

**Operations Committee Meeting
June 17, 2010
DRAFT
Record of Decisions**

Attendees: Laura Brown (*for L. Richards*); Sue Farlinger; Monica Fitzgerald (*for S. Johal*); Jennifer Nener; Brigid Payne (*for K. McGivney*); Don Radford; Rebecca Reid; Ken Smith; Andrew Thomson

Absent: Terri Bonnet; Terry Davis; Neil Surry;

Guests: Item #1 – Lisa Wilson

1. Wild Salmon Policy Work Planning (*Discussion*) – Jennifer Nener

Issue: The purpose of today's presentation was to:

- Provide an update on 2009-2010 WSP implementation;
- Propose next steps for 2010-2011 WSP implementation, including draft work plan and direct costs;
- Seek direction on approach to WSP implementation

Next Steps: It was agreed that:

- Current phased implementation approach is still appropriate.
- As WSP is not a program, it is not possible to attribute resources toward implementation.
- The WSP team should complete a gap analysis of policy implementation; this will clarify where priorities and improve linkages with programs (e.g., eco-certification and the Sustainable Fisheries Framework)
- The WSP team should pursue a more active approach to communications, with an emphasis on improving internal communications; and
- There is still a need for Policy to coordinate WSP implementation.

Responsibility: Policy Branch

Deadline: Ongoing

Approved: _____

Date:



Wild Salmon Policy – Work Planning

Operations Committee

June 17, 2010

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Purpose:

- Provide an update on 2009-2010 WSP implementation
- Propose next steps for 2010-2011 WSP implementation, including draft work plan & direct costs
- Seek direction on approach to WSP implementation

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Background

- Approved in 2005, the WSP is intended to *restore and maintain healthy and diverse salmon populations and their habitats for the benefit and enjoyment of Canadians in perpetuity* by...
placing conservation of salmon and their habitats as the first priority for resource management.

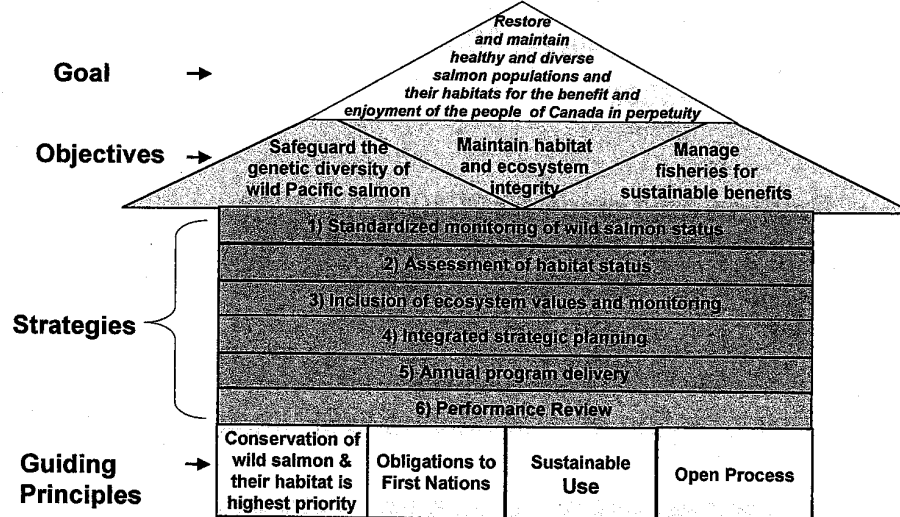
Successful WSP implementation is dependent on:

- Acceptance of new ways of doing business and documenting the changes
- Ability of DFO to **re-allocate existing resources** to manage a number of new program obligations
- Successful implementation of **all six strategies** to ensure overall success
- Support from and our ability to **share responsibilities** with our partners and stakeholders
- Integration** of Sector roles and responsibilities

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Wild Salmon Policy Overview



Refer to ANNEX 1 for a list of the Action Steps for each Strategy.



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Strategy 1: Standardized Monitoring of Wild Salmon Status

Update and Next Steps: Strategy 1

Key Activities in 2009-2010:

- Identified the 20 salmon conservation units (CUs) for the Yukon
- Finalized the benchmarks methodology paper to assess CU health and posted on Canadian Science Advisory Secretariat website

Proposed Next Steps for 2010-11:

- Complete generalized assessment framework for stock assessment
- Complete assessment frameworks for all coho CU's, Fraser sockeye, and North Coast CU's
- Finalize benchmarks for key WCVI and Skeena (external \$) salmon species and Fraser sockeye
- Finalize software to estimate benchmarks of status for all other CUs

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Strategy 2: Assessment of Habitat Status

Update and Next Steps: Strategy 2

Key Activities in 2009-2010:

- Finalized habitat indicators
- Completed habitat status reports for three watersheds
- Uploaded CU boundaries to habitat web-mapping application

Proposed Next Steps for 2010-11:

- Complete habitat status reports (in priority areas???)
- Complete habitat status report and habitat monitoring framework for Skeena CUs (external \$ - TBD)

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Strategy 3: Inclusion of ecosystem values and monitoring

Update and Next Steps: Strategy 3

Key Activities in 2009-2010:

- Developed ecosystem-based management concepts in Barkley Sound
- Integrated salmon information into annual *State of Oceans* reports

Proposed Next Steps for 2010-11:

- Complete discussion paper that outlines the approach to developing ecosystem objectives and indicators
- Continue to integrate freshwater, oceanographic, and climate indicators for salmon into the *State of Oceans* reporting process
- Initiate discussions between FAM, Science & Habitat to develop a WSP CU monitoring framework for Strategy's 1-3

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Strategy 4: Integrated Strategic Planning

Update and Next Steps: Strategy 4

Key Activities in 2009-2010:

- Early "scoping" work for broad implementation:
 - Lessons learned from integrated planning under WSP Pilots
 - Developed potential approaches to define planning scale (planning at the scale of >400 CUs impractical) (See ANNEX 2 & 3)
 - Freshwater Aquatic Zones or Fisheries Production Areas
- WSP Integrated Planning Initiatives:
 - **Barkley Sound WSP Pilot** - drafted a production planning model for chinook and sockeye, economic analysis of Barkley Sound salmon, and benchmarks
 - **Skeena Watershed Initiative (SWI)** - formed an integrated working group and work plan based on WSP (external funding)
 - **Fraser River Sockeye Spawning Initiative (FRSSI)** - drafted benchmarks and indicators for Fraser sockeye
 - **Cowichan Watershed Board** - formed with a focus on sustainable water management

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Strategy 4: Integrated Strategic Planning

Update and Next Steps: Strategy 4

Proposed Next Steps for 2010-11:

