the expert group on compliance meetings as an observer."*

- The specific e-learning application will be updated and maintained in order to provide the trainees with continuous self-learning capability;

- The Core Curricula Development Platform (CCDP) will be maintained;

- Promotion of and assistance with the use of the Core Curricula in the Member States.

E - Finalisation, delivery and enhancements of the data management systems suite and architecture

- Design of the smart CCIC concept: a key component of EFCA's strategic objectives is the requirement to facilitate the access to data on fishing activities and control, which in turn assists in the setting up of remote operational coordination facilities, which is an essential part of streamlining EFCA's operations to make room for the new business model. EFCA has adopted a strategic approach to the development of supporting applications, where projects and activities have been converging towards the implementation of an integrated EFCA information system. EFCA will develop the concept of the 'smart CCIC', built around a Fishery Information System (FIS). The FIS will be the integration platform for the suite of data monitoring systems derived from the Control Regulation and will include specific additional EFCA applications designed to support the coordination of the JDP operations and the training requirements. The integrated EFCA Fishery Information System will encompass FISHNET, the Operations Systems and the Training Platforms ;

- Enhancement[17] , maintenance, integration of the suite of operational systems: VMS, MARSURV, EIR, ERS, Jade and FISHNET;

- Harmonisation with DG MARE published data;

- Provision to Member States interested in the EFCA EIR system through service level agreements and analyse the feasibility of expanding the concept to other products.

F - Enhancements of EFCA ICT infrastructure, continuity and security for operational and corporate systems

- This 5 year plan includes the move to "Infrastructure as a Service" approach and the deployment of EFCA servers in another hosting site in accordance with the mandate given by the Administrative Board to develop synergies with other agencies and EU bodies and improve business continuity;

- Parallel development and maintenance of corporate IT support systems for EFCA will continue (e.g. EDMS, website, e-administration), along with the maintenance and update of existing systems, and improvement of EFCA operation room facilities;

- Interoperability with EC and use of applying DG DIGIT framework contracts;

- The continuation of the development of an adaptation to the enterprise architecture (EA).

1.3. EFCA Rationalisation

As mentioned above, the resources for complying with ECFA priorities will be obtained by means of simplification, scalability and streamlining, through savings and benefits of EMFF for Member States, better mobilisation and profiling of EFCA staff, organisational adaptations, a move to e-administration and e-training and additional synergies with other agencies, as follows:

Administration:

A significant level of rationalisation might be achieved through e-administration systems based on applications such as for example SysPer2, Matrix, e-Prior and ABAC additional services. EFCA is currently simplifying its workflow for financial transactions in order to move the focus from ex-ante to ex-post verification for a significant number of transactions which will contribute to streamlining the allocated resource. Ongoing discussions with other agencies might foster the conditions for resource saving synergies and/or better continuity in accounting, human

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[17] Including the alignment on the new provisions of the Commission Implementing Regulation (EU) No 404/2011 of 8 April 2011.

resource management, procurement, legal advice and internal application of data protection regulation.

Budget Savings:

- In line with the new business model, the number of days of operational mission will be decreased where possible;

- The Member States might include travel and mission costs in relation to participation in EFCA activities in their EMFF national operational programme;

- As far as possible, EFCA will revert to partly address training through e-Training seminars and sessions.

Human resource efficiency gains in Capacity building:

- **Training for Member States**: to be partly addressed through e- Learning and e-Training applications;

- **Training in the Fisheries Partnership Agreement (FPA) framework:** 3 missions per year and partly addressed through e-Training applications. Additional training and assistance missions to third countries might be submitted to the Administrative Board, decision pending a derogation to EFCA founding regulation to receive grants from the European Commission and commensurate additional resources granted by DG Development and Cooperation (DEVCO);

- **Data management systems**: the EFCA data operational support will make resources more efficient and will liberate additional capacities. The hosting of EFCA data in an external environment in the framework of a service level agreement with EMSA is already an ongoing process.

Human resource efficiency gains in support of the European Commission in combating IUU fisheries:

- Those activities will be carried out in accordance with articles 4 and 7 of EFCA's founding regulation; Meanwhile, the number of audit missions in third countries would be capped and scheduled on a yearly basis;

- Implementation of DG MARE's guidelines: EFCA analysis of catch certificates and processing statements in the context of third country evaluations under the IUU Regulation.

Moving to a new business model:

- The most salient point of scalability will be a coordination move to a SMART (with optimal use of EFCA limited human resources) and VIRTUAL (with increased usage of remote collaboration tools) concept;

- Benefit from the current regional organisation to implement the new EFCA model at a regional level (e.g. JDP and PACT to be implemented at a regional level);

- Close cooperation of EFCA regional steering groups with MS regional initiatives (e.g. BALTFISH, Scheveningen, North Western Water, South Western Water, Mediterranean sub regional groups, etc.);

- Specialise a group of EFCA staff to implement the pure coordination of joint control activities composed by operational coordinators and IT data managers: follow-up of coordination between MS, gathering and distribution of information, special campaigns implementation;

- Keeping SMART on-the-spot missions limited but directed to implementation of priority projects (e.g. landing obligation).

2. Mission Statement and Activities

In accordance with its founding regulation, the Agency's **mission is to promote the highest common standards for control, inspection and surveillance under the CFP.** In this regard, **level playing field, coordination and assistance for better compliance are considered wider objectives of the Agency**[18].

In accordance with its founding regulation, the MWP is presented according to the ABMS[19]. To this end, the Agency is implementing an ABMS refining its multiannual planning, monitoring and reporting.

The Agency will promote the assessment of the effectiveness of its core activities on the basis of performance and impact criteria and benchmarks.

3. Multiannual financial programming for operational activities

3.1. Multiannual financial programming

The European Commission Communication to the European Parliament and Council regarding programming for decentralised agencies sets the overall financial resources ceiling for EFCA at the same level as the 2013 budget (9.17 million EUR) until 2018 with a 2% increase in 2019 (9.4 million EUR). There is no proposed division between administrative and operational programming established. This programming for decentralised agencies is due to be assessed in an inter-institutional working group, set up to define a clear development path for each agency on a case by case basis. The table below presents an overview of the past operational programming and the Budget proposal for 2016.

Programming of financial resources 2014-2020[20]

Operational expenditure	2012	2013	2014	2015	2016
Capacity Building	724 000	804 000	937 791	963 000	963 000
Operational Coordination	1 006 000	1 086 000	775 000	775 000	775 000
Acquisition of Means	p.m.	p.m.	p.m.	p.m.	p.m.
Total	1 730 000	1 890 000	1 712 791	1 738 000	1 738 000

Evolution of operational budget programming - EFCA

BUDGET*	2013	2014	2015	2016	2017	2018	2019	2020
Total Budget (11 06 64)	9,217	9,217	9,217	9,217	9,217	9,217	9,401	9,590

*(in million EUR)

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[18] Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 1.1.2), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).
[19] The Agency accomplishes its mission through its Operational activities and one functional activity, Governance and Representation, which is inherent to its operation as an independent EU body. EFCA estimates its horizontal support costs separately, which are then distributed within the activities explained above. The figures presented for Activity Based Budgeting (ABB)/Activity Based Costing (ABC) for each activity include the horizontal support expenditure.
[20] As presented in the Communication from the Commission to the European Parliament and the Council (COM (2013) 519) of 10.7.2013.

3.2. Budget 2016 and Multiannual Staff Policy Plan

The budget circular for the DB 2016 provided specific instruction for decentralised agencies in preparing their financial statements. EFCA is currently classified as a "cruising speed" Agency. The budget circular establishes that the overall EU contribution for this classification of Agency will have a ceiling which in nominal terms is frozen at the level adopted in the 2013 budget.

Considering the above, the EFCA proposes to make savings, while trying to avoid compromising the continuity of the priority activities of the Agency.

The amount in the budget for operational activities is €1,738,000, as shown in the table below.

Operational Budget EFCA

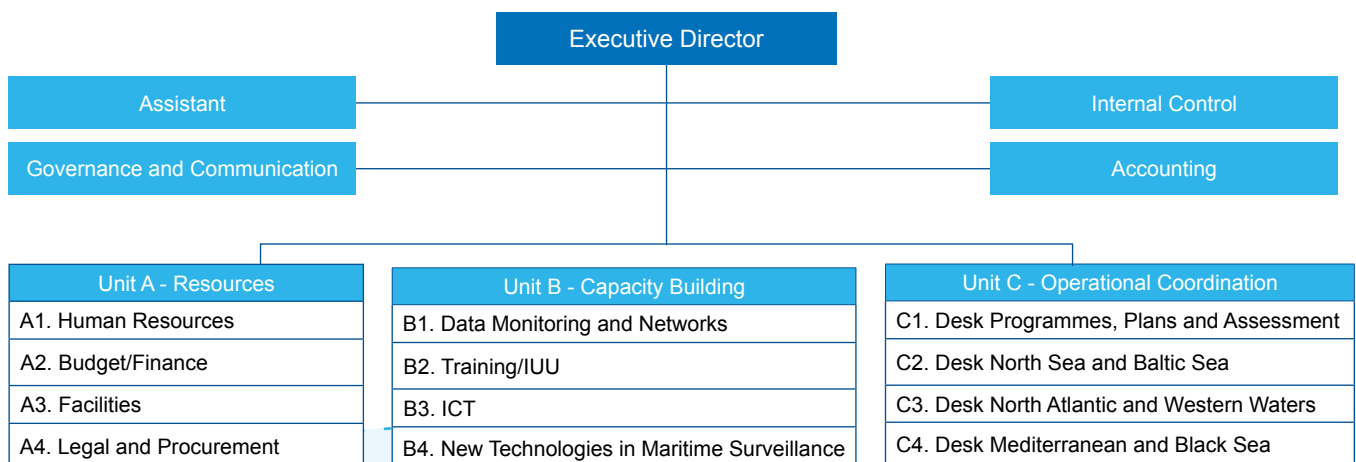| Operational expenditure	2013 (executed budget)*	2014 (budget)*	2015 (budget)	2016 (budget)
Capacity Building	921,988	937,791	963,000	963,000
Operational Coordination	774,999	775,000	775,000	775,000
Acquisition of Means	p.m.	p.m.	p.m.	p.m.
Total Budget	1,696,987	1,712,791	1,738,000	1,738,000

* Budgets for 2013 and 2014 were frozen at the level of 2012

Abiding to these planning figures, the Multiannual Staff Policy Plan (MSPP) 2016-2018 sets up the current planning references regarding staff in the three year period. The MWP 2016-2020 and AWP 2016 priorities are reflected in the MSPP 2016-2018; the approach proposed enables economies of scale to be made through the pooling of expenditure that would otherwise be required from each Member State.

More specifically, the MSPP 2016-2018 describes the planned EFCA activities in view of staff population and its evolution, general figures on expenditures, the organizational chart and the situation over the next three years. It further refers to the staff policies followed by the Agency (recruitment, career and frameworks) and information on schooling and the state-of-play of implementing rules adopted, especially following the new Staff regulations as from 2014.

For 2016, the MSPP has foreseen the implementation of the reduction by one further TA post in order to comply with the need for a 5% reduction (The evolution is from 2013: 54; 2014: 53; 2015: 52; 2016: 51).

4. EFCA organisational Chart

Executive Director

Assistant

Internal Control

Governance and Communication

Accounting

Unit A - Resources	Unit B - Capacity Building	Unit C - Operational Coordination
A1. Human Resources	B1. Data Monitoring and Networks	C1. Desk Programmes, Plans and Assessment
A2. Budget/Finance	B2. Training/IUU	C2. Desk North Sea and Baltic Sea
A3. Facilities	B3. ICT	C3. Desk North Atlantic and Western Waters
A4. Legal and Procurement	B4. New Technologies in Maritime Surveillance	C4. Desk Mediterranean and Black Sea

5. EFCA committees (steering and working groups)

The operational coordination and capacity building activities require strong coordination of the Agency, the European Commission and Member States.

Following the Administrative Board recommendations, the Agency will continue taking advantage of the synergy between different meetings and promoting the use of telephone and video conference facilities[21] .

5.1. EFCA committees (steering and working groups)

In organising operational cooperation between Member States, and for the purpose of operational coordination of joint control, inspection and surveillance activities by Member States, the Agency has established two joint regional working groups in accordance with its founding regulation:

Regional Steering Group

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

- Planning of activities, based on operational risk analysis

- Implementation of the activities, ensuring that the Member States commitments are fulfilled and applied properly

- Assessment of the effectiveness of the JDP, through a common system of reporting and evaluation

The RSG manages the implementation of the works based on the principles of transparency and consensus. Besides, all questions regarding the practical implementation of the

JDP, the operational plans and the PACT activities shall be discussed in this forum.

Technical Joint Deployment Group

The Technical Joint Deployment Group (TJDG) is composed of national coordinators assisted by the Agency coordinators, for the purpose of putting into practice the operational planning and execution of the joint deployment of pooled means of control, inspection and surveillance, as agreed in the JDP/operational plans. It ensures that the operational coordination between the Member States works. It is chaired by a representative of one of the Member States concerned.

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

5.2. Training

A Steering Group and a Working Group involving the Member States and the European Commission will provide guidance and technical expertise on training and exchange of experience focusing on the development of the core curricula project.

5.3. Data monitoring and networks

EFCA will continue to steer the Agency's data monitoring and network activities together with Member States – mainly through the Regional Steering Groups. It will facilitate cooperation between the Agency, the Member States and the European Commission and favour the exchange of best practice.

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[21] Administrative Board Recommendations on EFCA 5 year evaluation (Recommendation 2.6.2), 15 March 2012 (http://www.efca.europa.eu/pages/home/docs_basicdocs.htm).

5.4. Maritime Surveillance

Two versions of the web based EFCA MARSURV service application are available for MS users and EFCA: The EFCA MARSURV Atlantic and EFCA MARSURV Mediterranean service, offering real time support to JDP coordination activities in those areas. The User Group will continue to focus on the change management to steer the MARSURV system to further support the operations, as well as the development of any maritime surveillance related application.

5.5. IUU PACT activities

Beyond the organisation of training seminars and sessions, EFCA offers to dedicate part of the training meetings to IUU cooperation and risk management strategy issues together with the Member States and the European Commission.

