

Food Certification International Ltd

Findhorn House
Dochfour Business Centre
Dochgarroch
Inverness IV3 8GY
United Kingdom

T: +44(0)1463 223 039
F: +44(0)1463 246 380



Thursday 13 February, 2014

DFPO Denmark North Sea, Skagerrak & Kattegat hake

Marine Stewardship Council Certification

Certification Body: Food Certification International Ltd

Nominations for Assessment Team Membership (Revised)

Food Certification International (FCI) is currently undertaking the assessment of the above fishery against the Marine Stewardship Council (MSC) Principles and Criteria for Sustainable Fishing. Following the resignation of the Principle 3 specialist due to other work commitments, Andy Read, a replacement specialist has been sourced and Don Aldous will now become Team Leader and Principle 3 specialist.

The persons proposed as team members of this fishery assessment team are set out below, together with a resumé of their experience and expertise. They have been proposed on the basis of their experience in the areas of stock assessment, ecosystem interactions and fishery management.

All stakeholders are now invited to provide comments on the suitability or otherwise of any of the nominees. **Any such comments must reach us by 17:00 GMT on Sunday 23 February, 2014.**

Please note: Any claim/s regarding the suitability or otherwise of the proposed assessment team for this fishery assessment should be accompanied by objective evidence in support of the aforementioned claim/s.

The MSC provides a set of guidelines and templates to assist in the transfer of information between stakeholders and Certification Bodies. These should be used for any comments you wish to make on this or any other stage of the assessment process and can be found here:

<http://www.msc.org/documents/get-certified/stakeholders>

Comments should be sent in the first instance to:

FCI Fisheries Department

fisheries@foodcertint.com

Name: Mike Pawson

Position in team: Team Leader & Principle 1 specialist

Education

BSc (Hons) Biology 1969 - University of East Anglia

PhD Fish chemoreception and feeding behaviour 1972 - University of East Anglia

Summary

Dr Mike Pawson has 42 years' experience as a fisheries scientist carrying out biological research and providing expert advice, particularly in relation to fish stock assessment and fisheries management and regulation. In 2007 he retired from his post as the senior advisor to the English Department of Environment, Food and Rural Affairs on salmonid and freshwater fisheries, and marine inshore fisheries, but continued to be responsible for the scientific direction of a number of related research projects at Cefas, Lowestoft, and acts as scientific consultant for other organisations.

Professional experience

Dates	Job Title	Company
Dec. 2007 - present	Self-employed scientific consultant to Cefas, Environment Agency, Marine Stewardship Council Certification Bodies etc.	
2001 – Dec. 2007	Senior advisor on migratory salmonid, eel and freshwater fish stocks, and sea bass fisheries	CEFAS
1990 – 2001	Head of western demersal assessment Team	CEFAS
1983 -1986	Assistant to Co-ordinator of Fisheries R & D UK	MAFF
1980 – 1989	Project leader of coastal fisheries programme	MAFF
1979 – 1980	UNESCO Expert in ichthyology, Tripoli, Libya	UNESCO
1977 – 1979	Project leader industrial small-mesh trawl fisheries surveys	MAFF
1974 - 75	Leader of acoustic survey of Lake Turkana, Kenya	ODM
1972 – 1979	Project leader blue whiting surveys	MAFF

Project Management / Programmes Direction

- 1974 – 1980** Initiator and leader of acoustic surveys (blue whiting & mackerel west of UK, L. Turkana, Kenya) and trawl surveys (Chief Scientist on 2-3 cruises in North Sea and west of Ireland each year 1975-1979).
- 1980 – 1990** Initiate and manage coastal fisheries programme including implementation of biological sampling, trawl survey and fishermen's logbook scheme, socio-economic evaluation of fisheries, leading to introduction of bass and gillnet management measures in 1990.
- 1990 – 2002** Lead and manage the Western demersal team comprising 17 scientific and technical staff providing analytical assessments and management advice for 12 finfish stocks in the Irish Sea, English Channel and Celtic Sea. Co-ordinator of English Channel Fisheries Study Group involving management of 20 staff in UK and France 1989-1997. Chairman of ICES Southern Shelf Demersal Stock Assessment Working Group 1996-98, Sea bass Study Group 2000-04 and Elasmobranch Study Group 2001-02. Initiator and task co-ordinator of EC-funded multi-national projects on methods for egg-production stock biomass estimation in Irish Sea (1995 & 2000), bio-geographical