- Development of "broad" integrated planning framework
 - Develop a "strategic guidance" document for Strategy 4:
 - Develop a discussion paper and/or strategic plan for DFO staff and other partners to assist in integrated planning
 - Seek approval from OPS Committee (Fall 2010)
 - Consult with First Nations and stakeholders in late 2010 /early 2011
- WSP Integrated Planning Initiatives:
 - **Barkley Sound WSP Pilot:** (i) develop a fully integrated Barkley Sound salmon management plan by 2011 (specifies long term biological, social and economic targets) to ensure conservation and sustainable use; and (ii) develop a governance framework that informs other areas (See ANNEX 4)
 - **FRSSI:** continue with development of benchmarks and indicators for Fraser sockeye for peer review in Summer/Fall 2010
 - **SWI:** develop sockeye CU benchmarks for peer review in Fall 2011 and build toward long-term integrated strategic planning for Skeena salmon
 - **Cowichan Watershed Board** – complete an ecosystem overview report

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Strategy 5: Annual Program Delivery

Update and Next Steps: Strategy 5

Key Activities in 2009-2010 (integrating WSP into ongoing activities):

- Assess status of CUs - annual priorities for stock assessment determined through PSARC
- Plan fisheries - steps taken to address mixed stock fishery challenges
- Plan habitat management - SEP restoration work prioritized
- Plan enhancement activities - annual production targets for DFO and CEDP facilities included in 2009 IFMP; enhancement objectives aligned with CU objectives where defined

Proposed Next Steps (integrating WSP into ongoing activities):

- Assess status of CUs - collaborative engagement planned for development of a modernized stock assessment framework
- Plan fisheries - develop explicit agreed-upon rules for in-season decision-making with input from the IHPC; new IFMP template for salmon
- Plan habitat management - undertake targeted habitat compliance monitoring and assessments to determine level of compliance with habitat conditions in select regulatory instruments
- Plan enhancement activities – same as last fiscal

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Strategy 5: Annual Program Delivery

Update and Next Steps: Engagement & Program Delivery

Key Activities in 2009-2010:

- Held regular WSP Team meetings & presented WSP info at other DFO meetings
- Specific internal consultation on methodology papers and Yukon CU's
- Leveraged existing advisory processes and meetings (e.g., IHPC & Barkley Knowledge Symposium)
- Updated the website & developed two fact sheets
- Emphasized WSP with the Province as part of BC *Water Act* modernization

Proposed Next Steps for 2010-11:

- Customized approach to consultations:
 - Ongoing collaborative engagement with stakeholders and governments via existing integrated planning processes e.g., IHPC, Skeena Watershed Initiative, FRSSI, Barkley Sound etc.
 - Targeted for Yukon CU's (external) and ecosystem concept paper
- Develop a more proactive WSP Communications and Media Strategy
- Hold regular WSP Team meetings
- Transition WSP coordination from Policy

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Strategy 6: Performance Review

Strategy 6 Update and Next Steps

Key Activities in 2009-2010:

- Annual WSP implementation work plan & overview of direct cost developed & reviewed
- Deferred independent year 5 performance review
 - Media lines prepared

Proposed Next Steps for 2010-11

- Continued development and review of WSP implementation work plan and direct costs
- Develop a WSP - policy evaluation approach for SDC (Fall 2010)
- Document new DFO planning & decision-making processes that support WSP implementation (beyond Action Steps outlined in the Policy)
 - E.g., partnership activities in support of WSP implementation e.g., Fraser Basin Initiative

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2009-10 WSP Work plan and Direct Costs

Responsible Sector	2009-10 Forecasted O&M (\$K)	2009-10 Forecasted FTEs	2009-10 Utilized O&M (\$K)	2009-10 Utilized FTEs
Science	244.5	2	Forthcoming	Forthcoming
OHEB	28	0.25	65	0.5
FAM	200	3	180	0.25
Policy	55	1.75	0	1.0
TOTAL	\$527.5 K*	7		

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* Includes cost sharing FSWP Director Position

2010-11 WSP Work plan and Direct Costs

Activity	Responsible Sector	2010-11 O&M (\$K)	2010-11 FTEs
Strategy 1	Science	65-125	5.5
	FAM	115	0
Strategy 2	OHEB	37.5	2.3
	Science	0	0
Strategy 3	Science	45-97	3.7
Strategy 4	FAM	180	0.25
Strategy 5	Executive Management	0	1.0
Strategy 6	Policy	0	0.5
TOTAL			

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WSP Implementation – Direct Costs

Fiscal	Overall Direct Costs
2005/2006	\$1.1 M
2006/2007	\$1.1 M
2007/2008	\$0.86 M
2008/2009	\$0.75 M
2009/2010	Forthcoming
2010/2011 (proposed)	\$0.44 – 0.55 / 13.25 FTEs

* WSP does not follow an activity based accounting system.

* Originally, DFO committed to re-profiling \$1.1 M annually to implement WSP.

* As we move to full implementation the direct costs will decline.

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WSP Implementation Opportunities

- Numerous organizations (e.g., Moore Foundation, Regional municipalities, Chief Chamberlain meeting, Streamkeepers, SEHAB, etc.) are seeking to collaborate on WSP implementation and are bringing resources to the table
- There are already many existing fisheries and watershed governance structures where DFO is not the lead, but has established positive and proactive relationships
- Science-based organizations are moving forward with the development of ecosystem-based management indicators and are seeking to work jointly with DFO
- Momentum exists with the completion of scientific methodologies for Strategy 1 & 2 and engagement with Area Staff
- WSP has had an impact on internal processes and decision-making that should be documented as part of the success story

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WSP Implementation Challenges

- Resources (Funds and FTE's) :
 - Resources to leverage and capitalize on collaborative opportunities are limited
 - The foundational science elements of the WSP strategies require a significant investment of resources from within existing budgets
 - WSP is a regional priority that has limited influence in budgeting / priority setting exercises undertaken nationally
 - Priority CU's have not been identified
- Stakeholder expectations
- Data - deficiency & lack of integration
- Integration:
 - Priority areas/CU's are not resolved
 - WSP implementation is not sector-driven or sector-specific
 - Implementation of new methodologies requires significant Area engagement

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WSP Team Forward Agenda

- Ecosystem-based Indicators & Objectives
- WSP Pilots
- Integrated Planning & Governance
- Priority CU's
- WSP Review
- WSP Communications & Consultation
- Linkages with WSP & Fraser Salmon Watersheds Program
- Stock Assessment Framework
- Linkages with StreamKeepers and salmon enhancement societies
- WSP Monitoring Framework
- WSP Integrated Data Management
- Transitioning WSP from Policy

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Discussion Questions

- How do we maximize the opportunities and overcome the challenges to maintain momentum?
 - Are we on the right path with the phased implementation approach and level of resources?
 - Resolving the priority CU's
 - Should we more proactively engage stakeholders to assist with implementation?
 - Do you support a more proactive to communications and media?