6. Annual Work Programme 2016

The fiches for the AWP 2016 follow the horizontal approach presented in the AWP 2015, optimising the resources and providing flexibility towards the Common Fisheries Policy implementation. The Agency has limited human and material resources and cannot respond to each and every ad-hoc request for tasks to be performed which imply a need for additional resources. Therefore, the Administrative Board should decide on the priorities and core activities to be implemented.

EFCA has used the following allocation methodology for the AWP 2016:

- Direct cost allocation. The operational expenditure (Title III) is allocated to the different activities directly, based on the operational budget needed to accomplish the objectives under each activity.

- Indirect cost allocation. The staff and overhead expenditure (Titles I and II) are allocated to the different activities based on different drivers. The main driver is the dedication of staff to each activity, which is weighted with the official annual salary[22] for the type of contract and grade of the staff. In the case of building related expenses, the driver used is the head count.

- EFCA estimates its horizontal support costs separately, which are then distributed within each of the activities based on the final weight of each activity. The figures presented for each activity already include the horizontal support expenditure.

The following table shows the figures for the AWP 2016, as already presented in each individual fiche in chapter 6.2 (Annual work programme 2016).

6.1. Activity Based Management System (ABMS)

The Activity Based Management System is in line with the activities proposed in the AWP 2016 fiches.

Activity Based Management System (ABMS)

Activity	Code
Operational activities	**1**
Implementation of JDPs and Operational Plans	1.1
Level playing field enhancement	1.2
Programmes, plans and assessment	1.3
Data Monitoring and Networks	1.4
Training	1.5
Governance and representation	**2**

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[22] Using salary tables from PMO for 2015.

ABB- AWP 2016

Code	Activity	Budget allocation (€)	Budget allocation (%)	Staff Dedication (%)
1	**Operational activities**	**8.172.771**	**89%**	**89%**
1.1	Implementation of JDPs & Operational Plans	1.490.269	16%	16%
1.2	Level playing field enhancement	2.397.709	26%	30%
1.3	Programmes, plans and assessment	1.085.760	12%	13%
1.4	Data Monitoring and Networks	1.702.507	18%	14%
1.5	Training	1.496.526	16%	15%
2	**Governance and representation**	**1.044.229**	**11%**	**11%**
	TOTAL	**9.217.000**	**100%**	**100%**

DEDICATION OF STAFF (including AD, AST, CA and SNEs)

2.0. Governance and representation 11%

1.5. Training 15%

1.1. Implementation of JDPs & Operational Plans 16%

1.4. Data Monitoring and Networks 14%

1.2. Level playing field enhancement 30%

1.3. Programms, plans and assessment 14%
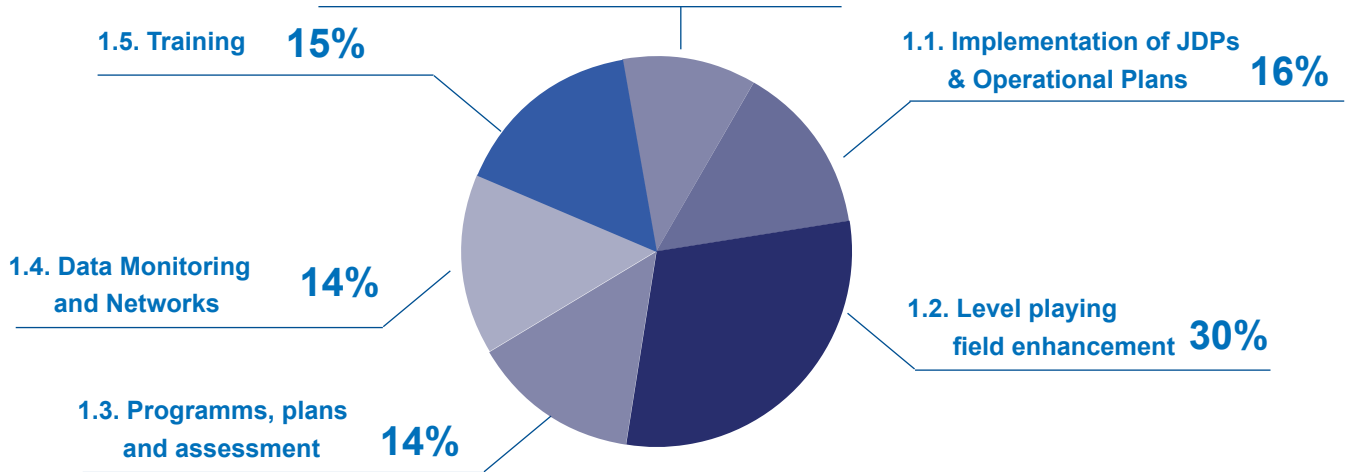
% OF THE BUDGET 2016 PER ACTIVITY

Implementation of JDPs & Operational Plans	16,2%
Level playing field enhancement	26,0%
Programms, plans and assessment	11,8%
Data Monitoring and Networks	18.5%
Training	16,2%
Governance and representation	11,3%
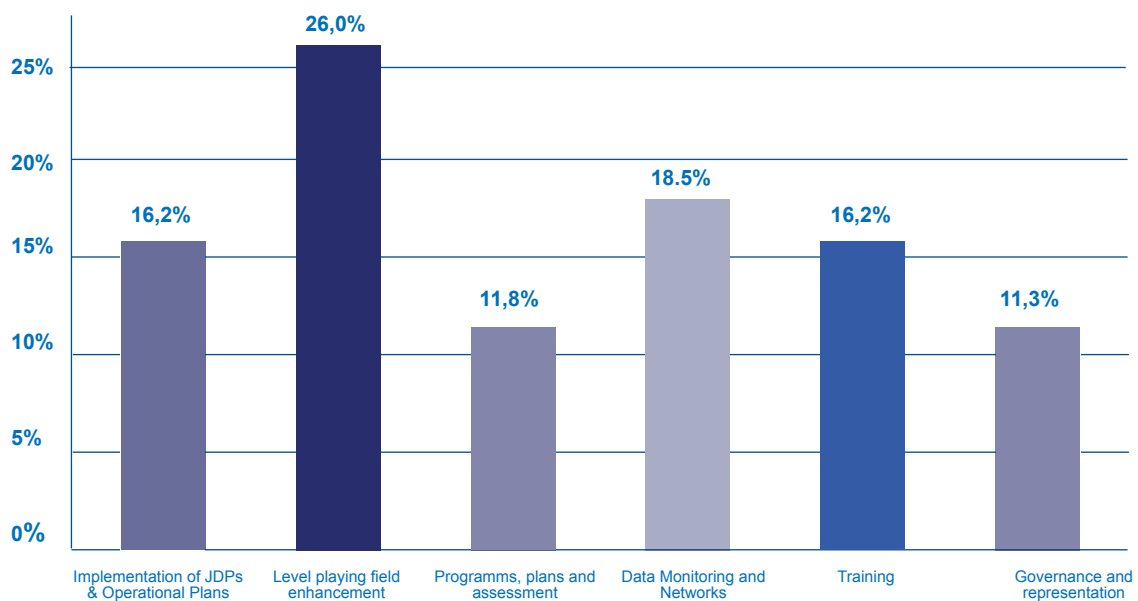
MULTIANNUAL PRIORITIES

(As detailed in the main body)

A - Support the regional implementation of the Common Fisheries Policy (in particular of the landing obligation) and related maritime strategies

- In areas with a Specific Control and Inspection Programme (SCIP) /Joint Deployment Plan (JDP);
- In fisheries where no SCIP/JDP is in force but subject to the landing obligation.
- Upon request of the European Commission, provide expertise on the control aspects in preparations of new or updating of existing regulations;
- Provide operational capacity and expertise towards a European Coastguard Capacity

B - Support the Union in the international dimension of the CFP and the fight against IUU activities

C - Support the European Commission, the European Parliament and the Member States in the proceedings of the expert group on compliance

D - Provide training activities and training material in support of the effective and uniform application of the CFP based on the Core Curricula which will be kept updated

E - Finalisation, delivery and enhancements of the data management systems suite and architecture

F - Enhancements of EFCA ICT infrastructure, continuity and security for operational and corporate systems

G - EFCA values, resources optimisation, accountability, transparency, simplification, scalability and streamlining
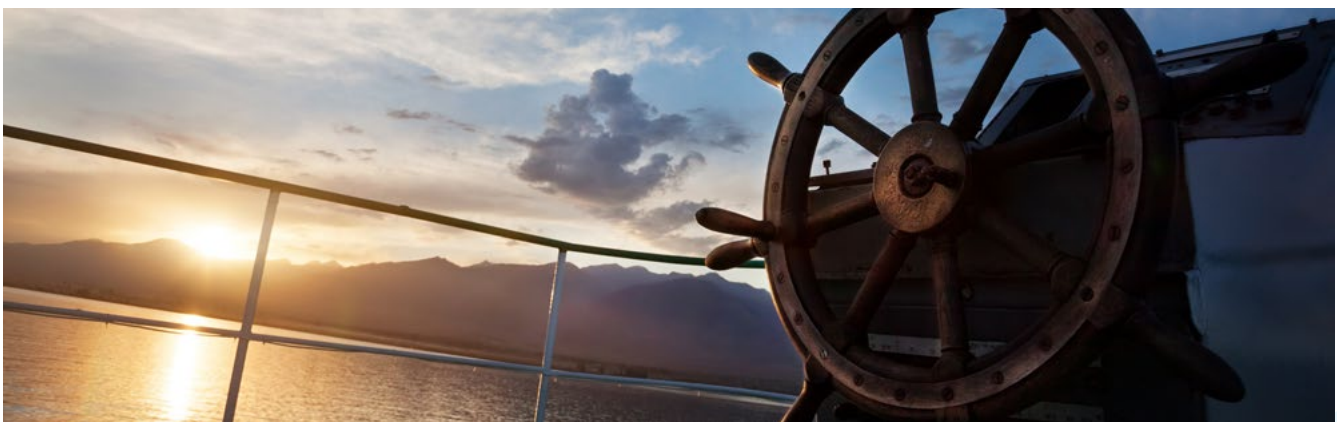
<div style="background:yellow;text-align:center">6.2. ANNUAL WORK PROGRAMME FICHES 2016</div>

ACTIVITY: IMPLEMENTATION OF JOINT DEPLOYMENT PLANS AND OPERATIONAL PLANS[23]

STAFF (0.5TAD, 3 TAST, 4 SNE)	OPERATIONAL BUDGET (185,000€)	ABMS €1,490,269

OVERVIEW OF THE ACTIVITY

Description: The successful implementation of the JDP and operational plans requires the activity of EFCA staff to ensure that the objectives regarding deployment of control means, cooperation and exchange of information between the competent authorities is ensured. It means the daily follow-up of the control activities, the availability of the information for the competent authorities and the participation of EFCA staff in missions to the Member States and to inspection missions organised by the JDP.

Added value: The added value of this activity is linked to coordinate the implementation of the JDP and the exchange of information, with the objective to promote level playing field and maximise the benefits of the control operations.

Challenges: Main challenges are linked with the need to establish and maintain an exchange of information between the Member States and ensure the permanent reception and availability of information for the common control activities. Another challenge comes from the need to specialise and form a team able to manage this activity in the reality of limitation of staff. A final one can come for new JDP areas/species added during 2016.

Link with Multiannual objectives:
- Assist Member States to cooperate so as to comply with the rules of the Common Fisheries Policy in order to ensure its effective and uniform application;
- Support the regional implementation of the Common Fisheries Policy (control) and in particular of the landing obligation;
- Support the Union in the international dimension of the CFP and the fight against IUU activities.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS

Coordinate the implementation of JDPs and Operational plans, including PACT regional projects by the Member States in EU waters, and provide input to the process of establishing a European Coastguard Capacity	• Regional JDPs and operational plans for 2016 in North Sea, Baltic Sea, Western Waters, Mediterranean Sea and Black Sea implemented
	• Joint campaign reports delivered
	• PACT regional projects implemented
	• Collaboration with FRONTEX, EMSA, SATCEN and other related agencies in the process of establishing a European Coastguard Capacity.
		• By JDP/operational plan
		  - Number of campaigns days per JDP
		  - Percentage of Control and inspection means deployed in accordance with the JDP schedule (% of total planned)
		  - Man/days in joint inspection teams
		• Availability of fishing vessels target list in Joint campaign in EU waters JDP
		• Number of campaigns coordinated from EFCA
		• Number of PACT operational plans implemented
			> 300
			90%
			
			75
			80%
			
			5
			
			1

Coordinate the implementation of the EU contribution to the International Control and Inspection Programmes in RFMOs (NAFO, NEAFC, ICCAT, GFCM)	• JDPs in International waters managed by NAFO, NEAFC ICCAT and GFCM implemented
	• Joint campaign reports delivered
		• VMS, ERS, EIR, FISHNET, JADE when applicable:
		  - Availability rate
		  - Connected MS rate for VMS/ERS/EIR
		  - Connected MS rate for FISHNET
		• User evaluation of the ERS, EIR and MARSURV applications, including at EFCA Operations coordination centre
		• Number of issued credentials for MARSURV
			96%
			100% per JDP
			75%
			< 10% non-satisfaction rate per JDP from participating MS
			
			≥1 login credential per coastal MS

Provide shared and cost effective data availability to Member States inspection and surveillance means in the JDPs and operational plans	• System availability rate for the real-time exchange of data, documents and information in relation to JDPs/operational plans • Improved operational monitoring capabilities for JDPs/operational plans • Management and use of tailored software applications (e.g. MARSURV) in different JDP/operational areas		

Multiannual index to be used as a trend for compliance evaluation purposes

- Number inspections and inspections with at least 1 suspected infringement by JDP
- Ratios for inspections with at least 1 suspected infringement detected by JDP

[23] Including relevant to EFCA regulation articles 7 and 15.

ACTIVITY: LEVEL PLAYING FIELD ENHANCEMENT		
STAFF (3.5TAD, 8.5TAST)	OPERATIONAL BUDGET (344,000€)	ABMS €2,397,709

OVERVIEW OF THE ACTIVITY

Description: This activity promotes level playing field by:
Promoting cooperation with Member States authorities and the European Commission to implement the fisheries control policy through the organisation of Regional Steering Groups to implement regional projects, including planning and assessment of JDP activities;
Assisting the European Commission and the Member States in their relations with RFMOs, and third countries, promoting the implementation of the control standards of the EU at international level in accordance with the working arrangements;
Assisting Member States authorities in their implementation of the control aspect of the Catch Certification schema including sharing of information, cross checking of data and exchange of experiences;
Assisting regional groups of Member States to implement the landing obligation.

