

**Multi-annual Management of
SCICOM Working Groups:
Implementation**



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1 Introduction

In 2009 ICES initiated a process of reform of its science structure and appointed a Science Committee (SCICOM) with national representation. A 'steering group' structure was established to provide scientific leadership and coordinate the work of Science Expert Groups (EGs).

Most EGs are developed through a very effective bottom-up process, reflecting the wishes and scientific aspirations of the ICES community. The EG portfolio provides ICES with a strong science base for its activities, and constitutes an attractive forum for scientists to produce excellent and relevant science.

There are three types of EGs: Workshops (WK, one-off activities), Study Groups (SG, time-limited structures) and Working Groups (WG, open-ended structures). Often, SGs become WGs at the end of their term. WGs are generally permanent structures, unless participants decide to terminate their activities.

WGs are managed through Terms of Reference, which are typically revised annually. While they all have a range of outputs, the main communication mechanism from EGs to ICES is through their annual meeting report. Although valuable, this report does not necessarily showcase the achievements of EGs.

Over 2011/12 SCICOM, in consultation with the Chairs of ICES EGs, has considered measures to streamline the management and reporting processes of EGs, empower EGs to plan their tasks over a longer time period, and put additional focus on the achievements and outcomes of EGs at fixed time periods. These measures are also intended to better demonstrate the value of EGs to Member Countries, and maximize the uptake of EG results in advisory activities.

In September 2011, after consultation with EG Chairs, SCICOM agreed to a staggered process of introducing multi-annual Terms of Reference (ToR), with a reduced level of routine reporting and a more focused, accessible, outcome-driven EG activity. This document explains the main changes implemented and implementation process.

2 What is changing and why?

The new multi-annual ToR process is expected to:

- Reduce the burden of annual reporting on WGs, and provide the groups with a longer perspective to focus their activity.
- Ensure that ToRs have clear and focused outcomes (e.g. publications, software/ methodology, datasets, advisory inputs, public outreach, etc.) that demonstrate advances and innovation. A new template for WG resolutions will reflect this.
- Ensure ICES recognizes and values the work of its WGs through an objective self-evaluation that facilitates the uptake of their outcomes. This will also help ICES prioritize, support and defend the ongoing work of WGs.
- Facilitate the identification, uptake and follow up of EG outputs directly into the ICES advisory activities, through a more dynamic, objective-driven management system.
- Re-balance the interactions between the WGs and SCICOM in favour of science strategy issues at the onset and completion of each multi-annual ToR, rather than annual operational discussions.

- Make the WG portfolio more responsive to future changes in the ICES Science Plan, as well as other scientific priorities.

3 Summary of the changes implemented

CURRENT SYSTEM	NEW SYSTEM
1. SGs and WK have fixed duration. WGs have open-ended terms.	1. WGs are appointed for an initial 3-years. They can request renewal at the end of their term. SGs disappear as a structure as they are effectively a WG with a single term. Workshops are not affected by these changes.
2. ToRs for all EGs are proposed, modified and approved annually.	2. ToR for all WGs are approved at the onset for the duration of the WG (3 years for WG), although new ToRs can be considered in response to <i>ad hoc</i> requests.
3. EGs provide a comprehensive annual report to SCICOM via their Steering Groups.	3. WGs will provide interim, reduced, reports at the end of years 1 and 2 of their appointment, and a final, comprehensive report at the end of year 3.
4. EGs are not evaluated and continue operating as per the above guidelines as long as they are supported by the community.	4. WGs are self-evaluated, through an online questionnaire that identifies and showcases their achievements against original goals. Renewals for further terms are considered by SCICOM based on justification and self-assessments.

4 Implementation steps

4.1 How would the system work?

- SCICOM WGs would be appointed for a fixed 3-year period, coinciding with the term of their Chairs. ToRs would be identified for the entire duration of this term, except for specific *ad hoc* requests that may be put forward by member states, advisory needs or urgent scientific issues¹.
- A full report from the WG would only be required at the end of their 3-year term². Reporting for each the first two years will be in the form of a brief progress update describing progress in achieving its workplan. For simplicity this progress report would use the same format as the final report, but will have space limits.
- At the end of the term the WG would be asked to complete a self-assessment of their outcomes and outputs³, which would be logged at the ICES Secretariat through a database system for further use in the website, publications and for internal discussions and well as in the interaction with stakeholders and clients.