identity of English Channel fish stocks, bio-economic modelling of Channel fisheries, development of assessment methods for elasmobranchs, marine recreational fishing etc. Contract manager of Defra fisheries studies programme, and scientific evaluation, quality assurance and advice to several CSG and EC-funded projects on fisheries biology, monitoring and assessment, including technical studies by SFIA on gear selectivity and discard monitoring.

2002 – 2007 Direct and manage monitoring and assessment of England and Wales salmonid and eel stocks in support of policy advice, and biological investigations in support of stock conservation and fisheries management.

2008 – present Provide scientific input to contracts on freshwater and marine fisheries resources, planning projects, compiling and interpreting data and information, report writing and quality assurance, and peer review of research papers, project applications and MSC assessments (37 to date).

Areas of Research Interest

- » Fish Biology in relation to Resource Assessment, Population Dynamics and Climate Change, Technical Measures and Sustainable Management of Fisheries.

Provision of Policy and Technical Advice

Provision of advice to Defra, EC and other national and international organisations on fish stock abundance (salmonids, eels, marine teleosts and elasmobranchs), technical conservation measures and fisheries management regulations, and on related monitoring, sampling, survey and research programmes.

International Collaboration and/or Representation

Representation and academic roles

- » Member of ICES stock assessment working groups on Southern (1992-95, chair 1996 - 98) and Northern Shelf (1991-97) Demersal Fisheries, Elasmobranch Study Group (1995 - 2000, Chair 2001 - 2002), Bass SG (Chair, 2000-04) and Eel WG (2002-2006).
- » Member of EC STECF sub-groups on fisheries regulation measures, and Commission Expert on Regional Fisheries (western waters) and cod and hake recovery plans.
- » Member of EC project evaluation teams (1994 - 2001) and Norwegian RC assessment panels (1997 – present)
- » Lecturing on fish biology and fisheries assessment and management at universities (UEA, Norwich; Cambridge; Hull; Plymouth) and in-house.
- » Member of Editorial Board of: Journal of the Marine Biological Association (1990 – 2007), UK; Fisheries Research (1990 – 2001); Fisheries Management and Ecology (1994-2009).
- » External examiner, University of Plymouth: 1994-98 (Awards examiner 1997 & 98).
- » Supervision of 7 PhD and 4 MSc student projects (1987 – 2001)

Advisory roles

- » To Defra Policy Branches, European Commission and FAO on salmonid, freshwater and marine teleosts, elasmobranchs and gill-net fisheries, conservation measures and fishery regulation.
- » To Sea Fisheries Committees, Environmental Agency and Natural England on inshore and freshwater fisheries and their management and in relation to environmental impacts.

- » To Defra Chief Scientist Group, grant awarding bodies (e.g. NERC, SERC, Norwegian RC), Environment Agency and European Commission on assessment of research and study proposals in connection with marine and fresh-water fisheries.
- » To authors (internal Cefas quality assurance) and international journal Editorial Boards on scientific and technical papers submitted for publication.
- » To general public on scientific basis for fishery management.