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ANNEX 1: WSP Strategies & Action Steps

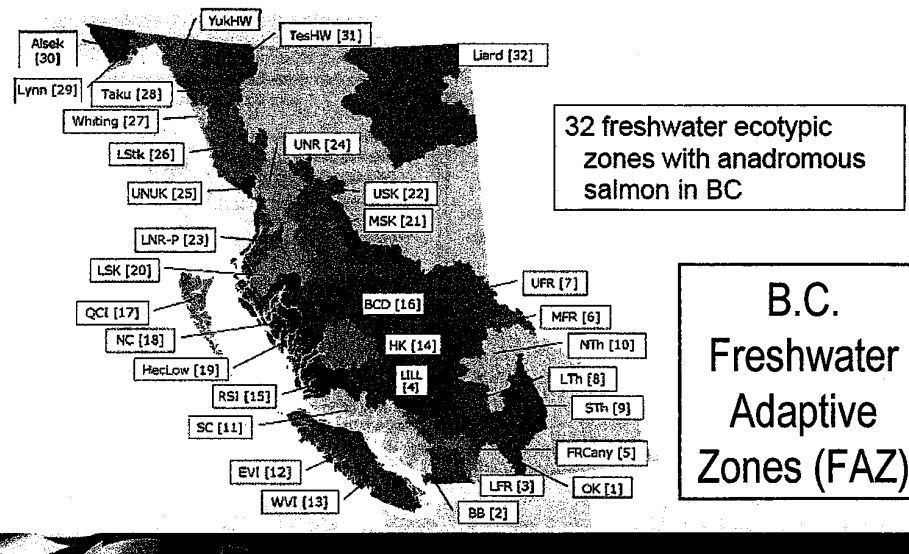
1. **Standardized monitoring of wild salmon status**
 1. Identify Conservation Units
 2. Develop criteria to assess CUs and identify benchmarks to represent biological status
 3. Monitor and assess status of CUs
2. **Assessment of habitat status**
 1. Document habitat characteristics within CUs
 2. Select indicators and develop benchmarks for habitat assessment
 3. Monitor and assess habitat status
 4. Establish linkages to develop an integrated data system for watershed management
3. **Inclusion of ecosystem values and monitoring**
 1. Identify indicators to monitor status of freshwater ecosystems
 2. Integrate climate and ocean information into annual salmon management processes
4. **Integrated strategic planning**
 1. Implement an interim process for management of priority CUs
 2. Design and implement a fully integrated strategic planning process for salmon conservation
5. **Annual program delivery**
 1. Assess the status of Conservation Units and populations
 2. Plan and conduct annual fisheries
 3. Plan and implement annual habitat management activities
 4. Plan and implement annual enhancement activities
6. **Performance review**
 1. Conduct post-season review of annual work plans
 2. Conduct regular reviews of the success of the WSP

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ANNEX 2: Strategy 4 - Integrated Strategic Planning



ANNEX 3: Strategy 4- Planning Scale

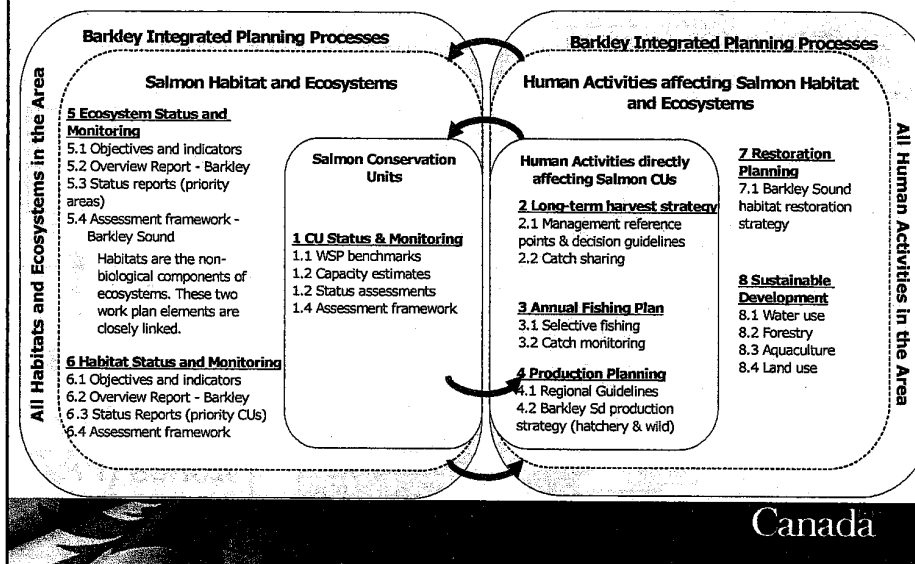
Fisheries Production Areas (FPA) proposed as planning units	# of Freshwater Aquatic Zones (FAZ)
West Coast of Vancouver Island	1
Queen Charlotte Islands	1
Nass River	2
Skeena River	3
Central Coast	4
South Coast Inside	3
Fraser River	9
TOTAL	23

32 FAZ units can be amalgamated into 23 FPAs to allow for a manageable scale of planning₂₂

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ANNEX 4: Strategy 4 - Barkley Planning Process



**Wild Salmon Policy Implementation
DRAFT WORK PLAN 2010-2011**

WSP Strategy 1 - Standardized Monitoring of Wild Salmon Status, Work Plan 2010-2011

Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
1.1 Identify Conservation Units	<ul style="list-style-type: none"> Completed and consulted on final list of CUs for BC Completed list of Yukon CU's. 	<p>Identify a process for revising CU's and work with SACC to identify accountabilities by the end of the year.</p> <p>Public consultations will be arranged by the Yukon Division and are expected in the spring.</p> <p>Delineate Skeena steelhead CU's. – FAM to confirm</p>	<p>Science (Holtby)</p> <p>Area StAD (Holtby)</p> <p>FAM/SWI</p>
1.2 Develop criteria to assess CUs and identify benchmarks to represent biological status	<ul style="list-style-type: none"> Discussion documents on benchmarks completed: Holt, C., Cass, A., Holtby, B., and Riddell, B. 2009. <i>Indicators of Status and Benchmarks for Conservation Units in Canada's Wild Salmon Policy</i>, and Holt, C. 2009. <i>Evaluation of Benchmarks for Conservation Units in Canada's Wild Salmon Policy: Technical Documentation</i>. Technical report on metrics distribution completed: Peacock, S., and Holt, C. 2010. <i>A review of metrics of distribution with application to Conservation Units under Canada's Wild Salmon Policy</i>. Preliminary version of software to identify benchmarks of status on spawner abundances using spawner and recruitment data developed. Starting to identify benchmarks for sockeye and chinook salmon in Barkley Sound and Fraser River sockeye. Strategy 1 Oversight group formed. 	<p>Coordination of Science WSP implementation.</p> <p>Develop consistent guidelines for processing abundance data prior to estimating benchmarks</p> <p>Internal workshop planned for Area and Science staff involved in technical analyses for estimating benchmarks to review guidelines for processing data, test new software for estimating benchmarks on spawner abundances using spawner and recruitment data, and discuss outstanding data and implementation issues. (summer 2010)</p> <p>Further develop software to estimate benchmarks on dimensions of status other than spawner abundances (e.g., trends in abundances over time and fishing mortality relative to productivity).</p> <p>Develop discussion paper on guidelines for processing data based on comments from workshop.</p> <p>A second internal workshop to review software and further needs by Area staff for identifying benchmarks and assessing status.</p> <p>Evaluate guidelines for data processing using a simulation modelling approach that assesses the likely impacts of applying data processing techniques (e.g., for including/excluding systems and aggregating over missing values) on status assessment.</p> <p>Identification of benchmarks for Skeena CUs, including PSARC paper for Spring 2011.</p> <p>Identification of lower/upper benchmarks for Fraser River, Barkley Sound, Skeena and Nass sockeye</p> <p>– Science to confirm</p> <p>Centre for Science Advice Pacific, CSAP, paper on benchmarks and status of Fraser River sockeye salmon CU to be presented November, 2010.</p>	<p>Science (Schubert)</p> <p>Science (Holt, Folkes)</p> <p>Science (Schubert, Holt) and Area StAD</p> <p>Science (Holt)</p> <p>Science (Holt, Folkes)</p> <p>Science (Schubert, Holt)</p> <p>Science (Folkes)</p> <p>Science/SWI</p> <p>Science/SWI</p> <p>Area StAD (Grant)</p>