Added value: The added value of this activity is linked to coordinate the implementation of the control policy at EU and international level, and promote the joint planning and evaluation of control activities, with the objective to promote level playing field and maximise the benefits of the control operations. Furthermore it levels the playing field between operators from inside and outside the EU.

Challenges: Main challenges are linked with the need to establish cooperation at regional level. It requires a proper knowledge of the situation and needs, of the activities and the production of sound planning and evaluation activities. EFCA should be an honest broker to facilitate coordination and cooperation.

Link with Multiannual objectives:
• Assist Member States to cooperate so as to comply with the rules of the Common Fisheries Policy in order to ensure its effective and uniform application;
• Support the regional implementation of the Common Fisheries Policy (control) and in particular of the landing obligation;
• Support the Union in the international dimension of the CFP and the fight against IUU activities.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Assist Member States and the European Commission in harmonising the application of the Common Fisheries Policy, including through PACT regional projects	· Assistance to Member States, including to Regional Bodies, and the European Commission in projects related to the implementation of the CFP, including PACT regional projects • Organisation and reports on the regional steering group meetings • Planning and assessment of the regional control operations, (JDP and operational plans) including PACT regional projects • Support to MS on pilot projects or ToR for evaluation of emerging technologies • Provide expertise on the control aspects in preparation of new or updating existing regulations upon EC request	• Planning of control operations delivered timely • Assessment reports 2015 delivered before 30 June 2016 • ID cards issued for new Union Inspectors where info and photos have been provided • Road map issued for PACT regional projects proposed by MS • Project evaluation or ToR delivered	Q4 100% 100% 100% 1
Provide assistance to the European Commission and the Member States in order to ensure uniform and effective application of the rules of Council Regulation (EC) No 1005/2008 and fight IUU fishing	• Mission preparation, on the spot visits and reports on evaluation missions in third countries • Analysis of catch certificates and processing statements • Organisation and reports on the IUU steering group meetings	• Number of evaluation missions in third countries • Percentage of planned mWissions completed • Number of mission reports issued • Number of catch certificates and processing statements analysed	4 100% 4 1500
Promote a level–playing field at EU level and vis-à-vis RFMO's and third countries	• Report of results of assistance in relation with third countries and RFMOs • Report on the implementation of the tasks delegated to EFCA in relation to RFMOs	• % of third countries to which EFCA assisted in comparison with EC requests • Implementation of the tasks delegated by the EC	100% 100%

ACTIVITY: PROGRAMMES, PLANS AND ASSESSMENT		
STAFF (3.5 TAD, 0.5 TAST, 1 CA)	OPERATIONAL BUDGET (185 000€)	ABMS €1,085,760

OVERVIEW OF THE ACTIVITY

Description: This activity foresees the common implementation of horizontal projects with Member States and the European Commission to promote level playing field in the field of landing obligation, administrative cooperation, risk analysis, coordination of control means, compliance trends and cost-effectiveness. The projects will establish common basis to be implemented at national or regional level, and will be used in the JDPs or operational plans. These projects may also be implemented in the international arena if requested by the EC.

Added value: The added value implies to promote compliance, cost-effectiveness and harmonisation of control methods in the EU. This is a contribution to level playing field. The use of common methods delivered by common projects reinforces the regionalisation process and the equal treatment to fishermen in the different EU areas.

Challenges: Main challenges are linked with the need to develop projects through cooperation and the implementation of the results via the JDPs or operational plans at regional level.

Link with Multiannual objectives:
• Support the regional implementation of the Common Fisheries Policy (control) and in particular of the landing obligation;
• Support the Union in the international dimension of the CFP and the fight against IUU activities;
• Support the European Commission, the European Parliament and the Member States in the proceedings of the expert group on compliance

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Promoting effectiveness and efficiency of control operations	• Implementation of the project on regional risk analysis • Implementation of a project to evaluate compliance trends and cost-effectiveness of control operations in a limited number of fisheries on request of the Members States • Support to the expert group on compliance. • Roadmap for standardisation of inspection procedures for landing obligation • Evaluation of the costs of JDPs and operational plans • Implementation of the landing obligation at a regional level	• JDPs/operational plans with a full regional risk analysis system established • Implementation of cost estimation model in JDPs • Methodology for compliance evaluation implemented in agreed specific fisheries • Risk management implemented for landing obligation • Road map for standardisation of inspection procedures delivered • Number of seminars/workshops organised	80% 100% 100% At least four regions By Q4 2
Promote an efficient coordination of the control activities	• Workshop for CCIC/ACC representatives • Report on MS procedures and requirements to be considered by Union inspectors when acting in waters of another Member State and follow-up	• JDPs/operational plans campaigns implemented following the best practices guide of EFCA • Project on MS procedures and requirements delivered by some regions	75% 2 regions
Assist the EC to cooperate with international organisations and third countries	• Assistance in establishing and/or maintaining a reliable control system on RFMOs on EC request • Organisation of exchange of inspectors on EC request	• International organisations to which EFCA assisted following EC requests	100%

ACTIVITY: DATA MONITORING AND NETWORKS		
STAFF (0.5TAD, 3 TAST, 4 SNE)	OPERATIONAL BUDGET (185,000€)	ABMS €1,490,269

OVERVIEW OF THE ACTIVITY

Description: To create a smart CCIC, the key component is the availability of data to all participating parties. For that reason, EFCA will develop, enhance and maintain the FIS, an integrated Fisheries Information System, derived from the Control Regulation and will include EFCA specific applications designed to support the coordination and training activities.

Added value: This activity will ensure a cost efficient and effective running of the JDPs and will support EFCAs streamlining of its operations enabling a remotely operated coordination of the campaigns and scalability if the number of SCIPs would increase.

Challenges: In order to gain operational efficiency, some investment in software application development, changes and maintenance are needed as well as IT-related infrastructural investment.

Link with multiannual objectives:
• Support the regional implementation of the Common Fisheries Policy (control) and in particular of the landing obligation;
• Align to the new provisions of the implementing rules of the Control Regulation, deliver and enhance the data management systems suite and architecture.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Develop and strengthen the skills, abilities, processes and resources that Member States need for the uniform application of the rules of the Common Fisheries Policy in the field of data monitoring and networks	• User-defined application IT tools for the provision of an integrated maritime awareness picture • Continue the development, enhancement, maintenance and integration of the EFCA ICT applications in support to operational activities	• EFCA applications developed, enhanced, upgraded and implemented according to planning	95%
Provide guidance and to facilitate the exchange of best practice for building capacities in the areas of data monitoring and networks	• Business cases delivered for assessment • IT contracts signed and implemented according to plan • Project Management Reports • Project Management Scoreboard • Provision of training support materials such as manual and exercises • Meeting documentation, minutes and reports • Implementation of the plan to move to "infrastructure as a service" approach • The possible deployment of EFCA servers in another hosting site.	• Meetings minutes prepared, and circulated along with all associated documents • Project Management Scoreboard	100% of the meetings shall be documented The progress of 100% of the ongoing projects in the DMN-section shall be monitored in a scoreboard
Contribute to the implementation of the EU IMP and the CFP, continuing cooperation in maritime affairs with Member States, the European Commission, relevant EU Agencies and external bodies	• Active participation and expert input in the CISE project, attendance to the TAG and associated project meetings • Effective information sharing and exchange of best practices in the framework of IMP and interagency cooperation • Effective exchange of information sharing with FRONTEX and EMSA[24]	• Participation to TAG meetings (CISE) • Attendance to inter-agency maritime workshops and seminars	60% attendance to meetings and seminars 60%
Further improve and develop the usage of external information sources not readily available at the Agency for fisheries control purposes in order to improve risk analysis, control and monitoring at EU level	• Align the EFCA data monitoring systems on the new implementing rules requirements where applicable • Provision with the EFCA EIR system to the interested Member States through service level agreements, feasibility studies of expanding the concept to other EFCA applications • CCIC maritime operational information available to the Member States • Participate in and follow research projects that explore the use of Earth Observation data	• User evaluation on availability of Maritime applications and tools at EFCA Operations coordination centre	> 90% satisfaction by participating MS

[24] For the data of the Member States that agree to sharing of data to Frontex for border control purposes in accordance with the Eurosur regulation (Regulation (EU) No 1052/2013) and with EMSA for the MARSURV service, and for those Member States that agree to share data for Search and Rescue purposes with EMSA.

ACTIVITY: TRAINING		
STAFF 0.5 TAD, 4.5 TAST, 1 CA)	OPERATIONAL BUDGET (394,000€)	ABMS €1,496,526

OVERVIEW OF THE ACTIVITY

Description: Provide regional training to Union inspectors, in particular in the framework of the JDPs, to Member State's officials on the IUU regulation and, upon the EC request, to third countries inspector services. Proactive implementation of the Core Curricula for trainers of inspectors and Union inspectors through e-learning. Updating of the Core Curricula to applicable regulatory changes.

Added Value: With common basic training programmes, a common reference for the training of inspectors will be established which will assist in the harmonisation of methodologies and execution of inspections in the Member States.

Challenges: In order to gain maximum effect the various projects need to be planned in a cooperative process, which may have an impact on the timeline.

Link with multiannual objectives:
- Provide training activities and training material in support of the effective and uniform application of the CFP based on the Core Curricula which will be kept updated.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS

Uniform and effective implementation of the CFP rules by Union Inspectors and MS control services	• Training of Union inspectors (before first deployment);
	• Advanced workshop(s) and best practice meetings for Member States Union inspectors (regional/national level)
	• Workshop and seminars for Member States IUU competent authorities
		• Percentage of Union inspectors concerned trained by EFCA
		• By region/JDP:
		  - Number of workshops and best practice meeting delivered
		  - Union inspectors attending workshops attendees satisfaction
		  - Percentage of EU-NAFO/NEAFC inspectors at sea trained
		  - Percentage of EU-ICCAT inspectors at sea trained
		• Training for MS on IUU:
		  IUU workshops and seminars satisfaction rate
			10%
			
			At least 1 by region
			
			Attendees satisfaction (good or very good) >80%
			
			50%
			
			50%
			
			Attendees satisfaction (good or very good) >80%

Establish a Union Inspector e-learning programme tailored to MS requirements	In concert with Member States: • Create a general e-learning course with descriptions and purpose for Union Inspectors before first deployment • Create specialised e-learning courses for Union Inspectors	• Number of e-learning courses	3 courses available on e-learning platform
Provide guidance and to facilitate the exchange of best practices for building MS capacities in the areas of training.	• Participation in Member States national IUU training seminars on request • Determine the needs of support from EFCA in Member State´s national training services	• Number of training seminars in MS upon their request • Number of MS providing feedback	4 50%
The use and application of Core Curricula in Member States in support of their national training activities	• Core Curricula update of existing manuals • Regionalised Core Curricula for Union inspectors	• CC courses implemented: - Number of MS using CC training material (Inspection at sea, Port inspection and General principles & specific types of inspection) • Updated/regionalised CC courses published: Inspection at sea and Port inspection	>80% of coastal MS over a period of three years (60% for 2016) Published by Q4
Assist the EC to cooperate with third countries	• Assistance to third countries in the development of inspection training programmes and/or training manuals for trainers on EC request • Assistance to third countries on request of the EC	• Development of a standard training e-learning course for basic fisheries inspection. • Number of missions on EC request[25]	100% 3
Multiannual index to be used as a trend for compliance evaluation purposes			
• Number of attendees to regional workshops by EFCA • IUU training sessions and seminars number of participants, including by e-training			

[25] Additional training and assistance missions to third countries might be submitted to the Administrative Board, pending a derogation to EFCA founding regulation to receive grants from the European Commission, and commensurate additional resources granted by DG Development and Cooperation (DEVCO).

ACTIVITY: GOVERNANCE AND REPRESENTATION – ABMS €1,044,229
ADMINISTRATIVE BOARD & ADVISORY BOARD
ADMINISTRATIVE BUDGET (62 000€)

ADMINISTRATIVE BOARD

OVERVIEW OF THE ACTIVITY

Description: The Administrative Board is the governing and controlling body of EFCA. It is composed of six members representing the European Commission and one representative per Member State.

Added value: The Administrative Board combines governance and expertise.

Challenges: To adapt EFCA strategy and priorities to a challenging context.

Link with multiannual objectives:
• Supporting an effective and efficient application of the Common Fisheries Policy and promoting a level playing field.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
As the main governing body of the Agency the forefront objective of the Administrative Board is to ensure the correct and effective functioning of the Agency	• Agency Administrative Board Decisions • Agency Multiannual work programme, Annual work programme and Annual Report • Adoption of the Budget and the Accounts • Adoption of the Multiannual Staff Policy Plan; Endorsement and/or support of the activities carried out by the Agency in the development of its mission • Annual Declaration of interest of the Administrative Board members submitted before the year end	• Number of Administrative Board meetings • Preparation and notification of the Board decisions in due course • Preparation and notification of the Board Agency Multiannual work programme, Annual work programme and Annual Report in due course • Preparation, adoption and notification of Budget and the Accounts in due course • Preparation, adoption and notification of Multiannual Staff Policy Plan in due course • Monitoring the submission to EFCA of Annual written declarations of interest of Administrative Board members to ensure a proper control of those declarations of interest and compliance with legal obligations	2 100% 100% 100% 100% 100%

ADVISORY BOARD

OVERVIEW OF THE ACTIVITY

Description: The Advisory Board is composed of one representative of each Advisory Council (AC) and was established by the Agency founding regulation to advise the Executive Director and to ensure close cooperation with stakeholders.

Added value: It provides valuable information to be considered in the Multiannual and Annual work programmes of the Agency and in the development and assessment of the Agency activities

Challenges: To keep the Executive Director abreast of the state of play of the different Advisory Council fisheries areas

Link with multiannual objectives:
• Supporting an effective and efficient application of the Common Fisheries Policy; Promoting a level playing field; Industry awareness.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Advise the Executive Director and to ensure close cooperation with stakeholders	Advisory Board advice regarding the Multiannual and Annual work programme of the Agency, containing the main concerns, needs and priorities of the stakeholders to be considered in the Agency field of action.	• Number of Advisory Board meetings • Advisory Board conclusions to be prepared, delivered and notified to the Advisory and Administrative Board in due course	2 100%

REPRESENTATION AND NETWORKS
ADMINISTRATIVE BUDGET (87.000€)

OVERVIEW OF THE ACTIVITY

Description: This expenditure embeds EFCA's representation and participation to external meetings.