Recent Contracts & Clients

Project	Date	Client
MSC assessment Dutch sole and plaice fishery	2010	Moody Marine
MSC assessment Dutch sea bass rod-and-line fishery	2010	SGS Nederland B.V.
MSC assessment Cornish hake gill net fishery	2010	Moody Marine
MSC assessment South-west beam-trawl fishery	2010	Moody Marine
MSC assessment Bristol Channel bass and ray fisheries	2010	Moody Marine
Potential fish impacts, Sizewell nuclear power station	2010	Cefas
Fish communities, Sizewell nuclear power station	2010	Cefas
Potential fish impacts, Hinkley nuclear power station	2009	Cefas
Fish communities, Hinkley nuclear power station	2009	Cefas
Recreational sea angling and marine conservation zones	2009	Natural England
Fisheries Challenge Fund, eel stocking guidance	2008-9	Defra
Anglian Sea Trout	2008	Environment Agency
Fisheries Challenge Fund, restricted-catch areas for sea bass fishery management	2008	Defra
Preparation of Responsible Sourcing Guides for 9 species groups	2007-2008	SEAFISH, UK
Modelling eel dynamics as basis for managing against biological reference levels	2005-2006	EU, through RIVO-DLO, IJmuiden
Marine sportfishing in Europe	2005-2006	EU, with CEMARE Portsmouth
Production and biology of triploid brown trout	2003	Environment Agency, UK
Development of Elasmobranch Assessments	2000 - 2002	EU, through RIVO-DLO, IJmuiden
A study to identify, quantify and ameliorate the impacts of static gear lost at sea	1999 - 2003	EU, through Sea Fish Industry Authority, Hull
Monitoring of discarding and retention by towed gears in Western waters fisheries in relation to stock assessment and technical measures	1999 - 2001	Sea Fish Industry Authority, Hull
Development of stock assessment methodologies: Egg production estimates of Irish Sea demersal stocks	1999 - 2001	EU, through DANI, Belfast
EU Transnational Project	1999 - 2000	Cornish Fish Producers Organisation
Economic impact of the transition to responsible fishing.	1999	EU, through University of Portsmouth

Report writing

- » Author of 56 papers in refereed Journals or book chapters. Substantial contributions to ICES and EC reports and unpublished scientific literature, and project and technical reports for DEFRA, EC, FAO and external customers.

Full publication list available on request

Name: Nick Pfeiffer

Position in team: Principle 2 specialist

Education

1985-1987 Regional Technical College, Galway. Ireland. NCEA Diploma in Aquatic Science (Aquaculture).

1987-1989 Plymouth Polytechnic, Plymouth, Devon. Great Britain. Council for National Academic Awards B.Sc. (Hons.) Fishery Science.

Professional Profile

Nick Pfeiffer is an independent marine ecologist and founding partner of MERC Consultants, an Irish based aquatic consultancy firm. Nick principal area of expertise is in relation to investigating aspects of the impacts of both commercial capture fisheries and other more general marine development projects on aquatic ecosystems. He has been conducting assessments of fisheries against the Marine Stewardship Councils Principles and Criteria for Sustainable fishing since 2007 and has completed five full assessments and three pre-assessments as of 2010.

Nick has more than 20 years of experience working in a broad range of areas associated with marine biodiversity, ecosystems and the sustainable use of living aquatic resources. Between 1992 and 1998 Nick worked as a fisheries scientist with the Fisheries Research Centre in Ireland. His work focused on investigating impacts of a wide range of Irish capture fisheries on aspects of marine ecosystems. He has also worked on bycatch reduction in trawl fisheries with the Marine extension Service at the University of Georgia, USA. As well as having worked as a researcher, Nick completed many trips on commercial fishing vessels in the capacity of scientific observer. He has completed trips on a broad range of fishing vessels including demersal trawlers, pelagic trawlers, creel vessels, seine netters, static netters, dredgers and trolling vessels. Nick and several years experience of commercial finfish aquaculture and also has extensive experience of commercial fisheries gained during observer trips and scientific studies.

Other professional undertakings focus on the evaluation of impacts of commercial activities including fishing, renewable energy and built infrastructure on aquatic ecosystems. In this regard he continues to design, implement and manage projects that are focused on collecting baseline biological data in relation to both designated aquatic nature conservation sites and undesignated marine areas. Nick is also active in conducting environmental impact assessments of a broad range of activities and in this regard Nick specialises in evaluating impacts on biodiversity and marine habitats.