¹ See Annex 1.

² See Annex 2.

³ See Annex 3.

- WGs that require more than one term would request an extension as part of their self-assessment, providing reasons for the extension, and suggesting a new set of ToRs. SCICOM supports the bottom up process behind the development of ICES WGs, and would act in support of the wishes of the ICES community.
- Term extensions will be considered by SCICOM, the delegated ICES body on science matters, during the third year of a WG. Typically, SCICOM will consider extensions at its autumn (September) meeting, or by correspondence between September and December of the final year of a group. However, SCICOM will be flexible and will consider extensions as early as at its spring (typically March) meeting of the final year of a group. This may help groups plan activities better.
- It is expected that many science-driven WGs would complete their multi-annual ToRs and would evolve, as science continuously does, to propose new WGs and multi-annual ToR, under new chairmanship.
- Some SCICOM WGs deliver science support and coordination (e.g. data or survey WGs) that require multiple terms. While acknowledging this, a fixed multiannual term would also be beneficial for these groups as it would facilitate showcasing their work on a regular basis, demonstrating progress, and marking a process of leadership change and potentially revised direction. This also provides an opportunity for review and evaluation of outputs by the WGs.
- Nominations for membership of the WG will be for the duration of the WG term (3 years). This applies to both nominations from delegates as well as Chair nominations. This means that when a WG is extended to a new term its membership needs to be re-appointed through new nominations by Delegates and/ or Chairs. Among other things, this ensure individuals and institutes are aware of the duration of their commitment.
- With the implementation of fixed-terms and multi-annual ToRs, the need to differentiate between Study Groups and Working Groups disappears. Two types of EG would remain: Workshops (one off activities) and Working Groups (multi-annual activities – either for a single term, effectively as currently applies to SG, or multiple terms if necessary). The changes proposed in this document would not affect the approval or reporting of Workshops.

4.2 What does the reporting process look like?

The following summarises the reporting that would be required from working groups as a result of the above proposals:

DOCUMENT	WHEN
Category 2 resolution for a three-year term Working Group ⁴	Annual Science Conference, but practically throughout the year for intersessional approval
Interim report	As deemed appropriate through their annual work plan.
Final report	Typically four to six weeks after the third annual WG meeting in year 3, or as deemed appropriate by their workplan.
Self evaluation	At the time when a new term is requested. If a new term is not required, self evaluation is expected at the same time as the final report

4.3 What would happen to existing WGs?

To stagger the process, existing WGs would move to multi-annual ToR as soon as they request this change, or at the end of the term of their current chair⁵.

5 Roadmap for the implementation in 2012

ACTIONS AND STEPS	WHEN
Consultation with Working Groups and compilation of their feedback on the new system and related working documents	January – mid March 2012 (completed)
Presentation of feedback from Working Groups to SCICOM; SCICOM decides on document revisions and further implementation process based on feedback	End-March (SCICOM midterm meeting) (completed)
First Category 2 resolutions for multi-annual ToRs approved by SCICOM	ASC 2012

⁴ See Annex 1.

⁵ See Annex 4.

Annex 1: Working group meeting draft resolution for multi-annual ToRs (Category 2)

A Working Group on Whatever Business (WGWB), chaired by Name, Country, will meet in Town, Country, Date Year, to work on ToRs and generate deliverables as listed in the Table below.

WGWB will report on the activities of 20YY (the first year) by Date Month Year to SSGXX.

ToR descriptors⁶

ToR	Description	Background	Science Plan topics addressed	Duration	Expected Deliverables
	This should capture the objectives of the ToR	Provide very brief justification, e.g. advisory need, links to Science Plan and other WGs	Use codes	1, 2 or 3 years	Specify what is to be provided, when and to whom
a	e.g. Review the science of offshore wind farms effects on the benthic system in the North Atlantic	a) Science Requirements b) Advisory Requirements c) Requirements from other EGs	1.3, 2.4	e.g. year 1	Review paper
b					
c					
d					

Summary of the Work Plan

Year 1
Year 2
Year 3

Supporting information

Priority	The current activities of this Group will lead ICES into issues related to the ecosystem effects of fisheries, especially with regard to the application of the Precautionary Approach. Consequently, these activities are considered to have a very high priority.
Resource requirements	The research programmes which provide the main input to this group are already underway, and resources are already committed. The additional resource required to undertake additional activities in the framework of this group is negligible.
Participants	The Group is normally attended by some 20–25 members and guests.
Secretariat facilities	None.
Financial	No financial implications.