Added value: It ensures accountability, transparency and exchange of good practice. The exchange of good practice promotes synergies with other EU institutions and bodies, favouring efficiency and effectiveness.

Challenges: To enhance synergies with other Institutions and bodies. To keep the EU institutions and bodies and general stakeholders informed on EFCA activities. To keep the Agency at the state-of-art technology.

Link with multiannual objectives:
• Ensuring accountability and transparency
• Optimising the available resources
• Simplification, scalability and streamlining.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Ensure Agency representation, cooperation, dialogue and transparency with other institutional bodies, EU agencies and third parties	• Attendance to relevant meetings for the Agency • Contribution to drafting positions in the field of the inter-agency working groups • Presentations and briefings delivered in the different meetings • Briefings and documents issued to inform the institutional bodies and third parties	• Rate of participation on the Heads of Agencies and Heads of Administration • List of meetings where EFCA has participated to be communicated to the Administrative Board	2 meetings Twice a year under the Information from the Executive Director provided to the Administrative Board during the Board meetings

COMMUNICATION	
STAFF (1 TAD)	ADMINISTRATIVE BUDGET (55 000€)

OVERVIEW OF THE ACTIVITY

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

Added value: To ensure that EFCA's stakeholders and target audiences understand the Agency's mission and positively perceive the Agency as a well-qualified operational and technical body which efficiently meets its objectives.

Challenges: As a European Union agency, given its physical distance with the seat of the main EU institutions, special attention needs to be placed to bridge this physical gap in terms of Communication. Using new technologies and new online tools for Communication purposes also implies challenges for a small agency like EFCA.

Link with multiannual objectives:
• By promoting a culture of compliance and industry awareness, the Agency assists the European Commission and the Member States for the implementation of the Common Fisheries Policy (control).

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Stakeholders: promote a culture of compliance with the rules of the Common Fisheries Policy by contributing to a climate of trust, confidence and accountability	• Stakeholders visits to the Agency • Raising awareness campaigns for stakeholders	• Number of visits to the EFCA by stakeholders • Publications produced • Number of visits to the EFCA website	6 2 4000 average external visits per month
General public: contribute to and support of the Communication Strategy defined by the European Commission in the field of the Common Fisheries Policy and in particular in the area of Control and Enforcement	• Ensuring the quality and timeliness of EFCA's website content and other online presence. • Stand, Agency staff presence, promotional material at the Seafood Exposition in Brussels ,the Maritime Day or other relevant fairs • Participation in EU activities on the CFP and particularly Control such as information seminars, press conferences or fairs as well as contributing to the dissemination of the EU project • Layout and distribution of the main publications of the Agency • Effective Communication tools available for trainings, visits, fairs, presentations, etc. • Strong media relations on the topics covered by the Agency by issuing press releases, having phone contact Main Agency supports apply the corporate visual identity • Communication of EFCA results on the Agency web site • Presence on EFCA social media networks: Facebook, Twitter and Linkedin	• Number of informative sessions where the EU/CFP is addressed with a local audience • Number of presentations to institutional actors • Meetings with all staff when relevant • Level of satisfaction with EFCA intranet	3 6 2 Satisfactory
Local public: foster the values of the European Union locally	• Organisation of a local event with vast institutional presence and media coverage • Organisation of visits of the local stakeholders to Agency office		
Institutional actors: raising awareness about the Agency's work and mission in general and ensure fluent information flow	• Presentations to EU stakeholders, especially those involved in EFCA work		
EFCA staff: keep staff informed and involved in EFCA's work	• Holding staff meetings after the Administrative Board meetings as well as when there are major developments within the EFCA • Keep updated a collaborative intranet which will boost communication • Organise social events that can favour cross-unit and informal communication (e.g. lunch time conferences…)		

HORIZONTAL TASKS			
STAFF (4,5 TAD, 7 TAST, 2 CA)			

Link with multiannual objectives:
- EFCA values, resources optimisation, accountability, transparency, Simplification, scalability and streamlining;
- Enhancements of EFCA ICT infrastructure, continuity and security for operational and corporate systems.

OBJECTIVES	DELIVERABLES	PERFORMANCE INDICATORS	TARGETS
Providing the support necessary for the administrative, financial and physical functioning of the Agency as an independent body.	**Resources coordination** • Continue with the e-Administration project already started in 2015 which will contribute to the greater efficiency in the administration • Follow up of the Common Approach roadmap implementation • Follow up on the IAS, ECA and IAC recommendations • Motivate synergies with other agencies in the administrative procedures	• Execution rate commitments appropriations • Execution payments appropriations • Percentage of payments done within the time limits • Percentage of planned procurements launched	98% >= 70% >95% >80%
To safeguard the financial interest of the EFCA and provide customer oriented services and advice to ensure the efficient planning and implementation of the budget.	**Finance, legal and procurement** • Financial Initiation of all financial transactions. • Verification of commitment and payment files. • Organising and executing transfers. • Providing forecasting, implementation and monitoring on budget execution. • Budget programming and Activity Based Budgeting • Reporting on budget programming and implementation • Follow up on the FR and RAP applicable • Year-end procedure and carry forward of appropriations • Contribute to the e-Administration project to achieve higher efficiency and reliability of information		
To assist having full compliance with all legal requirements in the operational and administrative fields.	**Procurement and Legal** • Coordinating procurement. • Advising on and verifying contracts and procurement procedures. • Providing legal advice to the Executive Director and the units. • Internal application of Data Protection Regulation.		
Ensuring the smooth functioning of the EFCA premises on a day to day basis, managing and coordinating ongoing services like reception, security, building maintenance etc.	**Logistics** • Managing facilities and support services of the Agency • Reduce number of transactions by better planning needs and monitoring resources • Keep optimal level of security and safety for EFCA staff and other users by applying adequate security and safety measures • Keep the ASSETS management updated and proceed to regular checks (Assets registration, physical tracking, declassification, etc) • Monitor the impact of the Agency on the environment, assess and compare with standards, improve or limit where possible		
To manage and follow up on all staff matters mainly in the areas salaries, entitlements of staff, career development, recruitment and organisational issues.	**Human resources:** • Manage staff selections, recruitments and departures • Manage rights and entitlements including salaries with PMO • Plan and organize training • Manage the traineeship scheme under the SLA with DG EAC • Coordinate the selection and the use of interim staff • Prepare the staff related budget • Follow-up on the development of Implementing Rules of the Staff Regulations and their implementation • Maintain the Personnel file, follow-up of the staff contracts, issue certificates for staff, job descriptions and organisational chart, update of the HR & me content on Intranet • Coordinate the annual appraisal and reclassification exercise • Follow-up on corporate credit card, Medical card, local health insurance, tuition measures • Arrange the annual medical examinations for staff	• Average vacancy rate (% of authorised posts of the annual establishment plan)	≤ 5%
To ensure innovative, high available, secure and cost effective ICT solutions to support the EFCA business processes and its internal/ external operational activities.	**ICT:** • Maintenance of IT infrastructure at EFCA • ICT Governance • Acquisitions of hardware and software • System maintenance • IT Security management • License handling for corporate and operational systems • Running of EFCA´s internal Service Desk • ICT Contract Management	• Availability rate of the environment/infrastructure on which the corporate applications are running	98%

Annex 1: Executive Director Key Performance Indicators (KPIs)

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

Annex 2: Multiannual Staff Policy Plan 2016-2018

Contents

1. The Agency's activities

The major change of the Agency's activities is the preparation of the implementation of the landing obligation, a salient new feature of the reformed Common Fisheries Policy (see chapter 5). Find a description of the general activities of the Agency in Annex 2 A).

2. Staff population and its evolution

2.1. Overview of all categories of staff

Staff population		Staff population actually filled in 31.12.2013 [26]	Staff population in EU Budget 2014 [27]	Staff population actually filled at 31.12.2014 [28]	Staff population in voted EU Budget 2015 [29]	Staff population in Draft EU Budget 2016	Staff population envisaged in 2017 [30]	Staff population envisaged in 2018 [31]
Officials	AD							
	AST							
	AST/SC							
TA	AD	22	22	22	22	22	23	23
	AST	30	31	30	30	29	26	25
	AST/SC							
Total [34]		**52**	**53**	**52**	**52**	**51**	**49** [35]	**48** [36]
CA GFIV								
CA GF III		2	2	1	2	2	2	2
CA GF II		3	3	3	3	3	3	3
CA GFI								
Total CA [37]		**5**	**5**	**4**	**5**	**5**	**5**	**5**
SNE [38]		3	4	2	4	4	4	4
Structural service providers [39]		5	7	8.6	8.7	8.7	8.7	8.7
TOTAL		**65**	**69**	**66.6**	**69.7**	**68.7**	**66.7**	**65.7**
External staff[40] for occasional replacement[41]		3		3.7				

[26] Offer letters sent should be counted as posts filled in with a clear reference in a footnote **with a number how many posts/positions it concerns**.
[27] As authorised for officials and temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).
[28] Offer letters sent should be counted as posts filled in with a clear reference in a footnote **with a number how many posts/positions it concerns.**
[29] As authorised for officials and temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).
[30] Figures should not exceed those indicated in the Legislative Financial Statement attached to the founding act (or the revised founding act) minus staff cuts in the context of 5% staff cuts over the period 2013-2017.
[31] *Ibid*.
[32] Included are 2 offer letters sent in 2013.
[33] Included is 1 offer letter sent in 2013.
[34] Headcounts
[35] Level can be reached only if unforeseen staff departures happen and subject to the conclusions of the Interinstitutional Working Group (IIWG).
[36] *Ibid*.
[37] FTE
[38] FTE
[39] **Service providers** are contracted by a private company and carry out specialised outsourced tasks of horizontal/support nature, for instance in the area of information technology. At the Commission the following general criteria should be fulfilled: 1) no individual contract with the Commission; 2) on the Commission premises, usually with a PC and desk; 3) administratively followed by the Commission (badge, etc.) and 4) contributing to the value added of the Commission.
[40] FTE
[41] For instance replacement due to maternity leave or long sick leave.

2.2. Establishment plan evolution 2014-2018

Establishment Plan 2014

The Establishment Plan 2014 maintained the changes of the previous plans and implemented a reduction by one AST post in order to comply with the need for a 5% reduction applying to cruising speed agencies.

The Communication (COM(2013) 519 final) from the Commission to the European Council and the Council on Programming of human and financial resources for decentralised agencies 2014-2020 of 10 July 2013 set further constraints for evolution of EFCA resources in the planning period to implement further staff reductions in the form of an annual 1% levy.

Subject to the conclusions of the Inter institutional Working Group (IIWG) between the European Parliament, the European Council and the European Commission, EFCA shall mirror the resulting authorised staff levels in its multiannual staff planning.

Evolution in 2014
No modifications have been made to the Establishment plan during 2014. In the recruitment planning one AST post was left vacant in order to be removed in 2015.

Establishment plan 2015
The Establishment plan includes the further reduction by one AST post (Total of posts 2015: 52) in order to comply with the need for a 5% reduction.

Establishment plans 2016-2018
The draft Establishment plans for 2016-2018 foresee the following measures:

- Reduction by one AST post in 2016 as final instalment of the 5% reduction to the level of a total of 51;

- Reduction by two AST posts in 2017 and one further AST post in 2018 to accommodate further staff cuts as set in the above mentioned Communication from the Commission;

- The establishment plans 2016 and 2017 foresee upgrades and anticipation of possible reclassification of staff:
  - 2016: one AD6 upgraded to AD7
  - 2017: one AD6 upgraded to AD7 and one AD7 upgraded to AD8;

- The establishment plan 2017 further foresees a conversion in view to adapt the Agency to the evolution of profiles needed in operational activities:
  - 2017: one AST9 post converted into AD8.

Category and grade	Establishment plan in EU Budget 2014		Modifications in 2014 in application of flexibility rule[42]		Establishment plan in voted EU Budget 2015		Modifications envisaged in establishment plan 2015 in application of flexibility rule[43]		Establishment plan in Draft EU Budget 2016		Establishment plan 2017		Establishment plan 2018	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
AD 16														
AD 15		1				1				1		1		1
AD 14														
AD 13		2				2				2		2		2
AD 12		2				2				2		2		2
AD 11														
AD 10		3				3				3		3		3
AD 9		6				6				6		6		6
AD 8		5				5				5		7		7
AD 7		1				1				2		2		2
AD 6		2				2				1				
AD 5														
Total AD		**22**				**22**				**22**		**23**		**23**
AST 11														
AST 10		7				7				7		7		7
AST 9		3				3				3		2		2
AST 8		3				3				3		3		3
AST 7		8				8				8		8		8
AST 6		2				2				2		2		2
AST 5		6				6				6		4		3
AST 4														
AST 3		2				1								
AST 2														
AST 1														
Total AST		**31**				**30**				**29**		**26**		**25**
AST/SC 6														
AST/SC5														
AST/SC4														
AST/SC3														
AST/SC2														
AST/SC1														
Total AST/SC		**0**				**0**				**0**		**0**		**0**
TOTAL		**53**				**52**				**51**		**49**[44]		**48**[45]

[42] In line with Article 32 (1) of the framework Financial Regulation, the management board may modify, under certain conditions, the establishment plan by in principle up to 10% of posts authorised, unless the financial rules of the body concerned allows for a different % rate.
[43] *Ibid.*
[44] Level can be reached only if unforeseen staff departures happen and subject to the conclusions of the Interinstitutional Working Group (IIWG).
[45] *Ibid.*

3. Annual staff-related expenditure in 2014, in absolute terms and as a percentage of the overall administrative expenditure