Nick is also a member of the National Platform for Biodiversity Research. This is a forum for scientists, policy makers and other interested stakeholders involved in the field of biodiversity research in Ireland. The platform is run under the auspices of the National Parks and Wildlife Service and the Environmental Protection Agency and it forms part of a wider network of biodiversity platforms across Europe that link into European initiatives through the European Platform for Biodiversity Research Strategy.

Work History

Current: **MERC Consultants - Marine Environmental and Fisheries Consultancy**

Since 2004 Nick is a working partner with MERC Consultants. MERC is a leading provider of specialist aquatic environmental consultancy services in Ireland.

To date MERC has completed multiple projects and extensive environmental research work for the Marine Institute, National Parks and Wildlife Service, County Councils, Heritage Council, Northern Ireland Environment and Heritage Service, Irish Sea Fisheries Board, Irish Islands Federation, Department of Agriculture Fisheries and Food, Environmental Protection Agency, Scottish National Heritage as well as a wide range of other public and private organizations. MERC is comprised of a core team of 4 experienced environmental scientists who collectively have more than 60 years of experience on diverse aspects of environmental issues. Nick's specialisation is in relation to aquatic resource management. In this regard Nick heads up projects that explore

aspects of nature conservation legislation and protected area designations, as well interactions between fisheries and the marine ecosystem.

More recently, Nick has participated as an assessment team member during the evaluation of a number of fisheries against the principles and criteria for sustainable fisheries of the *Marine Stewardship Council*. In this role, Nick has brought the benefit of 15 years of experience of fisheries and marine conservation and environmental research to bear as a Principle 2 expert during the assessments. In addition to this, since 2008 Nick has completed a number of pre-assessments of fisheries against the MSC standard. In all MSC related work Nick has been engaged by *Food Certification International*, an approved Certification Body under the MSC scheme, as a sub-contracted expert.

Previous:

1. Consultant and manager, Nautilus Consultants (Ireland) Ltd

Nick joined this company, a sister company of the Edinburgh based Nautilus Consultants, in June 2001. Working to demonstrate that sustainable development and nature conservation are , Nautilus Consultants have completed work in 80 countries over the past 28 years. Nick worked on a range of projects focused on marine resource management issues between 2001 and 2005. Nick continues to work with Nautilus Consultants from time to time on projects where there is a requirement for knowledge and experience in relation to Irish fisheries.

2. Assistant Inspector of Fisheries, Fisheries Research Centre, Department of the Marine

Nick was employed as an Assistant Inspector of Fisheries between 1992 and 1998.

The position was focused on investigating fishing and fishing gear technologies with a view to reducing discarding levels, bycatch and cetacean mortalities as well as reducing overall impacts of trawling fisheries on the marine environment. Nick carried out bycatch investigations and fishing gear selectivity trials onboard demersal whitefish and prawn trawlers, gillnet vessels as well as pelagic herring and sprat trawlers in the Celtic Sea and on the West coast of Ireland during the period 1992-1996.

In 1996 Nick assisted with the establishment of the joint Marine Institute/ University College Galway Marine Fisheries Environment Unit initiative. The MFEU served as a key resource for conducting research into fisheries/environment interactions in Irish waters. work undertaken included development of square mesh escape panels in trawl nets; investigations into fate of lost static gears in Irish waters; assessment of the impacts shellfish trap fisheries on the seabed on the west coast of Ireland (with UK Joint Nature Conservation Committee), effects of trawling on seabed habitats of the Irish Sea (IMPACT II) and studies to monitor the movement of electronically tagged plaice *Pleuronectes platessa* and anglerfish *Lophius piscatorius* in Irish waters. Most of the research undertaken was funded through EU programmes and the results of the above investigations were all presented in project reports.

