



# On the functioning of the Advisory Councils

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Executive Committee Chair

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# FACTSHEET

- Established in 2004 in Aberdeen, UK
- In 2019 HQ moves to Zoetermeer, NL
- 26 members, 18 fisheries, 8 OIGs;
- Executive Committee + General Assembly
- 3 WGs (Demersal, Ecosystem, Skagerrak & Kattegat)
- Chairmanships
- Management Team
- NSAC Board
- Website: [www.nsrac.org](http://www.nsrac.org)





# ISSUES

- Brexit (brain-drain);
  - Leaving OIGs (representation imbalance);
  - New chairs and the Secretariat (forming new relationships);
  - Top-down approach from OIGs (Letter to COM);
  - Internal communication and building trust (lack of opportunities);
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- ***Old, unresolved grievances passed on to the new management and secretariat***



# ISSUES

- External communication (documents, feedback and participation in meetings by COM and MS);
  - Diminished prominence of Advisory Councils;
  - Perceived lack of influence on policy-makers (return on investment) by OIG and fishery members;
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- ***Built-up frustrations enhanced by COVID and the lack of physical contact;***





# BEST PRACTICES

## INTERNAL FUNCTIONING

- **Regular meetings** of the Management Team and the Board
  - **Encouraging** balanced representation at internal meetings
  - **Agreed** representation at external meetings
  - **Performance Review**
  - **Promoting** chairmanship positions to OIGs
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- Presenting minority/dissenting positions in a **transparent** and **equal** way;
  - Following Procedures and Protocols thoroughly, while ensuring **flexibility**;
  - Ensuring respect and integrity of chairs' (*impartiality is part of this*);



# TO DO LIST

- Update Statutes, RoP and Protocols to fit post-Brexit, post-COVID era;
- Put effort in seeking consensus, but avoid contentious topics;
- Develop grievance procedure;
- Continue ensuring space and time for internal discussions;
- Strive for a balanced management team and regular meetings;
- Flag and discuss issues before they escalate
- Ensure clear process of rotation and limited number of terms for chairmanships
- Report on Performance Review and ensure space for reflection

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# CAN BE DONE IF

- We/they attitude replaced by a spirit of a collective;
- Recognise and acknowledge the diversity of the group;
- Nurture empathy and understanding;
- Build on consensus while respecting differences;
- Work towards a common goal;
- Maintain openness and constructive approach
- Acting for instead of against each other



Thank you!



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