	Executed budget 2014[46] per source of revenue			Executed budget 2014[47] broken down by titles			
	EU Budget (1)	Other sources[48] (2)	Total (3=1+2)	Title 1[49] (4)	Title 2 (5)	Title 3 (6)	Total (7=4+5+6) (7=3)
Salaries & allowances (1)	6,083,892.35	0.00	6,083,892.35	5,695,101.54	271,545.09	117,245.72	6,083,892.35
of which establishment plan posts (officials, TA)	5,250,726.76		5,250,726.76	5,250,726.76			5,250,726.76
of which external personnel (CA, SNE and External staff for occasional replacement)	444,374.78		444,374.78	444,374.78			444,374.78
of which structural service providers	388,790.81		388,790.81		271,545.09	117,245.72	388,790.81
Other support/administrative expenditure (2)	3,049,221.68	0.00	3,049,221.68	221,787.05	1,234,347.67	1,593,086.96	3,049,221.68
Expenditure related to staff recruitment	11,596.86		11,596.86	11,596.86			11,596.86
Socio-medical infrastructure	21,657.23		21,657.23	21,657.23			21,657.23
Training costs	250,303.40		250,303.40	115,030.81		135,272.59	250,303.40
Mission costs	518,637.72		518,637.72	73,100.00		445,537.72	518,637.72
Information and publishing	75,390.94		75,390.94		37,867.11	37,523.83	75,390.94
Studies / Surveys / Consultations	27,836.20		27,836.20		27,836.20		
IT costs	830,797.51		830,797.51		335,990.37	494,807.14	830,797.51
Experts costs	81,564.06		81,564.06			81,564.06	81,564.06
Postage / telecommunications	71,082.04		71,082.04		71,082.04		71,082.04
Translation and interpretation costs	151,706.00		151,706.00		151,706.00		151,706.00
Meetings / Conferences / Receptions / Events	445,018.52		445,018.52	402.15	47,622.78	396,993.59	445,018.52
Auditing and evaluation	21,900.00		21,900.00		21,900.00		21,900.00
Running costs	222,880.80		222,880.80		222,880.80		222,880.80
Rental of buildings and associated costs	52,680.00		52,680.00		52,680.00		52,680.00
Research and Development / Innovation	0.00		0.00				0.00
Movable property and associated costs	140,824.32		140,824.32		140,824.32		140,824.32
Other (please specify)	125,346.08		125,346.08		123,958.05	1,388.03	125,346.08
% share of salaries, allowances expenditure (1)/(2)	67%	0%	67%	96%	18%	7%	67%
Other operational costs (3)							
TOTAL BUDGET (1)+(2)+(3)	9,133,114.03	0.00	9,133,114.03	5,916,888.59	1,505,892.76	1,710,332.68	9,133,114.03

[46] Final executed budget (in commitment appropriations) including carry-overs to 2015, EFTA and third and candidate countries contributions.
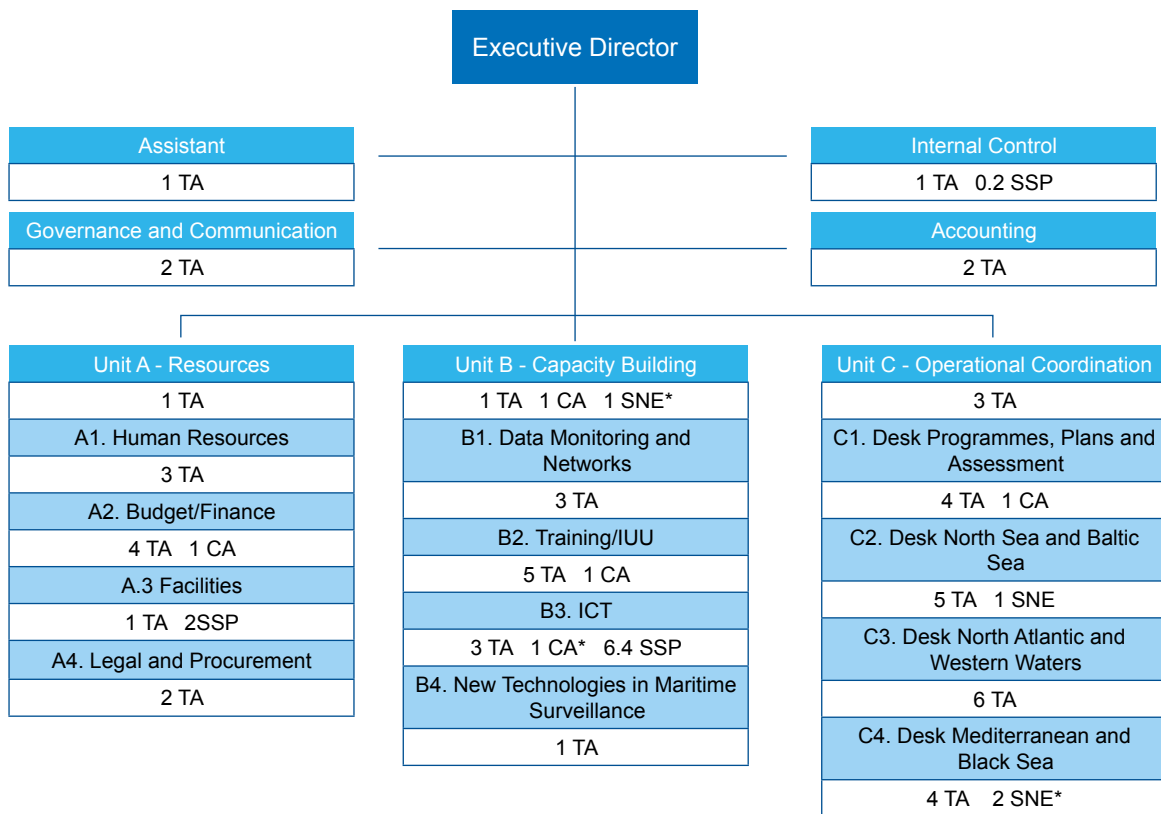[47] Ibid.
[48] Including i.e. fees, charges, industry associations and Member State contributions; if applicable please also specify below the table the sources of contribution.
[49] The total of figures presented under columns "Title 1", "Title 2"and "Title 3" should add up and equal the execution on each title of the budget.

4. Organisation and organizational chart at 31 December 2014

On 31 December 2014, the organizational chart of EFCA includes 53 Temporary agents (TA).

There are further 5 Contract agents (CA) positions whereof one is vacant and under recruitment, 4 Seconded National Experts (SNE) and 8.6 FTE of structural service providers including the Internal Audit Capability (IAC) based on a Service Level Agreement (SLA) with the European Maritime Security Agency (EMSA).

Executive Director

Assistant	Internal Control
1 TA	1 TA 0.2 SSP

Governance and Communication	Accounting
2 TA	2 TA

Unit A - Resources	Unit B - Capacity Building	Unit C - Operational Coordination
1 TA	1 TA 1 CA 1 SNE*	3 TA
A1. Human Resources	B1. Data Monitoring and Networks	C1. Desk Programmes, Plans and Assessment
3 TA	3 TA	4 TA 1 CA
A2. Budget/Finance	B2. Training/IUU	C2. Desk North Sea and Baltic Sea
4 TA 1 CA	5 TA 1 CA	5 TA 1 SNE
A.3 Facilities	B3. ICT	C3. Desk North Atlantic and Western Waters
1 TA 2SSP	3 TA 1 CA* 6.4 SSP	6 TA
A4. Legal and Procurement	B4. New Technologies in Maritime Surveillance	C4. Desk Mediterranean and Black Sea
2 TA	1 TA	4 TA 2 SNE*

* One vacant

5. Overview of the situation over the years 2016-2018

The future activities of EFCA are described in its Multiannual work programme (MWP) 2015-2019 and Annual work programme (AWP) 2015.

The MWP is reviewed and updated annually in order to have up-to-date objectives and priorities on a rolling 5-year planning period.

The MWP 2015-2019 focuses not only on major projects the Agency is planning in 2015, but also provides a more general overview of the activities planned on a multiannual basis in order to fulfil the mandate assigned to the Agency.

5.1. New tasks

The European Commission's definition of new tasks refers to an amendment to the founding regulation of the agency. This is not EFCA's situation and therefore the agency has no 'new' tasks, however a significant growth of tasks.

5.2. Growth of existing tasks

The new features of the Common Fisheries Policy (CFP) basic regulation entail a regional approach, a very significant change related to the obligation to land all catches and new international requirements. Consequently, the Member States and EFCA are already facing new tasks.

EFCA is currently adapting its business model in order to cope with a significant increase of species and fisheries in the European waters falling between 2015 and 2019 under the landing obligation. The support to the Member States and the European Commission in this new legal environment requires an enhanced coordination framework, an enhanced data management, the maintenance and management of the new data networking systems, the commensurate IT architecture and additional effort in term of a compliance evaluation and training of the Member States fisheries inspectors.

The article 30 of the Common Fisheries Policy basic regulation reads that "the Union, including through the European Fisheries Control Agency ("the Agency"), cooperate with Third countries and international organisations dealing with fisheries, including Regional Fisheries Management Organisations (RFMOs), to strengthen compliance with measures, especially those to combat IUU fishing, in order to ensure that measures adopted by such international organisations are strictly adhered to." In accordance with the action No 17 of the roadmap on the follow-up of the Common Approach of the European Parliament, the Council of the European Union and the European Commission on decentralised agencies, the Agency and the European Commission came to terms on working arrangements for the international activities of EFCA. EFCA has increasingly been requested to cooperate with Third Countries and International Organisations dealing with fisheries, including RFMOs. The Agency is mentioned as an observer in article 37 of the Common Fisheries Policy new basic regulation, which creates an expert group on compliance, and might be asked for more considering that it has already developed a specific methodology for assessment of compliance.

These tasks imply the potential need for additional staff that can be estimated at this stage as 3 additional FTE of AD personnel with an operational profile. However, no basis for resourcing for such an increase has been established. These additional resources have not been included in the tables of the establishment plans 2016-2018 under 2.1 and 2.2.

EFCA contributes significantly to the implementation of the new Common Fisheries Policy basic regulation[50]. Likewise, EFCA has been involved in the implementation of the Control Regulation (EC) No 1224/2009[51] which was completed with the Commission Implementing Regulation (EC) No 404/2011[52]. EFCA, whose mission statement embodies operational coordination and support of the

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[50] Regulation (EU) No 1380/2013.
[51] Council Regulation (EC) No 1224/2009 of 20 November 2009 establishing a Community control system for ensuring compliance with the rules of the Common Fisheries Policy, amending Regulations (EC) No 847/96, (EC) No 2371/2002, (EC) No 811/2004, (EC) No 768/2005, (EC) No 2115/2005, (EC) No 388/2006, (EC) No 509/2007, (EC) No 676/2007, (EC) No 1098/2007, (EC) No 1300/2008, (EC) No 1342/2008 and repealing Regulations (EEC) No 2847/93, (EC) No 1627/94 and (EC) No 1966/2006.
[52] Commission Implementing Regulation (EU) No 404/2011 of 8 April 2011 laying down detailed rules for the implementation of Council Regulation (EC) No 1224/2009 establishing a Community control system for ensuring compliance with the rules of the Common Fisheries Policy.

inspection activities of the Member States, has been required to develop the matching data management systems suite of the Control Regulation, in order to keep abreast of the Member States performance and maintain interoperability between the Member States themselves, and with the Agency. The volume of tasks has substantially increased although not accompanied by additional resources. To meet this increase in the face of resource constraints, the Agency has endeavoured to optimise its resources, by internal reorganisation, prioritising the activities included in its multiannual and annual work programme and looking for synergies[53] with other EU institutions. Considering the overarching objectives of compliance and level playing field, the Member States and the European Commission's expectations, the legal framework governing the EFCA activities and the resources available, the Agency will concentrate on the priorities as follows in 2015-2019:

Assistance to the European Commission and to the Member States for the implementation of the Common Fisheries Policy (control):

- Regional, multispecies and continuous JDPs based in SCIPs and International control and inspection schemes;

- Implementation of Operational Plans in accordance with article 15 of EFCA's founding regulation;

- Foster the proper conditions to improve the level playing field in offering a new and flexible cooperation concept to the Member States on the implementation of the control and enforcement requirements of the Common Fisheries Policy, *inter alia* in the areas of Training, methodologies, landing obligation regional control programmes etc.

- Support the Union in the international dimension of the CFP and the fight against IUU activities;

- Support the European Commission, the European Parliament and the Member States in the proceedings of the expert group on compliance.

Enhancement of capacity building instruments:

- Core Curricula for trainers of inspectors and for Union inspectors with E-Learning;

- Data management suite and architecture enhancement and integration;

- Enhancements of EFCA ICT infrastructure, continuity and security for operational and corporate systems;

Compensation for increased efforts associated with the above tasks may be accomplished along the lines as described under 5.3 and 5.4.

5.3. Efficiency gains

To achieve further efficiency gains EFCA has proposed in its MWP 2015-2019 and AWP 2015 a staggered prioritisation of tasks and commensurate internal "Rationalisation".

The resources for complying with ECFA priorities will be obtained by means of simplification, scalability and streamlining, through savings and benefits of EMFF for Member States, better mobilisation and profiling of EFCA staff, organisational adaptations, a move to e-administration and e-training and additional synergies with other agencies.

A significant level of rationalisation might be achieved through e-administration systems based on applications as Matrix, e-Prior, Sysper and ABAC additional services. EFCA has been simplifying its workflow for financial transactions in order to move the focus from ex-ante to ex-post verification for a significant number of transactions which have contributed to streamlining the allocated resources. Ongoing discussions with other agencies

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[53] Some synergies examples, *inter alia*: Internal Audit Capability function shared with EMSA, training and operational services exchange with FRONTEX, sharing of training activities, accounting workshops, exchange of plans and tender procedures with OSHA and Fusion for Energy, EFCA has joined multiple inter-institutional contracts with the Commission Services, etc., and standard SLAs.

might foster the conditions for resource saving synergies and/or better continuity in accounting, human resource management, procurement, legal advice and internal application of data protection regulation.

In operations, further efficiency gains can be made in line with a new business model where the number of days of operational mission will be decreased where possible and EFCA will revert to partly address training through e-Training seminars and sessions.

The resources and budget needed until now for the development of new courses in the Core Curricula will be partially available for other activities.

In Data management systems, the remodelling of EFCA data operational support will make resources more efficient and will liberate additional capacities. The hosting of EFCA data in an external environment in the framework of a service level agreement with EMSA is already an ongoing process.

The efforts for efficiency gains have been initialised and enhanced in 2014 and are going to be deployed in the coming years. Although their final impact volume is hard to predict and to quantify in FTE savings, the objective is maintained that effected gains at least would accommodate the sequence of post cuts during 2013-2016.

5.4. Negative priorities/Decrease of existing tasks

The Administrative Board will on an on-going basis discuss the relation between resources and tasks and, where necessary in concrete cases, decide on the downgrading of priorities.

During the Administrative Board (AB) meeting adopting the MWP 2015-2019 and AWP 2015 the Board members decided to prioritise EFCA tasks delivered in the EU water and set up thresholds for some international activities, e.g. cooperation with third countries and IUU audit evaluation missions; any additional request by the Commission or by MS will need to be subject to the AB approval.