⁶ Avoid generic terms such as “Discuss” or “Consider”. Aim at drafting specific and clear ToR, the delivery of which can be assessed.

Linkages to ACOM and groups under ACOM	There are no obvious direct linkages.
Linkages to other committees or groups	There is a very close working relationship with all the groups of SSGXXX. It is also very relevant to the Working Group on XXX.
Linkages to other organizations	

Annex 2: Template for Interim or Final WG report

The format of interim and final reports is essentially the same, but interim reports have a size limit of 15 pages, excluding annexes. This is intended to focus the text and the delivery of the groups. Any additional information (e.g. advisory products) is to be included as annexes, with no size limit.

1. Administrative details

Working Group name.....	
Year of appointment ⁷	
Reporting year within current cycle: (1, 2 or 3).....	
Chair(s): Name.....	Country.....
Name.....	Country.....
Meeting venue.....	
Meeting dates.....	

2. Executive summary

(No more than one page, following PUBCOM guidelines)

3. List of Outcomes and Achievements of the WG in this delivery period

(In bullet form, and as specific as possible –e.g. publications, advisory products, datasets, modelling outputs, methodological developments, etc.– these will be used by ICES structures to demonstrate delivery. Typically 1-2 pages)

4. Terms of Reference a) – z)

(Given here for easy reference)

5. Summary of Work plan

(Given here for easy reference with the ToRs)

6. Progress report on ToRs and workplan

(An executive summary of work done on the ToRs and in fulfilment of the work plan; updates as related to cooperation or needs from other WGs, Science Highlights, etc. Format to include:

- *Progress by ToR*
- *Changes/ Edits/ Additions to ToR*
- *Cooperation with other WG*
- *Cooperation with Advisory structures*
- *Science Highlights)*

⁷ For WG with more than one term, this refers to the start date of the most recent 3-yr term.

7. Revisions to the work plan and justification

(As deemed necessary based on progress report, track changes summary table. (new ToRs, if applicable. Typically 1 page).

8. Recommendations

- *ToRs to be given to other groups*
- *Proposal for next meeting date (if relevant)*
- *Proposals for ASC theme sessions, symposia, workshops, new WGs, publications (accompanying draft resolutions can go into Annexes)*

9. Next meetings (Interim reports only)

(Date and Venue for meetings in years 2 and 3 -if known)

10. Annexes (where applicable)

- *Participants list*
- *Others as required*

Annex 3: Self evaluation tool (proposed to be a webtool for online submission)

To be completed by ICES Secretariat

1. Working Group Name and code
2. Year of appointment
3. Current Chair(s)
4. Place, date and number of participants in meetings of the group in the last 3 years.

To be completed by WG Chair(s)

A - WG Evaluation

5. If applicable, please indicate to which of the research priorities (and sub-priorities) of the Science Plan to which the WG makes a significant contribution.

[Note: This may open a pull down menu with a maximum of 3-5 selections per WG. It would be a way of mapping the WG against the priorities and objectives of the WG. If not applicable, there should be an option in the pull down menu]

6. In bullet form, list the main outcomes and achievements of the WG since their last evaluation. Outcomes include publications, advisory products, modelling outputs, methodological developments, etc.

[Note: This is the box where the WG lists their outcomes, which could be linked to specific objectives of the science plan. Space will be limited to avoid long sections of text and favour short and bulleted lists]

7. Has the WG contributed to Advisory needs? If so, please list when, to whom, and what was the essence of the advice.

[Note: Space will be limited to avoid long sections of text and favour short and bulleted lists]

8. Please list any specific outreach activities of the WG outside the ICES network (unless listed in question 6). For example, EC projects *directly* emanating from the WG discussions, representation of the WG in meetings of outside organizations, contributions to other agencies activities.