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Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
		Complete development of benchmarks of status for all species on WCVI and present to CSAP November 2010. A second paper specifically on benchmarks of status for Somass sockeye salmon will also be presented to CSAP, November 2010. Develop estimates of freshwater capacity for Fraser River sockeye CUs to aid in status assessments. * Deferred to 2011-2012 and will be integrated with Strategy 2.	Area StAD (Dobson) (Holt, Folkes) Science (Cass)
1.3 Monitor and assess status of CUs	Draft assessment frameworks (AFs) have been completed for regional coho, Fraser sockeye and North Coast populations.	Science to provide guidance to Areas on development of assessment frameworks for CUs. Identifying monitoring gaps in the current Skeena assessment framework. Areas to develop and implement frameworks for priority CUs.	Science (Holtby) FAM/SWI Areas Stock Assessment

WSP Strategy 2 - The Assessment of Habitat Status, Work Plan 2010-2011

Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
2.1 Document habitat characteristics within CU's	Developed habitat characteristic templates and tested on several priority CUs	Assemble existing habitat information for each Skeena CU, beginning with sockeye. The end product will be a map-based Skeena Salmon Habitat Atlas that identifies areas of known-use for Skeena salmon.	SWI
2.2 Select indicators and benchmarks for habitat assessment	Completed identification of habitat indicators for streams, lakes and estuaries and their metrics and benchmarks.	Complete several watershed habitat status reports in identified priority CU's Develop habitat indicators specific to the Skeena.	OHEB SWI
2.3 Implement Monitoring and assess habitat status	Contract initiated to develop strategies for selecting representative watersheds and monitoring habitat health within CUs	Identify appropriate habitat state and pressure indicators based on threats and limiting factors analyses in habitat status reports to establish a geographically relevant suite of indicators for subsequent health and status monitoring Develop elements of a habitat health and status monitoring framework with Science and FAM that would be integrated with Strategy 3 and 4. Develop a habitat monitoring framework for the Skeena watershed that encompasses all Skeena CUs (2012).	OHEB FAM/SWI
2.4 Develop integrated habitat data systems	WSP web mapping application developed and GIS information on CUs uploaded (http://www.canbcdw.pac.dfo-mpo.gc.ca/ows/rmf.jsp?site=mapster).	Ongoing maintenance of WSP web-mapping application (data uploads, server maintenance and system enhancements) Maintain collaborative and integrated habitat data systems such as Fish Inventory Summary System, PSF Aquatic Information Partnership, Pacific Shorekeepers Information Management System and Community Mapping Network through data updates, interface improvements and operational enhancements. Support and assist partners with habitat data collection methods and standards, and development of habitat inventory information products (ie: Cowichan Lake shoreline video, Fraser River Fish Sampling System, Lower Fraser watercourse mapping project, North Thompson Sustainable Community Atlas project, Cariboo Habitat Atlas, Pacific Region Coastal Atlas, Kamloops Atlas, Aquatic Information Partnership Atlas foreshore mapping of Prince Rupert Harbor and City, Bella Coola, Lakelse Lake, Okanagan Lake, Shuswap Lake, Quesnel Lake, Horsefly Lake and surveys (Strait of Georgia quadrats, Pacific Region contaminants atlas, and Comox Valley mapping) Maintain and populate habitat compliance monitoring database and link to PATH (Project Activity Tracking System for Habitat). NOTE these are "internally integrated" habitat data systems that contain sensitive and proprietary data which will not be accessible beyond DFO A workshop will be held to bring together people involved in the maintenance of relevant data management systems relevant to Skeena salmon.	OHEB OHEB Mainly partner funded & driven OHEB- Habitat FAM/SWI

WSP Strategy 3 - Inclusion of Ecosystem Values and Monitoring, Work Plan 2010-2011

Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
3.1 Identify indicators to monitor status of freshwater ecosystems	<ul style="list-style-type: none"> Completed conceptual framework for Strategy-3 objectives & indicators. Ongoing consultation with BC-MOE and NGOs re: WSP development and implementation. Initiated development of ecosystem objectives and indicators for the Barkley Pilot, including draft Ecosystem Overview Assessment Report (EOAR) (Okey et al., 2010) and organizational support for Barkley Sound Knowledge Symposium. Instrumentation and methods developed to assess status of predator-carnivore complex as riparian ecosystem integrity indicators. "Proof of concept" trials completed at 12 riparian "stations" in four Barkley Sound watersheds. Planning and advisory support provided to Barkley Sound Pilot Working Group. 	<p>Develop discussion paper on ecosystem objectives, indicators and management options, with CU case studies, for PSARC review. Submit paper for review and publication.</p> <p>Develop and support consultations with BC-MOE to integrate WSP objectives, indicators and benchmarks into the Okanagan S&D and BC-WAM initiatives.</p> <p>Test, refine Strategy-3 EBM objectives & indicators (in BkSd Pilot) Includes 3 sets of indicators to cover freshwater, riparian (predators-scavengers) and marine OEUs linked to status and trends of specific CUs.</p> <p>Publish manuscript and primary paper(s) re: WSP-EBM objectives and indicators. * Deferred to 2011-2012</p> <p>Identify data sources for ecosystem indicators</p> <p>Continue EBM objectives and indicators consultations with Sector managers.</p> <p>Develop monitoring & evaluation framework to integrate objectives, indicators & benchmarks among strategies 1-3.</p> <ul style="list-style-type: none"> Continue work and expand collaboration with West Coast Aquatic (Okey-Toft) or others (Ruckelshaus-NIMFS) having interest and/or shared authority. Collaborate in developing salmon production and use of EBM models (InVEST) of sector impacts on Barkley Sound sockeye/Chinook/coho. Extend freshwater and marine survival time series as EBM "pressure" and trend indicators for freshwater and marine eco-region analyses (e.g. Sockeye Indicator Stock contributions to recent State of the Ocean Reports) <p>Draft manuscript on ecosystem objectives, indicators and management options, for publication in primary literature. * Deferred to 2011-2012</p> <p>Bayesian Belief Network of the factors influencing the use of the Strait of Georgia by Coho salmon (matching funds with Strait of Georgia ERI)</p>	<p>Science - Hyatt et al.,</p> <p>Science- Hyatt</p> <p>Science - Hyatt, Rankin, Shardlow, Stiff</p> <p>Science - Hyatt, Irvine, Luedke, Dobson</p> <p>Science</p> <p>Science Hyatt-Luedke-Tacogna</p> <p>Science Hyatt</p> <p>Science Hyatt-Luedke-Dobson-Okey-Toft-Ruckelshaus</p> <p>Science Hyatt-Stockwell-Dobson</p> <p>Science Irvine-Hyatt-Curtis</p> <p>Science Holt-Curtis-Irvine-Perry</p>
3.2 Integrate climate & ocean information into annual salmon management processes	<ul style="list-style-type: none"> Publication of: Irvine, J. and Crawford, B. [Editors] 2008: State of physical, biological, and selected fishery resources of Pacific Canadian marine ecosystems. CSAS Research Doc. 2008/013 Two State of Oceans reports published in 2009, each with salmon information: <ol style="list-style-type: none"> Crawford, W.R. and J. R. Irvine. 2009. State of physical, 		