5.5. Redeployment of resources in view of budgetary constraints

The reprioritisation of its objectives and redeployment of resources of EFCA in view of the budgetary constraints including 5 % staff cuts within the period 2013-2016 has been laid down in the planning of the MWP and the AWP. The AWP 2015 includes a restructuring of projects and an identification of resources attached to those.

This cross functional approach aims to fit the available workforce and competency towards the operational objectives in a more flexible manner. At the same time it may enable positive dynamics from learning effects and motivation by an optimised inclusion of staff to the endeavours, and to the extent possible under the given framework. As can be concluded from the previous points 5.1-5.4, EFCA is striving to stay within the budgetary constraints.

Redeployment in view of the budgetary constraints has been taken into account in the planning and organizational measures already undertaken since 2012. Independent of any potential increase in workload, the main determinant for reflection on staff evolution in this MSPP remains on accommodating the 5% cut.

Nevertheless, the programming of the Commission communication, which forsees a further reduction of staff levels for the years 2017 (minus 2 posts) and 2018 (minus 1 post) to a total level of 48 TA in 2018, will have to be adressed. A meeting of the Inter-institutional Working Group (IIWG) to look at the resource situation of each Agency on a case by case basis did not take place by September 2015. Therefore the current MSPP includes these reductions, which can be reached only if unforeseen staff departures happen, and without prejudice to any conclusion on budgetary constraints which may emanate from the Inter-institutional Working Group (IIWG).

EFCA focusses on the completion of the above mentioned 5% cut in 2016. Given the size of the Agency, this cut concerns 3 posts (5% of 54 = 2.7). The MSPP 2014-2016 had introduced a decrease by one TA which was implemented 2014. The MSPP 2015-2017 introduced (in line with the budget request) a further reduction by one TA post which was implemented 2015. A further post will be removed in 2016. In order to achieve this, two TA support posts have been cut in administration. Furthermore, one CA from administration has been redeployed to Capacity Building. The follow-on cut of one TA post in 2016 will be in an operational unit.

6. Staff policy followed by the Agency

6.1. Recruitment policy

The recruitment policy has been adjusted in 2014 in regard to additional measures regarding conflict of interest and transparency. More specifically,

- the requirement of declaration of any actual or potential conflict of interest prior to recruitment of new staff members was introduced in accordance with the new Article 11 of the Staff regulations, and

- the transparency of selection procedures was enhanced following the recommendations made by the European Ombudsman in April 2014 through informing applicants proactively of the names and functions of the members of the Selection committee.

The recruitment policy in regard to the recruitment of temporary and contract agents and the length of contracts remained unchanged in 2014. Please see a comprehensive description in the Annex 2.

In 2015 EFCA should adopt and implement new general implementing provisions for agencies regarding the procedure governing the engagement and use of temporary staff at agencies under Article 2(f) of the Conditions of Employment of Other Servants (CEOS) which specify the new rules for the selection and recruitment of temporary agents.

6.2. Benchmarking of the key functions in the agencies

The benchmarking of the key functions at EFCA was introduced in the MSPP 2014-2016 and has not been modified in the meantime. Please see the table in the Annex 1.

6.3. Appraisal of performance and promotion/reclassification.

The annual appraisal exercise in 2014 for the reporting period of the year of 2013 was implemented under the new Implementing provisions (Commission Decision of 16 December 2013 laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations).

The annual 2014 reclassification exercise was implemented under AB Decision No 11-W-07 of 16 September 2011 and was finalized by end of September 2014. The average numbers of years in grade of the reclassified staff were well above the lines for guiding average career of Annex IB of the Staff regulations.
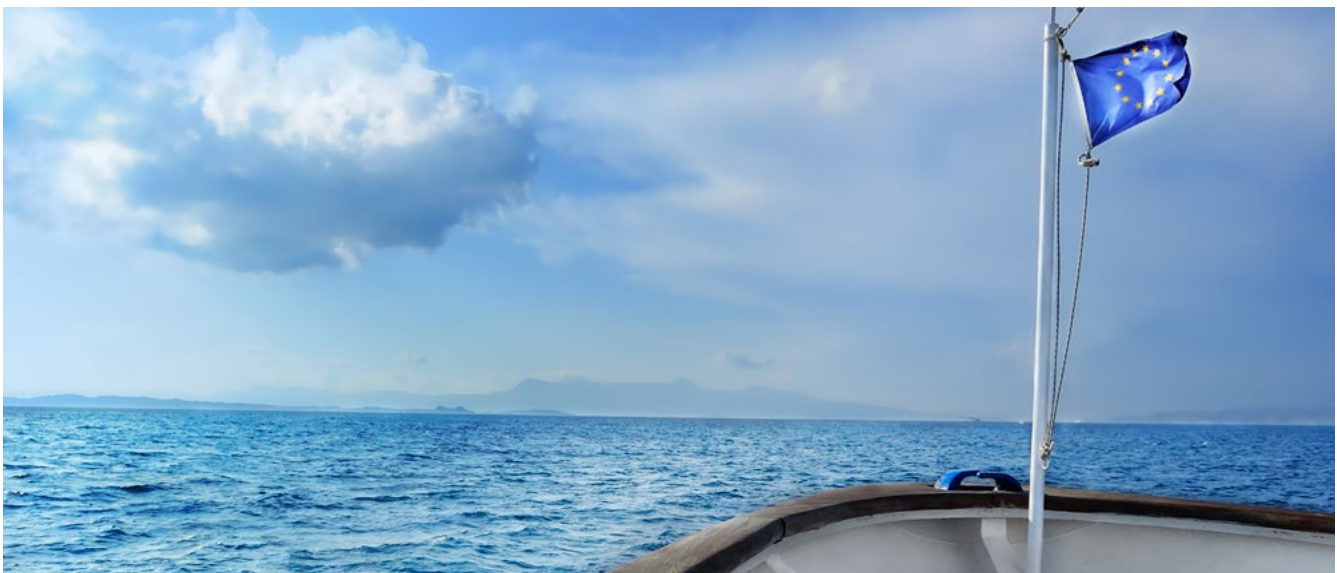
Reclassification of temporary staff/promotion of officials

Category and grade	Staff in activity at 1.01.2013		How many staff members were promoted / reclassified in 2014		Average number of years in grade of reclassified/promoted staff members
	officials	TA	officials	TA	
AD 16					
AD 15					
AD 14		1			
AD 13		2			
AD 12					
AD 11					
AD 10		1			
AD 9		3		1	4.45
AD 8		8			
AD 7		2		1	4.7
AD 6		3			
AD 5					
Total AD		**20**		**2**	
AST 11					
AST 10					
AST 9		5		1	7.00
AST 8		5			
AST 7		3		1	5.04
AST 6		2		1	4.79
AST 5		6		1	3.75
AST 4		5			
AST 3		2			
AST 2		2			
AST 1					
Total AST		**30**		**4**	
AST/SC6					
AST/SC5					
AST/SC4					
AST/SC3					
AST/SC2					
AST/SC1					
Total AST/SC		**0**		**0**	
Total		**50**		**6**	

Reclassification of contract staff

Function Group	Grade	Staff in activity at 1.01.201	How many staff members were reclassified in 2014	Average number of years in grade of reclassified staff members
CA IV	18			
	17			
	16			
	15			
	14			
	13			
CA III	12			
	11			
	10			
	9	2	0	
	8			
CA II	7			
	6			
	5	1	0	
	4	2	0	
CA I	3			
	2			
	1			
Total		**5**	**0**	

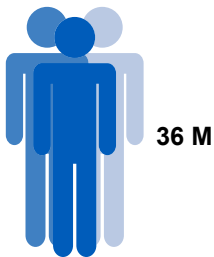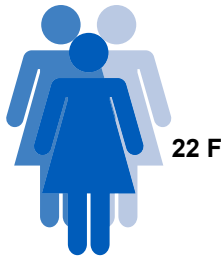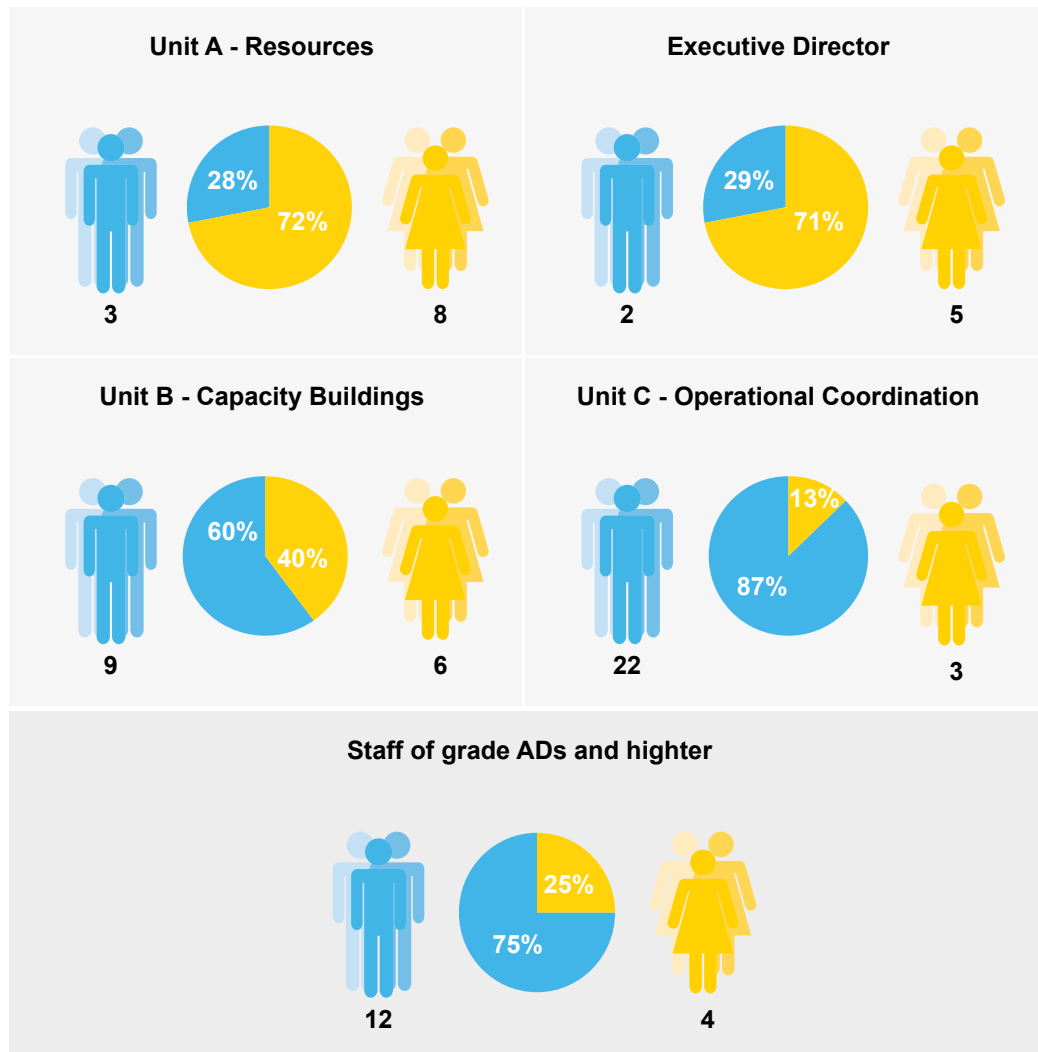## 6.4. Gender balance

The Agency promotes a policy of equal treatment and would aim to have an optimal gender balance among its staff. The Agency has an equal treatment statement included in each vacancy notice published.

EFCA employs 36 male and 22 female staff (including 2 male SNE). There is a majority of male staff employed in operational coordination, among experts coming from a traditionally male domain. On the other hand, there is a majority of female staff under the Executive Director and in Unit A - Resources.

The general balance amounts to a 38% female staff (including SNE). In the following illustration you can see the distribution of genders across the organisational units in absolute figures, including a balance for staff of grade AD8 and higher.

22 F

36 M

TA, CA, SNE
31/12/2014

Unit A - Resources

28%

72%

3

8

Executive Director

29%

71%

2

5

Unit B - Capacity Buildings

60%

40%

9

6

Unit C - Operational Coordination

13%

87%

22

3

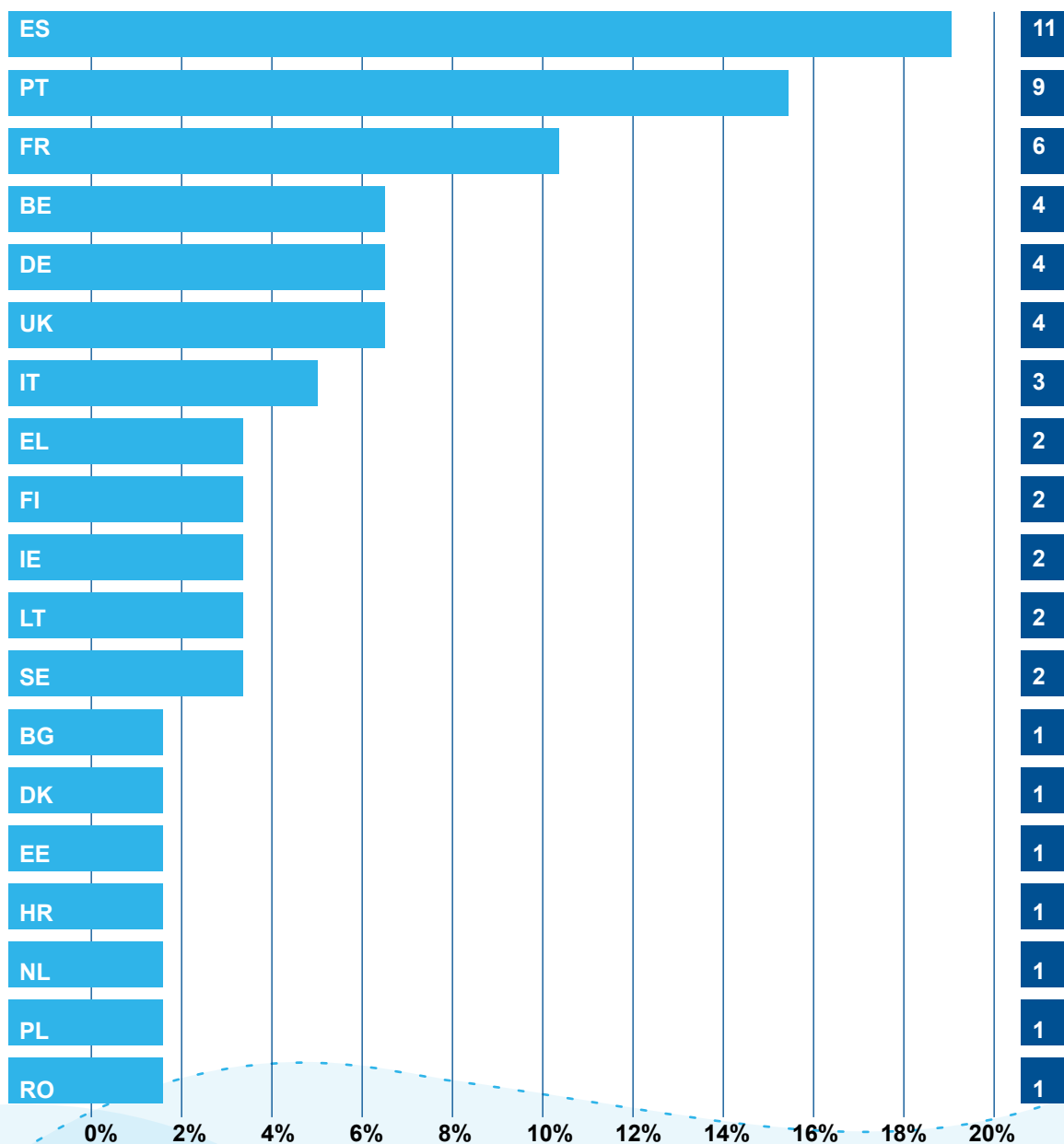### Staff of grade ADs and highter

25%

75%

12

4

6.5. Geographical balance

EFCA staff (including SNE) is composed of 19 nationalities. The quota of expatriates is 81%. In the following table you can see the distribution of temporary agents, contract agents and seconded national experts by nationality.