[Note: Space will be limited to avoid long sections of text and favour short and bulleted lists]

9. Please indicate what difficulties, if any, have been encountered in achieving the workplan.

[Note: Space will be limited to avoid long sections of text]

B - Future Plans

10. Does the group think that a continuation of the WG beyond its current term is required? [If yes, please list the reasons]

11. If you are not requesting an extension, does the group considers that a new WG is required to further develop the science previously addressed by the existing WG. [A new WG does not have to be approved at the time of submitting this evaluation, but if plans are being developed please explain. This question helps understand the evolution of WGs, and assists in the planning of the WG portfolio]

If you answered YES to questions 10 or 11, it is expected that a new category 2 resolution will be submitted through the SSG Chair. Resolutions are approved at meetings of SCICOM and can also be approved intersessionally]

12. What additional expertise would improve the ability of the new (or in case of renewal, existing) WG to fulfil its ToR?

13. Which conclusions/ or Knowledge aquired of the WG do you think should be used in the Advisory process if not already used? (please be specific)

[Note: Space will be limited to avoid long sections of text and favour short and bulleted lists]

The Self-evaluation tool needs to be completed at the time of requesting a term renewal, or otherwise at the time of submitting the final WG report.

Annex 4: List of WG chair's tenure and start of multi-annual ToRs**Groups that have submitted multiannual ToRs (tenure ending 2012)**

Steering Group Name	Acronym	Acronym of WG	Working Group	Chairs of Working Group	Date of Tenure	Comments
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGHIST	Study Group on the History of Fish and Fisheries renamed Working Group on the History of Fish and Fisheries	Georg Engelhard, UK and Ann-Katrien Lescauwae, Belgium	2011	Multiannual ToRs approved see web-site
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGOOFE	Group on operational oceanographic products for fisheries and environment	Rosa M. Barciela Fernandez, Barbara Berx	2011	Approved, see website .
SCICOM Steering Group on Regional Sea Programmes	SSGRSP	WGIAB	ICES/HELCOM Working Group on Integrated Assessments of the Baltic Sea	Maciej Tomczak, Sweden, and Lena Bergström, Sweden, Martin Lindegren, DK	2013	Volunteered
SCICOM Steering Group on Ecosystems Function	SSGEF	WGCRAN	Working Group on Crangon fisheries and life history	Marc Hufnagl, Germany	2014	Volunteered
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	SGTCOD	Study Group on Turned 90° Codend Selectivity, focusing on Baltic Cod Selectivity (SGTCOD),	Bent Herrmann, Denmark and Waldemar Moderhak, Poland	2012	This will be the final meeting of the group.

New regime 2013 (tenure ending 2012)

SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGMASC	Working Group on Marine Shellfish Culture	Pauline Kamermans, NL	2011	New aquaculture group to be established
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGEIM	Working Group on Environmental Interactions of Mariculture	Chris McKindsey, Canada	2011	New aquaculture group to be established

Steering Group Name	Acronym	Acronym of WG	Working Group	Chairs of Working Group	Date of Tenure	Comments
SCICOM Steering Group on Ecosystems Function	SSGEF	SGCBNS	Study Group on Climate related Benthic processes in the North Sea	S. Birchenough, UK and H. Reiss, Germany	2012	Third meeting to be held in December 2012.
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGSAM	Working Group on Multispecies Assessment Methods	Anna Rindorf, DK and Jason Link, USA	2012	Will meet in Oct 2012
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	SGVMS	Study Group on VMS data, its storage, access and tools for analysis	Heino Fock, Germany	2012	Group will be established as WG and will submit Multiannual ToRS
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGBEC	Working Group on Biological Effects of Contaminants	Matt Gubbins, UK and John Thain, UK	2012	M-A resolution submitted
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGEXT	Working Group on the Effects of Extraction of Marine Sediments on the Marine Ecosystem	David Carlin, UK	2012	Pending . 1 year resolution submitted.
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	MCWG	Marine Chemistry Working Group	Katrin Vorkamp, DK	2012 (no change of Chair)	No change of Chair. 1 year resolution submitted.
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGPDMO	Working Group on Pathogens and Diseases of Marine Organisms	Simon Jones, Canada	2012	M-A resolution submitted
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGMS	Working Group on Marine Sediments in Relation to Pollution	P. Roose, Belgium and Lucia Viñas, Spain	2012 (no change of Chairs)	No change of Chairs. 1 year resolution submitted.
SCICOM Steering Group on Ecosystems Function	SSGEF	BEWG	Benthos Ecology Working Group	S. Degraer, Belgium	2012 (no change of Chair)	The Chair is in the middle of the 2 term and therefore requested to postpone M-A ToRs until a new Chair takes over.