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Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
2.	<p>biological, and selected fishery resources of Pacific Canadian marine ecosystems. DFO Can. Sci. Advis. Sec. Res. Doc. 2009/022. vi + 121 p. AND</p> <p>DFO, 2009. State of the Pacific Ocean 2008. DFO Can. Sci. Advis. Sec. Sci. Advis. Rep. 2009/030.</p> <p>Additional application of oceanographic and climate indicator information to forecast salmon survival and abundance.</p> <p>Research integrating marine information with salmon forecasts and outmigration timing presented at PSARC sanctioned workshop held February 2010.</p>	Continued integration of salmon information into annual State of Oceans reports including additional application of oceanographic and climate indicator information. In 2010 we plan to include results on pink salmon for the first time.	Science Irvine-Hyatt
		Assembly and analyses of physical and biological data to explore their relationships with outmigration timing and survival.	Science Irvine
		Extension of State of Oceans workshop by one day to focus on linking oceanographic information with salmon outlooks, forecasts and survival.	Science Irvine

WSP Strategy 4 - Integrated Strategic Planning, Work Plan 2010-2011

Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
4.1. Implement an interim process for management of priority CUs	<ul style="list-style-type: none"> Completed discussion paper on strategic planning guidelines Completed Barkley Sound discussion paper: <i>Sustainable Management of Wild Salmon in Barkley Sound and Alberni Inlet: Challenges, Resources, and Priorities</i> Conducted Barkley Sound planning workshop Continued pilot for planning for Fraser sockeye CUs (Fraser Sockeye Spawning Initiative) Initiated testing of template on Barkley Sound sockeye 	<ul style="list-style-type: none"> Develop options for incorporating information from integrated management plans under Strategy 4 into IFMP. Continuation of Fraser River Sockeye Spawning Escapement Initiative (FRSSI) process Identify priority CU's for integrated planning in the Skeena (SWI) and work on development of a structured decision-making / strategic planning process for Strategy 4 implementation in the Skeena – 5 Stage Planning Process (Skeena Watershed Initiative, with Compass Consulting – G. Long). Develop model to estimate impacts of management options on Skeena CU's (all species). Incorporate approach to integrated planning and collaborative processes under WSP into broad DFO Co-Management Framework (PICFI) Develop model and/or study to estimate socio-economic impacts of management options on Skeena CU's Develop options for incorporating information from integrated management plans under Strategy 4 into IFMP. 	<ul style="list-style-type: none"> FAM FAM FAM FAM/SWI FAM / PICFI FAM/SWI FAM/SWI FAM
4.2 Design & implement integrated strategic planning for salmon conservation	<ul style="list-style-type: none"> Completed discussion paper on identifying planning units Internal workshop on March 10, 2009 to discuss planning units; summary report done 	Develop Regional guidelines and framework for integrated planning under Strategy 4 (e.g. building on S. Fraser discussion paper)	FAM

WSP Strategy 5 – Annual Program Delivery, Work Plan 2010-2011

Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
5.1. Assess the status of CU's and populations	Fraser CU's reduced from 43 to 40 and prioritized according to data availability/quality.	Refer to step 1.2. and 1.3.	Science
5.2. Plan and conduct annual fisheries	Steps taken to address mixed stock fishery challenges for Chinook in Barkley Sound pilot area.	Annual fisheries management measures required by the management strategies selected under Strategy 4 will be identified and documented in annual Integrated Fishery Management Plans. Explicit agreed-upon rules for in-season decision-making developed with input from the Integrated Salmon Harvest Planning Committee.	FAM
5.3. Plan and implement annual habitat management activities	<ul style="list-style-type: none"> o Pacific Region regulatory reviews inputted into the Program Activity Tracking for Habitat (PATH) system. PATH provides a national system to collect, and report information on referrals, environmental assessments and other regulatory decisions made by the Habitat Management Program: http://path-saph.nat.dfo-mpo.gc.ca/default_e.asp o Habitat and restoration projects inputted into the Fisheries Project Registry (FPR). The FPR provides information on habitat restoration and rehabilitation projects: http://www.canbcdw.pac.dfo-mpo.gc.ca/FPR/Qsf_frames.asp o Annual SEP restoration work plans implemented o Annual habitat work plans (RHQ and areas) implemented o Pacific region data contributed to the annual report to Parliament on administration and enforcement of the Habitat Protection Provisions of the Fisheries Act o Regional habitat compliance monitoring staff training courses completed and regional audits of authorizations initiated o SEP Community Involvement Program work plan implemented 	<p>Implement the regional habitat management program (RHQ and area workplans) that link to WSP by:</p> <ul style="list-style-type: none"> o Managing regulatory project reviews (referrals) / environmental assessments using a risk framework that incorporates stock and CU conservation status considerations o Triaging habitat referrals for processing using level of stock conservation concern (based on CU status) as one of the key criteria for establishing priorities o Supporting partnerships with NGOs, FN's and others for developing and sharing habitat inventory data and sensitive areas information and producing derivative products such as sensitive areas maps or atlases in priority areas. The geographic priorities for this work could be informed by CU status o Undertaking targeted habitat compliance monitoring and assessments to determine level of conformance with habitat conditions in select regulatory instruments (ie: Operational Statements, Letters of Advice, Authorizations), in priority areas such as high conservation concern CU's o Tracking referral/EA's and producing annual reports to Parliament on habitat regulatory functions and decisions <p>Implement the regional SEP RRU and Community Involvement programs and work plans that will:</p> <ul style="list-style-type: none"> o Support community based habitat education and stewardship activities (which could be informed by CU status) o Undertake habitat restoration /rehabilitation projects in priority areas that would be informed by habitat status reports and CU conservation status. 	FAM FAM OHEB
		Implement the regional SEP RRU and Community Involvement programs and work plans that will:	SEP