6.6. Mobility (internal mobility, between the agencies and between the agencies and the institutions)

Given the size and structure of EFCA, the number of opportunities for internal mobility is restricted. In 2014, one TA was recruited from the European Commission and one further TA was recruited from another EU agency.

EFCA Staff by nacionalities
(31/12/2014)

Nationality	Value
ES	11
PT	9
FR	6
BE	4
DE	4
UK	4
IT	3
EL	2
FI	2
IE	2
LT	2
SE	2
BG	1
DK	1
EE	1
HR	1
NL	1
PL	1
RO	1

In 2015 EFCA will adopt the general implementing provisions for agencies regarding the procedure governing the engagement and use of temporary staff under Article 2(f) CEOS which will specify the CEOS in more detail. Consequently, EFCA will set up the corresponding procedures for selection, recruitment and contracts to enable the application of the new provisions.

7. Schooling

The schooling situation at Vigo has not changed significantly in 2014. Please see a comprehensive description in the Annex 2.

8. State of play of implementing rules adopted by the agencies consistent with its staff policy

GIPs already in force before 1 January 2014 and not modified by the Staff Regulations modifications:

Until 2014, EFCA adopted Commission decisions by analogy as well as specific implementing provisions. The following implementing provisions were in place on 01/01/2014 and were not modified by the Staff regulations reform in 2014:

Reference to the Commission Decisions	Reference to the Staff Regulations
Commission decision C(2004) 1364	Art. 4 of annex VIII SR (Taking into account, for purposes of calculating pension rights, of periods of activity previously completed by staff before they resume active employment)
Commission decision C(2004) 1588	Art. 11 and 12 of Annex VIII SR (Transferring pension rights)
Commission decision C(2004) 1588	Art. 26 of Annex XIII SR (Transferring pension rights – transitional provisions)
Commission decision C(2004) 1588	Art. 22 (4) of Annex XIII SR (Purchase of additional pension rights)
Commission decision C(2004) 1364	Art. 67 SR and Art. 1(2)(d) of Annex VII SR (Household allowance)
Commission decision C(2004) 1364	Art. 2(4) of Annex VII SR (Persons to be treated as dependent children)
Commission decision C(2004) 1364	Art. 67 and 68 SR and Art. 1,2 and 3 of Annex VII SR (Family allowances to persons other than the official who have custody)
Commission decision C(2004) 1313	Art. 71 SR and Art. 11 to 13a of Annex VII (Guide to missions for officials and other servants)
Commission decision C(2004) 1318	Art. 1d (4) SR (Facilities for disabled persons)
Commission decision C(2004) 1597	Art. 59 and 60 SR and Art. 16, 59, 60 and 91 CEOS (Introducing IR on absences as a result of sickness or accident)
Commission decision C(2010) 7572	Art. 42a SR (Parental leave)
Commission decision C(2010) 7594	Art. 42b SR (Family leave)
EFCA Decision concerning rules as regards temporary occupation of management posts AB Decision No 13-W-06	Art. 7(2) SR (Temporary Managers)
EFCA Decision concerning middle management staff AB Decision No 13-W-05	Art. 2, 4, 5, 7, 29, 44 SR (Middle Management Staff)
EFCA Decision concerning the appraisal of the Executive Director AB Decision No 09-II-06 (1)	Art. 43 SR and Art. 15(2) (Appraisal of the Executive Director)
EFCA Decision concerning the procedures governing the engagement and the use of temporary agents at EFCA AB Decision No 09-II-06(2)	Title I and II CEOS (Engagement and use of temporary agents)
EFCA Decision on the annual reclassification exercise AB Decision No 11-W-07	Art. 10(3) CEOS (Reclassification of temporary agents)

GIPs applying by analogy by 1 October 2014

With the new Staff regulations in 2014, most of the general implementing provisions needed to be adapted, adopted and subsequent changes implemented. Further, the reformed Article 110 of Staff Regulation specifies a new procedure for adoption.

Since certain decisions were needed to be in place already as from early 2014 the Commission adopted them on 16 December 2013 and thereafter notified them to the agencies.

EFCA decided to apply by decision of its Administrative Board No 14-W-01 of 13 March 2014 the following Commission decisions of 16 December 2013 by analogy. In addition, the Standing Working Party of decentralised agencies with the support of the Commission (DG HR) is also preparing model decisions that will better fit with agencies peculiarities:

Reference to the Commission Decisions	Reference to the Staff Regulations
Commission Decision laying down general provisions giving effect to Article 8 of Annex VII to the Staff Regulations C(2013) 8987	Article 8 of Annex VII to the SR (Travel expenses)
Commission Decision repealing Commission Decision of 28.4.2004 adopting General implementing provisions on the early retirement of officials and temporary agents without reduction of pension rights (C(2004) 1588 final/5) C(2013) 9039	Article 9 of Annex VIII to the SR and Article 39 of the CEOS (Early retirement)
Commission Decision laying down general provisions for implementing Article 43 of the Staff Regulations and implementing the first paragraph of Article 44 of the Staff Regulations on Art. 43 and 44 C(2013) 8985	Article 43 of the SR and the first paragraph of Article 44 of the SR (Appraisal)
Commission Decision laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement C(2013) 8970	Article 32 of the SR (Classification in step on appointment or engagement)
Commission Decision on general implementing provisions on granting the education allowance (Article 3 of Annex VII to the Staff Regulations) C(2013) 8971	Article 3 of Annex VII to the SR (Education allowance)
Commission Decision on leave C(2013) 9051	Articles 57, 58 and 61 of the SR and Annex V thereto, and Articles 16 and 91 of the CEOS (Leave)
Commission Decision on maternity leave and maternity pay for women whose maternity leave begins before the end of their contract (Articles 17 and 91 of CEOS) C(2013) 9020	Articles 17 and 91 of the CEOS (Maternity leave and maternity pay)
Commission Decision on Article 55a of the Staff Regulations and Annex IVa thereto concerning part-time work C(2013) 9046	Article 55a of the SR (Part time work)
Commission Decision on laying down general implementing provisions to Article 7(4) of Annex VII to the Staff Regulations on determining the place of origin C(2013) 8982	Article 7(4) of Annex VII to the SR (Place of origin)
Commission Decision on working time C(2013) 8995	Articles 1(e) and 55 of the SR and Articles 16 and 91 of the CEOS (Flexitime and working time)
Commission Decision on General Implementing Provisions on removal expenses (Article 9 of Annex VII to the Staff Regulations) C(2013) 9040	Article 9 of Annex VII to the SR (Removal expenses)

By decision of the Administrative Board No 14-W-04 of 18 July 2014 the following Commission decisions have been adopted:

Reference to the Commission Decisions	Reference to the Staff Regulations
Commission Decision on Working Time C(2014) 2502	Article 55 of the SR, Article 16 and 91 of the CEOS (Working time)
Commission Decision on general provisions for implementing Article 87(1) of the Conditions of Employment of Other Servants of the European Union and implementing the first paragraph of Article 44 of the Staff Regulations C(2014) 2226	The first paragraph of Article 43, Article 44 of the SR, Article 3a and 92 of the CEOS (Appraisal Contract Agents)
Commission Decision amending the Commission Decision of 3 May 2013 laying down general provisions for implementing Article 87(3) of the Conditions of Employment of Other Servants of the European Union C(2014) 2222 Commission Decision of 3 May 2013 laying down general provisions for implementing Article 87(3) of the Conditions of Employment of Other Servants of the European Union C(2013) 2529	Article 45(1) of the SR Article 3a, 82(3), 87(3) of the CEOS (Reclassification of Contract Agents)
Commission Decision amending Article 7 (5) and (7) of Commission Decision C(2009) 10224 of 18 December 2009 concerning the implementation of teleworking in Commission departments from 2010 to 2015 C(2013) 9045 Commission Decision of 18 December 2009 concerning the implementation of teleworking in Commission departments from 2010 to 2015 C(2009) 10224	Article 55, second paragraph of the SR (Teleworking)

Further, the following 12 Commission decisions as notified on 17 December 2013 entered automatically into force on 1 October 2014:

Reference to the Commission Decisions	Reference to the Staff Regulations
Commission Decision laying down general provisions for implementing Article 45 of the Staff Regulations C(2013) 8968	on Art. 45 of the SR (Promotion)
Commission Decision on type of posts and post titles C(2013) 8979	Art. 5 of the SR and Annexes I and XIII of SR (Type of posts and post titles)
Commission Decision amending Commission Decision of 2 March 2011 on the general provisions for implementing Article 79(2) CEOS C(2013) 8967	Article 79(2) CEOS (Contract Agents)
Commission Decision on measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the European Union C(2013) 9054	Art. 15, 37 and 40 SR and Art. 11, 17 and 88a of the CEOS (Unpaid leave)
Commission Decision on outside activities and assignments C(2013) 9037	Art. 1c, 11 (2), 11a, 12, 12b, 15 (2), 16, 17, 17a, 19, 55 (1), Art. 13 and 44 of Annex VIII of the SR and Art. 11, 16, 54, 57, 81 and 91 of the CEOS (Outside activities)
Commission Decision repealing rules for implementing the attestation procedure C(2013) 9022	Article 10(3) of Annex XIII of the SR (Attestation procedure)
Commission Decision on policies for the engagement and use of temporary agents C(2013) 9049	Article 2(a)-(d) of the CEOS (Use of TA)
Commission Decision on reimbursements due to officials assigned to non-member countries C(2013) 8990	Annex X of the SR (Reimbursement officials assigned non-EU)
Commission Decision on the maximum duration for the recourse to non-permanent staff C(2013) 9028	Articles 2 and 88 of the CEOS (Maximum duration for the recourse to non-permanent staff)
Commission Decision on rules for the implementation of housing policy in EU delegations C(2013) 8965	Annex X of the SR (Housing policy)
Commission Decision on living conditions C(2013) 9032	Annex X of the SR (Living conditions)
Commission Decision on home leave C(2013) 9035	Art. 7 of Annex V of the SR (Home leave) (Home leave)
Commission Decision on management of rest leaves C(2013) 9027	Annex X of the SR (Rest leave)

GIPs for which the Agency asked for derogation waiting for model decision by the standing working party (ex ante decisions):

There are no decisions for which the Agency asked for derogation.

GIPs for which the Agency asked for an opt-out (typically rules not applicable to the agency):

There are no decisions for which the Agency asked for an opt-out.

GIPs submitted to DG HR before or after 1 January 2014 and pending result:

EFCA has submitted two projects for the adoption of further Implementing provisions on staff policies: (1) the draft decision on rules on the policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment and (2) the draft decision on rules laying down the General Implementing Provisions on the Conduct of Administrative Inquiries and Disciplinary Procedures. The latter has been revised following the recommendations made by the EDPS after prior-checking and re-submitted to the Commission in December 2014.

Annex 1: Benchmarking of the key functions

The benchmarking of the key functions was introduced in the MSPP 2014-2016

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Key functions (examples)	Type of contract (official, TA or CA)	Function group, grade of recruitment (or bottom of the brackets if published in brackets)	Indication whether the function is dedicated to administration support or policy (operational)
CORE FUNCTIONS			
Head of Department (please identify which level in the structure it corresponds to taking the Director as level 1)	Not applicable		
Head of Unit (please identify which level in the structure it corresponds to taking the Director as level 1)	TA Level 2	AD9	Operational
Head of Sector (please identify which level in the structure it corresponds to taking the Director as level 1)	TA Level 3	AD7	Operational
Senior Officer	TA	AD7	Operational
Officer	TA	AD6	Operational
Junior Officer	TA	AD5	Operational
Senior Assistant	TA, CA	AST10-11	Support
Junior Assistant	TA, CA	AST1, FG II	Support
SUPPORT FUNCTIONS			
Head of Administration	TA	AD11	Support
Head of Human Resources	Not applicable		
Head of Finance	Not applicable		
Head of Communication	Not applicable		
Head of IT	Not applicable		
Senior Officer	TA	AD7	Support
Officer	TA	AD6	Support
Junior Officer	TA	AD5	Support
Webmaster- Editor	Not applicable		
Secretary	TA, CA	AST/SC1-2, FG II	Support
Mail Clerk	Not applicable		
SPECIAL FUNCTIONS			
Data Protection Officer	TA	AD6	Support
Accounting Officer	TA	AD9	Support
Internal Auditor	Not applicable		
Secretary to the Director	TA	AST4	Support

A. The Agency's activities

As referred to in Chapter 1, the EFCA's founding regulation and current mission have not been and will not be modified significantly. Please see below a comprehensive description.