Steering Group Name	Acronym	Acronym of WG	Working Group	Chairs of Working Group	Date of Tenure	Comments
SCICOM Steering Group on Ecosystems Function	SSGEF	WGSPEC	Working Group on Small Pelagic Fishes, their Ecosystems and Climate Impact	Jürgen Alheit, Germany	2012	M-A resolution submitted
SCICOM Steering Group on Ecosystems Function	SSGEF	WGBIODIV	Working Group on Biodiversity Science	Jim Ellis, UK	2012	M-A resolution submitted
SCICOM Steering Group on Ecosystems Function	SSGEF	WGPME	Working Group on Phytoplankton and Microbial Ecology	William Li, Canada and Xose Anxelu G. Moran, Spain	2012	M-A resolution submitted
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGEVO	Working Group on Fisheries-Induced Evolution	M. Heino, Norway, U. Dieckmann, Austria and A. Rijnsdorp, The Netherlands	2012	Group submitting Multiannual ToRS
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	SGMPAN	Study Group on Designing Marine Protected Area Networks in a Changing Climate	Robert J. Brock, USA, Ellen Kenchington, Canada and Amparo Martinez-Arroyo, Mexico	2012	Met 13–14 March 2012. Group to be dissolved.
SCICOM Steering Group on Regional Sea Programmes	SSGRSP	WGLMEBF	Working Group on Large Marine Ecosystem Programme Best Practices	Mick O’Toole, Ireland and Jan Thulin, ICES	2012	The Chairs requested to postpone M-A ToRs until the decision on the CoP Project is available.
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	IBTSWG	International Bottom Trawl Survey Working Group	Francisco Velasco, Spain	2012	Group presenting Multiannual ToRS
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGMARS	Working Group on Maritime Systems	Dorothy Dankel, Norway	2013	Group submitting Multiannual ToRS.

New regime 2014 (tenure ending 2013)

SCICOM Steering Group on Regional Sea Programmes	SSGRSP	WGNARS	Working Group on the Northwest Atlantic Regional Sea	Steve Cadrin, USA and Catherine Johnson, Canada	2013	
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Steering Group Name	Acronym	Acronym of WG	Working Group	Chairs of Working Group	Date of Tenure	Comments
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGMG	Working Group on Methods of Fish Stock Assessments	Jose de Oliveria, UK	2013	Will meet in Oct 2012
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGMPCZM	Working Group for Marine Planning and Coastal Zone Management	Andreas Kannen, Germany	2013	
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	SGWTE	Study Group on Environmental Impacts of Wave and Tidal Energy	Michael Bell, UK	2013	
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	SGSA	Study Group on Socio-Economic Dimensions of Aquaculture	Gesche Krause, Germany	2013	
SCICOM Steering Group on Ecosystems Function	SSGEF	WGCEPH	Working Group on Cephalopod Fisheries and Life History	Marina Santurtun, Spain	2013	
SCICOM Steering Group on Ecosystems Function	SSGEF	WGSE	Working Group on Seabird Ecology	Richard Veit, USA	2013	
SCICOM Steering Group on Ecosystems Function	SSGEF	WGCRAB	Working Group on the Biology and Life History of Crabs	Jan Sundet, Norway	2013	
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	SIMWG	Stock Identification Methods Working Group	S. Mariani, Ireland	2013	
SCICOM Steering Group on Regional Sea Programmes	SSGRSP	SGIMM	Study Group on Integration of Economics, Stock Assessment and Fisheries Management	Jörn Schmidt, Germany and Rasmus Nielsen, DK and Eric Thunberg, USA	2013	
SCICOM Steering Group on Regional Sea Programmes	SSGRSP	WGINOSE	Working Group on Integrated Assessments of the North Sea	Christian Möllman, Germany and Gerd Kraus, Germany	2013	