3. Fellowship Researcher, Marine Extension Service, University of Georgia, USA

Nick was employed on a fellowship programme with the University of Georgia for a period of 24 months from 1991 -1992 and was based in the UGA coastal research facility in Brunswick, Georgia. During this time Nick worked on projects aimed at reducing ecological impacts of marine fisheries on biological communities including fish, seaturtles and marine benthos.

Publications and Reports

- » Clayton, P., Buchanan, C., Cummins, V., Sealy, S., O'Leary, D., O Mahony, C. and Pfeiffer, N. , 2003 , Aquaculture and Coastal Economic and Social Sustainability - Envioreview Report. , , Contract No. Q5RS-2000-31151., European Commission,, No. of Pages 109 <http://cmrc.ucc.ie/publications/reports/ENVIROREVIEW.pdf>
- » Fox, G.M., Ball, B.J., Munday, B.W., Pfeiffer, N., 1996. The IMPACT II study: preliminary observations on the effects of bottom trawling on the ecosystem of the Nephrops grounds in the N.W. Irish Sea. In Irish Marine Science 1995, pp 337- 354. Ed. by B.F. Keegan and R. O'Conner. Galway University Press Ltd., Galway, 626 pp.

- » Fahy, E., Norman, M., Browne, R.; Roantree, V.; Pfeiffer, N.; Stokes, D.; Carroll, J. and Hannaffy, O., 2001. Distribution, population structure, growth and reproduction of the razor clam *Ensis arcuatus* (Jeffreys) (Solenaceae) in coastal waters of western Ireland Irish Fisheries Investigations No. 10 (2001)
- » Pfeiffer, N. (2003) DISPOSAL AND RE-UTILISATION OF FISH AND FISH PROCESSING WASTE (INCLUDING AQUACULTURE WASTES). NDP MARINE RTDI DESK STUDY SERIES DK/01/003.
- » Southall, T., Medley, P., McFadden, M. and Pfeiffer, N. 2009. Irish Pelagic Sustainability Group North East Atlantic mackerel *Scomber scombrus* trawl fishery. Marine Stewardship Council Certification. <http://www.msc.org/track-a-fishery/IPSG>
- » Southall, T., Medley, P., McFadden, M. and Pfeiffer, N. 20010. Irish Pelagic Sustainability Association North East Atlantic mackerel *Scomber scombrus* trawl fishery. Marine Stewardship Council Certification. www.msc.org/track-a-fishery/IPSGA

In addition to the above Nick has authored or contributed significantly to over 60 non-peer reviewed project reports.

Name: Don Aldous
Position in team: Principle 3 specialist

Higher Education:

1975 **B.Sc. (Dalhousie)**
 2006 **Masters Marine Management (Dalhousie)**

Employment History

Employer: Don Aldous Consulting Limited

Position: President of

Dates: 1992 - present

Details:

DON ALDOUS CONSULTING LIMITED (DAC) was incorporated in April 1992 providing fisheries management and development services to clients in the fishing industry of Atlantic Canada and to fisheries organizations overseas. The President, Don Aldous is the sole employee and Director of the company located in Hants County, Nova Scotia. DAC provides confidential services to individuals, companies or associations concerning matters of fisheries licensing, marketing, quota management, sanction appeals and project submission. The company has developed expertise in the international tuna fishery preparing plans for both regional organizations and governments in the South Pacific region.

Since its incorporation in April 1992, the company has secured major clients in specialized fisheries.

Canadian clients:

- » Consultant to the United Tuna Fishermen of Prince Edward Island 2001- 2003
- » Manager of the Southwest Nova Scotia Tuna Association from 1992-2001, Don Aldous represented the interests of bluefin tuna license holders and buyers in southern Nova Scotia.
- » President of the Canadian Bluefin Research Fund 1999-2003
- » Executive Director of Southwest Seiners Ltd., from 1992 to June 1996, Don Aldous represented the ten herring seiners of the company in their dealings with government.
- » DAC was also involved in other short-term consultancies for the province of Nova Scotia and the federal Department of Fisheries and Cceans..
- » Manager of the Pelagics Research Council to implement an industry funded research program in the herring fishery.
- » In addition, DAC has participated in meetings of the International Commission for the Conservation of Atlantic Tunas over a twelve-year period and has prepared strategy papers for the Canadian delegation and was appointed to the position of ICCAT Commissioner for Canada for a two-year period.