Action Steps		Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
5.4. Plan and implement annual enhancement activities		<ul style="list-style-type: none"> Annual production targets for DFO and CEDP facilities included in 2009 IFMP Enhancement objectives were consistent with CU objectives where defined (e.g. Cultus sockeye) and with defined harvest and stock assessment objectives Production assessed for adherence to rebuilding schedule and guidelines for populations/CU's for which there is a conservation or recovery plan and for indicator populations All annual enhancement production targets and strategies are documented in IFMP's. Objectives have not been identified for CU's yet. However, enhancement strategies are consistent with FAM and STAD objectives for the area. In CU's where there is a conservation strategy or recovery plan, enhancement activities are consistent with it and enhancement guidelines and practices are in place. Work is in progress to ensure that where enhancement has been identified as a contributor to rebuilding, it is given priority. 	Annual enhancement production targets and strategies will be documented in IFMP's and will be consistent with objectives for CUs.	SEP
			Adult salmon production will be assessed for adherence to the rebuilding schedule and enhancement guidelines and practices.	SEP
External Stakeholder Engagement		<ul style="list-style-type: none"> WSP Forum in March 2008 Ongoing bilateral meetings and web consultations 	Refer to detailed Consultation Plan for 2010/11 in Annex.	Consultation
External Communication		<ul style="list-style-type: none"> Ongoing email/web updates Regular fact sheets developed WSP display produced in Oct 2008 Revamped WSP website, 2008 	Refer to detailed Communications Strategy for 2010-11 in Annex.	Communications
Internal Communication		<ul style="list-style-type: none"> All staff meeting in March 2008 2009 internal consultations on papers WSP update in Pacific Region Progress Report Continued promotion of website as a resource for staff 	In the Loop updates to staff (including a note when there is a significant update on the website); meetings with Area staff (via management meetings or annual all-staff sector and Area meetings, eg. OHEB Management Committee)	Communications/Consultations
			Contact list on internet for each strategy	Communications/Consultations
			Consider holding a meeting on WSP in Areas and at RHQ to provide updates	Communications/Consultations
			Ensure WSP is included with other DFO programs outlining how we are moving forward: PICFI, PICFI co-management, IHPIC, Habitat watershed planning	Communications/Consultations
			Briefings (Briefing notes or conference calls) for NHQ as required	Communications/Consultations

DRAFT, VERSION 6

Action Steps	Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
Partnership Strategy	<ul style="list-style-type: none"> o Participation in Fraser Salmon Watershed Program logic model with partners o WSP working group member participation in Fraser Salmon Watershed Program RFP process, capacity building for WSP implementation identified as a priority o WSP presentation made to PCFAM / PFAC. 	Mark Saunders / Wellsley to update week of August 9 th	Policy
WSP Coordination	<ul style="list-style-type: none"> o Regular meetings held. o Work plan developed. 	Ongoing coordination of WSP implementation, including chairing of WSP implementation team and work planning.	Policy

DRAFT, VERSION 6

WSP Strategy 6 – Performance Review, Work Plan 2010-2011

Action Steps		Progress Made prior to April 1, 2010	Planned Work for 2010/11	Responsibility
6.1 Conduct post-season review of annual work plans		<ul style="list-style-type: none"> Annual work planning completed 2010-11 Work Plan drafted 	Evaluation of annual fishing plans and operational targets and recommendations for adjustments for the next season.	FAM
			Evaluation of annual enhancement work plan and operational targets and recommendations for adjustments for the next season.	SEP
			Evaluation of annual habitat work plan and operational targets and recommendations for adjustments for the next season.	Habitat
6.2 Conduct regular reviews of the success of the WSP		<ul style="list-style-type: none"> Reporting progress through external communication products. PFRC report reviewed. Performance Review sub-group formed. Participated in logic model/performance strategy for Fraser watershed. 	Undertake an internal review of WSP implementation, including a gap analysis of the WSP implementation test cases (e.g., Barkley).	Policy
			Post season reviews and reporting on overall work plan.	

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**Wild Salmon Policy Implementation
Report on WORK PLAN 2009-2010**

WSP Strategy 1 - Standardized Monitoring of Wild Salmon Status, Work Plan 2009-2010

Action Steps		Planned Work in 2009/10	Progress made in 2009/10	Responsibility
1.1 Identify Conservation Units	Complete CU methodology paper for Yukon Territory and the Mackenzie River; consult with Yukon Salmon Committee (summer). Publish as a technical report by the end of the year.		The list of Yukon CU's has been completed. Consultation planned for Summer 2010.	Science (Holtby)
	Identify a process for revising CU's and work with SACC to identify accountabilities by the end of the year.		No progress.	Science (Holtby)
1.2 Develop criteria to assess CUs and identify benchmarks to represent biological status	Revise benchmarks (BM) paper and the model to evaluate benchmarks (Jul 09).		Completed and released two discussion documents on benchmarks in August. Holt, C., Cass, A., Holtby, B., and Riddell, B. 2009. <i>Indicators of Status and Benchmarks for Conservation Units in Canada's Wild Salmon Policy</i> , and Holt, C. 2009. <i>Evaluation of Benchmarks for Conservation Units in Canada's Wild Salmon Policy: Technical Documentation</i> .	Science (Holt)
	Provide expert advice, tools and methodologies to identify metrics and benchmarks for regional CUs:		Regional workshop for DFO staff on Strategy 1 completed. Science staff have followed up by engaging area staff in the development of benchmarks; significant progress has been made with Fraser sockeye.	Science (Lauzier, Holt, Folkes, Schubert, Tompkins)
	o Strategy 1 workshop for the regional Science WSP Implementation Team (Science, area and sectoral reps);		Science staff followed up by engaging area staff in the development of benchmarks.	
	o Consult with Area staff;		<i>Blair Holtby to complete</i>	Science (Holt)
	o Complete CU status scan using IUCN criteria		Preliminary version of software to identify benchmarks on spawner abundances developed and ready for testing.	Science (Holt)
	Develop software to consider benchmarks and risk tolerances in a multi-dimensional framework to assess status of each CU (Jan 2010).		Technical report on metrics distribution completed: Peacock, S., and Holt, C. 2010. <i>A review of metrics of distribution with application to Conservation Units under Canada's Wild Salmon Policy</i> .	Science (Holt)
	Develop and evaluate metrics and benchmarks on distribution within CUs and publish as PSARC document (Spring 2010).		Strategy 1 Oversight group formed.	Science
	Coordination of Science WSP implementation.		Starting to identify benchmarks for a few pilot conservation units (Barkley Sound and the Fraser River).	Area Stock Assessment

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Action Steps	Planned Work in 2009/10	Progress made in 2009/10	Responsibility
1.3 Monitor and assess status of CUs	To be developed in 3 tiers: 1) an overview document that details the components of an Assessment Framework (AF); 2) regional AF's for each species; and 3) project level operational plans.	1. Overview document on AF completed. 2. Draft assessment frameworks have been completed for regional coho, Fraser sockeye and North Coast populations.	Science (Holtby) Areas Stock Assessment
	Complete the Fraser sockeye framework and decision support tool.	Progress made on Fraser sockeye framework.	Science (Cass)