Founding Regulation and current mission

The European Fisheries Control Agency (EFCA) is a European Union body established in 2005 to organise operational coordination of fisheries control and inspection activities by the Member States and to assist them to cooperate so as to comply with the rules of the Common Fisheries Policy in order to ensure its effective and uniform application. EFCA commenced its operations in 2007 and was relocated in 2008 to its official seat in Vigo, Spain.

The Agency has been established to strengthen the uniformity and effectiveness of enforcement by pooling national means of fisheries control and monitoring resources and coordinating enforcement activities. This operational coordination helps to tackle the shortcomings in enforcement resulting from the disparities in the means and priorities of the control systems in the Member States.

The Agency's mission is to promote the highest common standards for control, inspection and surveillance under the Common Fisheries Policy. It is managed by its

Executive Director without prejudice to the competencies of the Administrative Board.

In this sense and in accordance with Article 3 of Council Regulation (EC) No 768/2005 of 26 April 2005 establishing EFCA, as amended by Regulation (EC) n°1224/2009, the mission of the Agency in detail is *inter alia*:

a. To coordinate control and inspection by Member States relating to the control and inspection obligations of the EU;

b. To coordinate the deployment of the national means of control and inspection pooled by the Member States concerned in accordance with this Regulation;

c. To assist Member States in reporting information on fishing activities and control and inspection activities to the Commission and third parties;

d. In the field of its competences, to assist Member States to fulfil their tasks and obligations under the rules of the Common Fisheries Policy;

e. To assist Member States and the Commission in harmonising the application of the Common Fisheries Policy throughout the EU;

f. To contribute to the work of Member States and the Commission on research into and development of control and inspection techniques;

g. To contribute to the coordination of inspector training and the exchange of experience between Member States;

h. To coordinate the operations to combat illegal, unreported and unregulated (IUU) fishing in conformity with EU rules;

i. To assist in the uniform implementation of the control system of the Common Fisheries Policy, including in particular:

• Organisation of operational coordination of control activities by Member States for the implementation of specific control and inspection programmes, control programmes related to illegal, unreported and unregulated (IUU) fishing and international control and inspection programmes;

• Inspections as necessary to fulfil the Agency's tasks in accordance with Article 17a.

As mentioned in the main body at paragraph 5.1 the Common Fisheries Policy new basic regulation (EU) n°1380/2013 installed new tasks for EFCA. EFCA also has a specific mandate granted by the Council of the European Union for NEAFC[54] and NAFO[55].

EFCA intervention scheme is based on the enforcement cycle stressing on the fact that the Member States are responsible for the prosecution in accordance with the TFEU and are to provide the surveillance and inspection platforms. EFCA is empowered to charter additional assets in accordance with its work programme as far as its budget allows. EFCA objective of improving the compliance with the Common Fisheries Policy legal corpus and achieving a level playing field in a cost effective way is conveyed through the Joint Deployment Plan. Beyond the permanent risk analysis, the planning of operations, the coordination and tasking of assets, EFCA contributes also to the improvement of the compliance and sustainability in developing core curricula and data management systems and delivering training to fisheries inspectors.
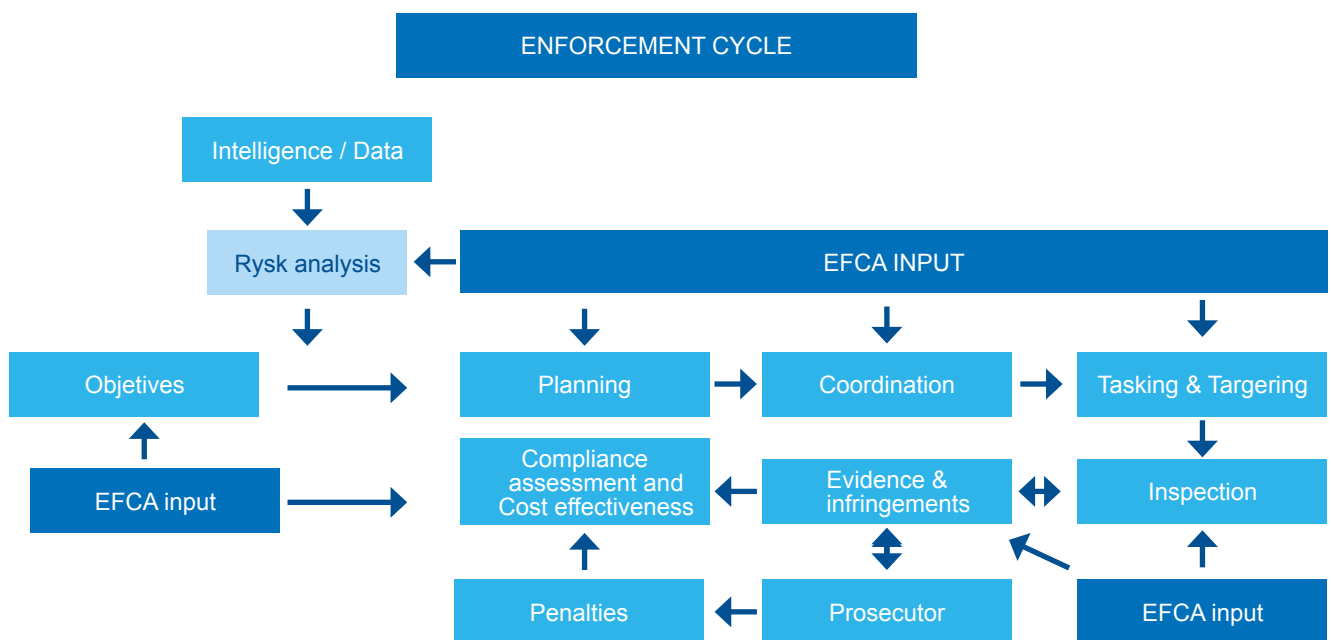
[54] North East Atlantic Fisheries Commission.
[55] North Atlantic Fisheries Organisations.

B. Recruitment policy

(Reference to Chapter 6.1)

The following recruitment policy has remained unchanged since the previous MSPP and is described in the following.

Officials

The Agency has not foreseen post of officials.

Temporary agents

Type of key functions: The table below is an overview of types of Temporary Agents in relation to their function in the framework of the Agency's activities and objectives.

Temporary Agents	
Function / Job title	**Profiles and tasks**
Executive Director	Legal representative of the Agency developing and executing the Agency's strategic activities in accordance with its mission.
Head of Unit (middle management)	(Unit A) Management of horizontal support activities ensuring the sound management of EFCA.
	(Unit B) Management of capacity building supporting control and inspection infrastructure and developing the human potential.
	(Unit C) Management of operational coordination facilitating an uniform and effective application of the CFP rules through the accomplishment of the objectives and benchmarks of the Specific Control and Inspection Programmes and the International Control and Inspection Schemes.
Deputy Head of Unit	Supporting, Deputising or temporarily replacing the Head of Unit in functions as predefined in the job description or as instructed. Providing coordination and expertise to the activities and objectives of the unit or/and to a specific area of activities ensuring effective day to day management and business continuity.
Desk Manager, Senior Administrator	Providing coordination and expertise to the activities and objectives of a section, desk or a specific area of activities and ensuring effective day to day management and business continuity reflecting a higher level of complexity or a broader context. To contribute to the elaboration of joint deployment plans and to coordinate control, inspection and surveillance activities by national authorities under the relevant joint deployment plan.
Senior Coordinator, Senior Assistant	Coordinating inspections and control activities define and implement quality standards and timelines according to programmes and performing related tasks that require specific expertise and skills or professional experience of an higher level. Participate in the operational coordination of control, inspection and surveillance activities under the relevant joint deployment plan and assist to the elaboration and implementation and follow up of this joint deployment plan. Replace the desk manager in case of absence including in its function as chairman of the steering group. Providing Coordination and Expertise to the activities and objectives of a section, desk or a specific area of activities or expertise and ensuring effective day to day management and business continuity. Performing clerical duties, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, supervision of services, other equivalent tasks reflecting a higher level of complexity.
Coordinator, Assistant	Coordinating inspections and control activities define and implement quality standards and timelines according to programmes and performing related tasks that require specific expertise and skills or professional experience. Participate in the operational coordination of control, inspection and surveillance activities under the relevant joint deployment plan and assist to the elaboration and implementation and follow up of this joint deployment plan. Performing clerical duties, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, supervision of services, other equivalent tasks reflecting a higher level of complexity.
Administrator	Providing Coordination and Expertise to the activities and objectives of a section, desk or a specific area of activities or expertise and ensuring effective day to day management and business continuity.
Assistant	Performing clerical duties, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, supervision of services, other equivalent tasks.

Selection procedure and recruitment: Recruitment of temporary and contract agents follows the rules of the Staff Regulations and the Conditions of Employment of Other Servants (CEOS) and is in line with the General Implementing Provisions (GIP) for the engagement and the use of TA at EFCA adopted (09-II-06(2)) on 15 October 2009 and applicable as of 1 January 2010. These provisions specify in more detail the rules of the Staff regulations on selection and recruitment, entry grades and contract prolongation and follow the standards for EU Agencies. They include the policies on procedures, transparency, selection requirements and cooperation with European Personnel Selection Office (EPSO).

The reform of the Staff regulations in 2014[56] introduced modifications on the use of TA. EFCA will adopt in 2015 new implementing provisions regarding TA 2(f) which will replace the above mentioned provisions and specify details on recruitment, contracts and mobility.

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

The selection procedure generally includes the following steps:

- Nomination of the Selection Committee performing the selection which includes representatives of the Agency as well as staff representatives;

- Publication of a vacancy notice on the website of the Agency and on the EPSO website, including the job description, eligibility and selection criteria, the duration of the contract and the grade and other terms of reference for the selection;

- Preparation of the assessment by the Selection Committee;

- Pre-selection of candidates for interviews;

- Post-screening (prior invitations) of applications against the eligibility criteria by the HR Section;•

- Interviews with assessment of candidates, including written tests;

- A short list of the most suitable candidates will be proposed by the Selection Committee to the ED, who will decide to adopt a reserve list of candidates to whom job offers may be made.

Length of contracts: The Agency employs its Temporary agents on long term employment, on 3 years' contracts with the possibility of extension for 3 further years and conversion of these contracts into indefinite contracts at the second extension. With exception of the post of the Executive Director which is a short term contract as it is limited to 5 years with the possibility of a 5 years' extension, the Agency uses long term assignments for Temporary Agents.

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

Contract agents

Type of key functions: The below table is an overview of types of Contract agents in relation to their function in the framework of the Agency's activities and objectives.

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[56] Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013.

Contract Agents		
Function group	Job title	Profiles and tasks
Function group I	Administrative Agent	Manual and administrative support service tasks, implementation of routines, logistical and organisational tasks related to the efficient functioning of the Agency. The tasks are performed under the supervision of temporary staff.
Function group II	Administrative Assistant, Secretary	Clerical and secretarial tasks, office management, preparation and evaluation of dossiers in the respective domain with financial impact, execution and procedures and control of formalities, and other equivalent tasks. The tasks are performed under the supervision of temporary staff.
Function group III	Executive Assistant	Executive tasks, drafting, accountancy, administrative and financial support and other equivalent tasks reflecting an higher level of complexity compared to function group II, and entailing, as relevant, the interpretation of applicable rules and general instructions, assessment of the needs to be met and proposal for actions to be taken. The tasks are performed under the supervision of temporary staff.
Function group IV	Assistant Administrator	Administrative, scientific or technical planning, advisory, supervisory and project management-related tasks or other tasks equivalent to the duties of an administrator, excluding formal management functions and responsibilities. The tasks are performed under the supervision of temporary staff.

Selection procedure and recruitment: Selection procedures for Contract Agents follow the same terms as those for temporary agents.

Length of contracts: The Agency uses Contract agent contracts to assign specified tasks and projects on long and short term. The assignment of a Contract Agent function for long or short term duration will depend on the area and nature of the duties assigned in the context of the Agency´s objectives and service requirements. Project related tasks will e.g. relate to short term assignments. Contracts may be concluded for a period between 3 months to 2 years. They may be extended for another period between 3 months and 2 years and converted into indefinite contracts at the second extension in accordance with the Conditions of Employment of Other Servants (CEOS).

Seconded national experts[57]

Seconded National Experts (SNE) carry out tasks for the development of activities in the context of the predetermined work programme and supporting EFCA's general objectives. Their tasks may include participating in the implementation of campaigns, joint deployment plans or/and IUU plans, participation in training and missions to evaluate data and reports, participation in the development of data monitoring systems, to enhance certain fields of expertise and/or methods for data processing and other areas.

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

Structural service providers[58]

EFCA makes use of structural service providers (SSP) to optimise the allocation of its resources. SSP can provide certain professional skills to achieve specific objectives and are flexible to apply. Although estimations in the multiannual staff planning are made for the next 3 years, the actual forward planning is naturally of a shorter horizon and can be adjusted.

EFCA applies structural service providers (SSP), mainly for ICT services, however also for administrative support. Services for ICT helpdesk, reception and logistic duties

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[57] NB SNEs are not employed by the Agency.
[58] NB Structural service providers are not employed by the Agency.

are performed under service contracts based on tender procedures and on specified duration.

EFCA's internal audit function also is categorized as SSP. A service level agreement with European Maritime Safety Agency (EMSA) is in place which is automatically prolonged each year to provide this service.

C. Schooling

(Reference to Point 7 of the MSSP)

The possibility of a school accredited to the European School system is continuing to be explored by the Agency as this is considered as the most suitable long term solution for the schooling of Staff members' children. To this end, it is necessary to designate a school which will be proposed by Spain for accreditation to the European School system. Furthermore, the school to be accredited has to meet requirements stipulated by a multilingual and multicultural European Curriculum, recognized by the System of European Schools. For the time being this school has not been proposed by Spain. This solution is unlikely to be achieved in the short term.

In the absence of this longer term solution that would provide appropriate international or European schooling and curricula, the Agency maintains since 2009 a scheme for provision, of tuition in mother-tongue languages and supplementary support for Spanish and English (AB Decision 13-W-07 of 11 November 2013). The scheme has been successfully run by the schools and well received by parents and children alike. Further, the Galician Government confirmed in 2013 that a period of 2 years of exemption from Galician language for children is being granted in order to facilitate integration of expatriate children in the local schools.