Relevant Work Experience

Don is currently (2012) the Administrator of the Herring Science Council, a collaborative body between government and industry providing a research program in the Bay of Fundy herring fishery.

International Clients

DAC has applied itself to the regional problems of tuna management in the Pacific through regular contracts with the South Pacific Forum Fisheries Agency in Honiara, Solomon Islands.

Don Aldous Consulting has also conducted studies at the national level in the development of fisheries management strategies in the Pacific islands. This work has generally required working closely with various international and national government agencies in the collation of objectives into a comprehensive plan. The process also involves leading consultation meetings with stakeholders in the industry, government and NGO's to explore options and prepare strategies.

Marine Stewardship Council Assessments

Don is considered a MCS P3 expert and has been involved in MSC assessments since 2009 associated with Intertek Moody Marine (North America) as an editor, project coordinator, P3 expert and team leader and has been involved in MSC assessments in various capacities:

- » Editor: OCI Yellowtail assessment in 2009 and New England Lobster Assessment in 2009
- » Project Coordinator: CAPP/NC Shrimp in 2009-10
- » Leading Full Assessment and P3 Expert: American Scallop Association Assessment (current)
- » Leading Full Assessment and P3 Expert: US North Atlantic Swordfish Longline (current)
- » Leading: Maryland Striped Bass Assessment (current)
- » Surveillance Auditor: OCI Yellowtail and ASP Prawn

In addition, Don has prepared five Pre-assessments and has acted as a peer reviewer twice.

Chain of Custody

Don is also accredited by MSC to conduct Single Site Chain of Custody audits and has conducted audits in Newfoundland, New Brunswick and Nova Scotia in 2013.

Summary

Don Aldous has been involved in fisheries management issues in Canada and the Pacific Islands since 1977. He has experience at all levels of fisheries management from Fishery Officer to Commissioner of a Regional Fisheries Management Organization. In Canada, he achieved a Senior Advisor position in matters dealing with foreign and domestic fisheries management. In the Pacific Islands, he served as the first MCS Officer of the Forum Fisheries Agency in 1986-88 and returned to the Pacific to conduct project work since 2001. He led teams of consultants preparing fisheries management plans for Fiji, Solomon Islands and Marshall Islands and has returned to conduct follow-up work in all three. On a regional scale, he has provided advice to FFA on issues related to fisheries management, development and MCS.

Name: Paul MacIntyre
Position in team: Traceability Expert Advisor

Qualifications

ISO 9001 Lead Auditor (QMI 1991); Registered Organic Inspector (DEFRA); Diploma in Advanced Food Hygiene (Queen Margaret University Edinburgh); BRC v5 Food Manufacturing Auditor BRC (London and Manchester); GlobalGAP IFA Trainer (GlobalGAP Cologne) ; RYA Yachtmaster Offshore (RYA Southport) ; Diploma Photography (Photography Institute)

Profile

15 years of management experience within the aquaculture and fish processing sectors.

20 years of experience auditing ISO, HACCP, BRC, GlobalGAP, organic and conventional farming operations within the aquaculture production and fish processing sectors and including MSC Chain of Custody since 2005.

Career History

Current Position: **Operations and Certification Manager**
Address: Food Certification International Ltd, Inverness, Scotland
Dates: 2002 to Present
Detail: Responsible for managing FCIs inspection and certification services including audit and inspection for FCI and other standard owners.

Position: **Senior Management Roles**
Address: Marine Harvest International, Fort William, Scotland
Dates: 1975 - 1990
Detail: 1975-1984 Farms Manager; 1984-1990 Factory Manager

Education

Diploma: High School only.
Dates: 1968 - 1974
Detail: Qualifications above all gained in later life.