WSP Strategy 2 - The Assessment of Habitat Status, Work Plan 2009-2010

Action Steps		Planned Work in 2009/10	Progress made in 2009/10	Responsibility
2.1 Document habitat characteristics	<ul style="list-style-type: none"> Complete habitat status reports in 3 watersheds within CU's in South Coast and Lower Fraser (Sarita,, Cowichan and Lower Harrison) Provide support to Barkley Sound pilot 	<ul style="list-style-type: none"> OHEB and Science co-leading revisions to indicators and benchmark report . 	<ul style="list-style-type: none"> Habitat status templates and reports completed for Sarita watershed in Barkley Sound, Lower Harrison River, and Cowichan River. Instream flow requirement analyses conducted for Englishman River. 	OHEB
			Habitat Indicators Report: <i>Canada's Policy for Conservation of Wild Pacific Salmon: Stream, Lake, and Estuarine Habitat Indicators Canadian Manuscript Report of Fisheries and Aquatic Sciences 2859</i> by H.C. Stalberg, R.B. Lauzier, E.A. MacIsaac, M. Porter and C. Murray completed.	OHEB
2.2 Select indicators and benchmarks	<p>Science will participate with OHEB in the development of the Strategy 2 framework, with a focus on its interconnections to Strategy 3. This may include further refinements/revisions to the methodology paper.</p> <p>Develop component on partnership support for habitat monitoring under broad WSP Partnership Strategy</p>		Contract initiated to: a) develop a strategy for selecting representative watersheds within a CU for habitat status monitoring (using South Thompson coho CU as an example) b) develop a strategy for monitoring habitat health in CU's c) recommend elements of a watershed habitat health tracking system (temporally and spatially) Must await development of a monitoring framework that will commence in 2010-11	Science (Lauzier) OHEB (HCM)
				OHEB
2.3 Implement Monitoring	<p>Launch and implement web-mapping application; upload Yukon CUs.</p> <p>Explore potential partnerships with other information sharing systems (i.e. Hectares BC, Aquatic Information Partnerships BC)</p>		Web based mapping application launched- and information such as salmon CU maps, pressure/trend indicators for Lower Thompson Coho CU , species habitat requirements uploaded .	OHEB
			WSP mapping application built to open GIS standards that permit information sharing with provincial GIS based systems such as Hectares BC and others operating to same standard	OHEB

WSP Strategy 3 - Inclusion of Ecosystem Values and Monitoring, Work Plan 2009-2010

Action Steps	Planned Work in 2009/10	Progress made in 2009/10	Responsibility
3.1 Identify indicators to monitor status of freshwater ecosystems	Develop discussion paper on ecosystem objectives, indicators and management options, with CU case studies, for PSARC review in Sept 2009: - Contract support; - Peer review workshop;	<ul style="list-style-type: none"> Conceptual approach reviewed and approved by Operations Committee, October 2009. Table of contents for report well developed, existing lake survey data assembly nearing completion. Multiple review sessions with S. Coast SIAD staff suggest data review and standardization required to clean up "gaps", errors before analysis of survival series EBM indicators. 	Science
	Provision of expert scientific advice regarding the development and implementation of Strategy 3	Planning and advisory support provided to NGO initiatives relevant to the Barkley Sd WSP Pilot including: (1) West Coast Aquatic organization of the spring 2010 Barkley Sd Knowledge Symposium, (2) developed key indicators to assess wild salmon responses to climate variation and change effects for Somass Basin Water Management Planning initiatives of Living Rivers and BC Conservation Foundation (two reports drafted), (3) chaired Instream Flow Needs committee associated with Okanagan Water Supply & Demand study to test utility of salmon-based BC-IFN indicators in assessing maintenance of stream ecosystem integrity (Porter et al. 2010).	Science
	Complete report on multi-trophic level indicator assessment of impact of Henderson L. fertilization on sockeye and carrying capacity of Barkley Sound lakes for sockeye CUs.	Indicators (nutrients, phytoplankton, zooplankton, Henderson sockeye Cu) analysis complete, new method for carrying capacity estimates developed, rough draft of text written. Text refinement, peer review and publication to be completed as time permits.	Science (Hyatt-Rankin)
	Develop semi-automated system to profile status of salmon predator-scavenger complex in riparian ecosystem ("in-kind" support expected from Parks Canada)	Proof of concept trials with instrumentation completed at 12 riparian stations in 4 Barkley Sd watersheds. Technique clearly differentiates salmon-dependent fauna from others. Integrity of salmon linkages to riparian ecosystems can now be quantitatively linked to bear abundance and salmon utilization. Next steps will involve writeup of field data and then development of energy and nutrient flux models to demonstrate the general utility of this riparian ecosystem integrity indicator.	Science (Shardlow, Hyatt)
	Assemble Ecosystem Overview Assessment Report (EAOR) as per National EBM standard on status and trends of ecosystem attributes of Barkley CU-OEU combinations), including the assembly, review and standardization of CU stock assessment	<ul style="list-style-type: none"> Authored or co-authored multiple chapters of draft discussion paper on status of Barkley Sd wild salmon CUs and ecosystems (Pestal et al. 2009). Co-authored draft of EAOR assembled by West Coast 	Science, FAM, AMB, Parks, Hyatt, Dobson

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	data.	Aquatic (Okey et al. 2010). Publication of these documents pending input from others.	Science (Saunders, Hyatt)
3.2 Integrate climate & ocean information into annual salmon management processes	Engage First Nations Fisheries Council to develop a protocol for First Nations engagement in the development of ecosystem values. Continued integration of salmon information into annual State of Oceans (FOWG) reports including additional application of oceanographic and climate indicator information. Assembly and analyses of physical and biological data to explore their relationships with wild salmon productivity. PSARC sanctioned workshop (pre-FOWG) to discuss salmon outlooks, forecasts and survival.	Continued interaction with FNFC Two State of Oceans reports published in 2009, each with salmon information - Crawford, W.R. and J. R. Irvine. 2009. State of physical, biological, and selected fishery resources of Pacific Canadian marine ecosystems. DFO Can. Sci. Advis. Sec. Res. Doc. 2009/022. vi + 121 p. AND - DFO. 2009. State of the Pacific Ocean 2008. DFO Can. Sci. Advis. Sec. Sci. Advis. Rep. 2009/030. Research integrating marine information with coho and sockeye salmon forecasts and outmigration timing presented at workshop. PSARC sanctioned workshop held February 2010 with 13 presentations. Selected presentation summaries will be included in upcoming State of Oceans Reports.	Science (Irvine)