Steering Group Name	Acronym	Acronym of WG	Working Group	Chairs of Working Group	Date of Tenure	Comments
SCICOM Steering Group on Regional Sea Programmes	SSGRSP	WGEAWESS	Working Group on Ecosystem Assessment of Western European Shelf Seas	Pascal Laffargue, France, Dave Reid, Ireland, Maria de Fatima Borges, Portugal and Enrique Nogueira, Spain	2013	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	SGELECTRA	Study Group on Electrical Trawling	Bob van Marlen, NL and Bart Verschueren, Belgium	2013	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	SGSIPS	Study Group on Standards in Ichthyoplankton Surveys	Cindy van Damme, NL	2013	Group has proposed the establishment of a new WG- WGALES
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	SGCal	Study Group on Calibration of Acoustic Instruments in Fisheries Science	David Demer, USA	2012	2012 meeting postponed until 2013. Then it will be the third meeting.
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGFAST	Working Group on Fisheries Acoustics, Science and Technology	Nils Olav Handegard, Norway	2013	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	ICES-FAO WGFTFB	ICES-FAO Working Group on Fishing Technology and Fish Behaviour	Mike Pol, USA	2013	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGNEACS	Working Group on North-east Atlantic Continental Slope Survey	Elvar Halldor Halfredson, Norway	2013	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGBEAM	Working Group on Beam Trawl Surveys	Brian Harley, UK	2013	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGISUR	Working Group on Integrating Surveys for the Ecosystem Approach	Dave Reid, Ireland	2013	

Steering Group Name	Acronym	Acronym of WG	Working Group	Chairs of Working Group	Date of Tenure	Comments
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGACEGG	Working Group on Acoustic and Egg Surveys for Sardine and Anchovy in ICES Areas VIII and IX	Jacques Massé, France	2013	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGRS	Working Group on Redfish Surveys	Benjamin Planque, France and K. Kristinsson, Iceland	2013	

New regime 2015 (tenure ending 2014)

SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	SGNEPS	Study Group on <i>Nephrops</i> Surveys	Colm Lordan, Ireland	2014	
SCICOM Steering Group on Ecosystems Function	SSGEF	SGIMT	Study Group on Integrated Morphological and Molecular Taxonomy	Ann Bucklin, USA	2014	
SCICOM Steering Group on Regional Sea Programmes	SSGRSP	SGSPATIAL	Study Group on Spatial Analyses for the Baltic Sea	Michele Casini, Sweden	2014	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGISDAA	Working Group on Improving use of Survey Data for Assessment and Advice	Colm Lordan, Ireland and Stephen Smith, Canada	2014	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGIPS	Working Group of International Pelagic Surveys	Karl-Johan Stæhr, DK and Ciaran O'Donnell, Ireland	2014	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGMEGS	Working Group on Mackerel and Horse Mackerel Egg Surveys	Cindy van Damme, NL and Finlay Burns, UK	2014	
SCICOM Steering Group on Ecosystem Surveys Science and Technology	SSGESST	WGBIFS	Baltic International Fish Survey Working Group	Olavi Kaljuste, Sweden	2014	

Steering Group Name	Acronym	Acronym of WG	Working Group	Chairs of Working Group	Date of Tenure	Comments
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGIPEM	Working Group on Integrative, Physical-biological, and Ecosystem Modelling	Myron Peck, Germany and Miguel Bernal, Spain	2014	
SCICOM Steering Group on Sustainable Use of Ecosystems	SSGSUE	WGMHM	Working Group on Marine Habitat Mapping	Pål Buhl Mortensen, Norway	2014	
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGAGFM	Working Group on the Application of Genetics in Fisheries and Mariculture	Dorte Bekkevold, Denmark	2014	
SCICOM Steering Group on Human Interactions on Ecosystems	SSGHIE	WGHABD	ICES-IOC Working Group on Harmful Algal Bloom Dynamics	Bengt Karlson, Sweden	2014	
SCICOM Steering Group on Ecosystems Function	SSGEF	WGOH	Working Group on Oceanic Hydrography	Stephen Dye, UK and Kjell Arne Mork, Norway	2014	
SCICOM Steering Group on Ecosystems Function	SSGEF	WGRECORDS	Working Group on the Science Requirements to Support Conservation, Restoration and Management of Diadromous Species	Niall O'Maoileidigh, Ireland and Atso Romakkaniemi, Finland	2014	
SCICOM Steering Group on Ecosystems Function	SSGEF	WGFE	Working Group on Fish Ecology	Ralf van Hal*, the Netherlands	2014	
SCICOM Steering Group on Ecosystems Function	SSGEF	WGZE	Working Group on Zooplankton Ecology	Piotr Margonski, Poland	2014	