WSP Strategy 4 - Integrated Strategic Planning, Work Plan 2009-2010

Action Steps	Planned Work in 2009/10	Progress made in 2009/10	Responsibility
4.1. Implement an interim process for management of priority CUs	Continue work on strategic planning guidelines	Completed discussion paper on strategic planning guidelines	FAM
	Continue work on strategic plan for Fraser sockeye CUs: o PSARC paper for CU benchmarks o Develop co-management framework in conjunction with IFRAWG (Fall workshop)	o Reported on in Strategy 1 section. o Initial workshop held; early thinking on principles for framework done	Science FAM
	Develop Barkley Sound pilot project until end of 2009/10: o Overview of economic value of salmon to Barkley and social economic analysis of this area o Develop production planning model for Chinook and possibly Sockeye (partner with Living Rivers) o Structured decision making process for Barkley Sound Production planning o PSARC paper for Barkley Sockeye CU benchmarks	o Drafted a socio economic analysis of Barkley Sound. o Drafted a Chinook production planning model. o Conducted Barkley Sound planning workshop. o Contract with Nuuchah-nulth Tribal Council (NTC) to administer the Barkley Sound pilot. o Completed Barkley Sound discussion paper: <i>Sustainable Management of Wild Salmon in Barkley Sound and Alberni Inlet: Challenges, Resources, and Priorities</i>	FAM Science
4.2 Design & implement integrated strategic planning for salmon conservation	Participate in Skeena Initiative to implement WSP Develop overall approach to implement strategic planning (planning units, priority plans)	Participated in Skeena Initiative to being implementing WSP Overall approach to strategic planning developed.	FAM FAM
	Present planning approach to Operations Committee in June 2009	Presented planning approach to Operations Committee in June 2009	FAM

WSP Strategy 5 – Annual Program Delivery, Work Plan 2009-2010

Action Steps	Planned Work in 2009/10	Progress made in 2009/10	Responsibility
5.1. Assess the status of CU's and populations	<ul style="list-style-type: none"> Annual priorities for detailed assessments will be determined through PSARC. Stock assessment work plans describing the assessment plan for each CU and related activities developed. 	Fraser CU's reduced from 43 to 40 and prioritized according to data availability/quality <i>(this is the progress indicated for 09/10 in this year's work plan) – is this correct?</i>	Science
5.2. Plan and conduct annual fisheries	<ul style="list-style-type: none"> Annual fisheries management measures required by the management strategies selected under Strategy 4 will be identified and documented in annual Integrated Fishery Management Plans. Explicit agreed-upon rules for in-season decision-making developed with input from the Integrated Salmon Harvest Planning Committee. 	Steps taken to address mixed stock fishery challenges for Chinook in Barkley Sound pilot area <i>(this is the progress indicated for 09/10 in this year's work plan) – is this correct?</i>	FAM
5.3. Plan and implement annual habitat management activities	<ul style="list-style-type: none"> Develop and implement annual SEP work plans for habitat rehabilitation or restoration work Develop and implement annual habitat work plans for habitat protection and regulatory work Complete annual report to Parliament on habitat regulatory functions and decisions Undertake targeted habitat compliance monitoring (HCM) and assessments to determine level of compliance with habitat conditions in select regulatory instruments (i.e., Operational Statements, Letters of Advice, Authorizations) Maintain SEP community based habitat education and stewardship activities 	<ul style="list-style-type: none"> Annual SEP restoration work plans implemented Annual Habitat work plans (RHQ and areas) implemented Pacific region data contributed to the annual report to Parliament on administration and enforcement of the Habitat Protection Provisions of the Fisheries Act Regional HCM staff training courses completed and regional audits of authorizations initiated SEP Community Involvement Program work plan implemented 	SEP HPSD/EAMP HPSD/EAMP HCM SEP
5.4. Plan and implement annual enhancement activities	<ul style="list-style-type: none"> Annual enhancement production targets and strategies will be documented in IFMP's and will be consistent with objectives for CUs. Adult salmon production will be assessed for adherence to the rebuilding schedule and enhancement guidelines and practices. 	<ul style="list-style-type: none"> All annual enhancement production targets and strategies are documented in IFMP's. Objectives have not been identified for CU's yet. However, enhancement strategies are consistent with FAM and StAD objectives for the area. In CU's where there is a conservation strategy or recovery plan, enhancement activities are consistent with it and enhancement guidelines and practices are in place. Work is in progress to ensure that where enhancement has been identified as a contributor to rebuilding, it is given priority. 	SEP

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Action Steps		Planned Work in 2009/10		Progress made in 2009/10		Responsibility
External Stakeholder Engagement	Consider other consultation/ engagement activities, e.g., webcasts or teleconferences			Consultation Secretariat to update week of August 9 th		Consultation
	WSP annual forum (FN and Multi-interest)			Cancelled		Policy
	Bilateral meetings and web-based consultations			WSP consultations website completed Ongoing bilateral meetings and web consultations		Consultation
Aboriginal Traditional Ecological Knowledge	Assess current work on consideration of ATEK into resource management processes			Analysis of ATEK options was completed by Policy.		Policy / TAPD
	Discuss options for consideration of ATEK under WSP with First Nations			TAPD considering a national approach to ATK. A separate WSP approach to ATK is not necessary at this time.		Policy / TAPD
	Ongoing quarterly email/ web updates			Website updated with new fact sheet in May and September		Communication
	Conversion of WSP extranet site to internet			WSP website transferred.		Communication
	Linkages to Fraser Salmon Watershed Program			<ul style="list-style-type: none"> WSP implementation was identified as a key priority to be considered during the project selection process for FSWP in 2009-10. WSP working group members from Policy and FAM involved in the FSWP project selection process. The immediate outcome areas of the FSWP program support capacity building for the implementation of WSP. 		Policy
WSP Coordination	Continue to participate in development of FSWP logic model with partners (PSF / FBC)			The PSF/FBC did not do further work to develop the FSWP logic model this year.		Policy
	Identify elements where partners' engagement is required and develop strategy			No progress		Policy
	Develop and formalize partnerships on identified elements			No progress		Policy
	Engage BC through PCFAM/ PFAC forum			WSP presentation made to PCFAM / PFAC.		Policy
	Ongoing coordination of regional WSP implementation, including chairing of WSP implementation team and work planning.			<ul style="list-style-type: none"> Regular meetings held. Work plan developed. 		Policy
Internal Communications	Develop plan to transition WSP lead from Policy to implementation in Areas; clarify internal roles and responsibilities			Not completed		Policy
	Continue to develop and promote use of website as resource for staff			Continued to develop and promote use of website as resource for staff		Communication

WSP Strategy 6 – Performance Review, Work Plan 2009-2010

Action Steps	Planned Work in 2009/10	Progress made in 2009/10	Responsibility
Performance Measurement	Post season reviews and reporting on work plan.	<ul style="list-style-type: none"> Reporting progress through external communication products; annual departmental and regional planning processes. 2009-2010 work plan developed. 2008-2009 work plan reviewed. 	Policy
	Develop draft performance objectives.	No performance objectives developed.	Policy
	Review PFRCC report on WSP implementation.	Report reviewed.	Policy
	Participate in logic model/ performance measurement strategy for Fraser watershed (PSF/ FBC lead).	Policy staff participated in workshop to develop performance measurement strategy.	Policy