

Tuvalu Fisheries Department



2023 ANNUAL WORK PLAN



Tuvalu Fisheries Department
Ministry of Fisheries and Trade
Government of Tuvalu

Annual Work Plan 2023

Prepared by:
The staff of Tuvalu Fisheries Department

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1. Background

The annual work plan is prepared and checked by the senior management committee (SMC). Consisting of heads of each section within the department and other few senior fisheries staff, the SMC is the monitoring and reporting body of the department. This is the ninth annual work plan edition published by the department and the first of the new fisheries corporate plan (2023 – 2025). This outlines the department's immediate priorities and activities for 2023 which includes some activities that have not been completed in 2022. Like the rest of the World, the department has faced some challenges fulfilling activities in the last two years due to Covid-19. This year, as borders have re-opened in most countries, the department is aiming to achieve a 90 percent activity completion rate. Beside Covid-19 and its spillover effects, the department's incomplete activities continued to be affected by the staff's turnover, insufficient funds, or difficulty in accessing funds committed by donors, and changes in priorities by the Government and stakeholders.

The TFD sections will continue to achieve these activities in 2023 and are mindful that there would be other issues and priorities likely to emerge. The department needs to be flexible to meet these challenges as they arise.

1.2 Vision

The guiding vision of the department as stated in the Corporate Plan is:

- Productive inshore fisheries supporting livelihoods and providing healthy local food;
- Sustainable oceanic fisheries providing sustainable and consistent revenue, jobs and other economic opportunities.

The physical and economic health of the Tuvalu population depends upon the health of its inshore and oceanic fisheries. Inshore fisheries can be managed by Tuvalu, but the health of oceanic fisheries requires regional and sub-regional co-operation.

1.3 Mission

The Department's mission is:

- *To maximize social and economic returns to the people of Tuvalu through the sustainable management and proper use of Tuvalu's living marine resources.*

On behalf of the people of Tuvalu, the Government, through its fisheries department, will act as a responsible custodian of oceanic or designated inshore fishery resources and fisheries rights so that they generate national revenue and sustainable employment opportunities. The Department will also support Kaupule and Fale Kaupule to manage inshore fisheries to support livelihoods and provide local food security.

1.4 Objectives

The Primary objectives of the Department, as stated in the TFD Corporate Plan are as follows.

1. Sustainable management of Tuvalu's Oceanic Fisheries Resources.
2. Maintaining and, where possible, increasing economic benefits from the tuna fishery.
3. Improved management of coastal fisheries for sustainable inshore resources.
4. Supporting sustainable development of small-scale fisheries for livelihoods, food security and healthier diets.
5. Improvement and maintenance of TFD infrastructure and facilities.
6. Development of staff capacity and systems; and
7. Promoting public awareness and education on fisheries issues.

This is the 2nd edition under the new Tuvalu's National Strategy for Sustainable Development 'Te Kete' which was published and implemented in the year 2021. This ensures that our objectives are consistent with this Plan (2021 – 2030). However, due to the nature of the fisheries sector, the department anticipates some significant changes in the next 10 years and will adjust accordingly.

The department also has long term objectives already in place which consist of:

- Conversion of the Fisheries Department to a non-commercial statutory authority, so that it can function more effectively as a revenue-generation agency without the inefficiencies and constraints imposed by public service processes;
- Establishment of a fishery product food safety competent authority, so that fishery products caught in Tuvalu waters, or by Tuvalu vessels fishing elsewhere, can be sold into higher-value markets that are currently not available to us;
- The growth of a local fleet of medium sized vessels, owned and operated by Tuvaluans, fishing outside the reef for tunas and deep-water snappers, whose product is being fed into the local market and potentially for export;
- Lagoon fishery management and stewardship plans that have reversed the decline in reef fishery production in Funafuti and at least a couple of outer islands where we know that overfishing is becoming a problem.

The fisheries sector is dynamic and fast evolving; while the TFD Corporate Plan aims to address all current issues, even inside a year there may be changes in priorities. This highlights the need for all Departments to remain responsive and flexible, whatever the planning framework adopted.

2. Organization

The TFD comprises:

- The Administration Section, which is led by the Director, includes the Deputy Director, Legal Officer, Economist, Information Officer and IT Manager, as well as administrative staff. The group is responsible for fisheries access agreements, fisheries policy including regional initiatives, management of development projects, as well as planning and administration of the Division.
- The Oceanic Fisheries Section, led by the Principal Fisheries Officer (PFO), is responsible for Monitoring, Control and Surveillance of the tuna fishery. Main work areas include vessel licensing, reporting and data collection, VMS and VDS monitoring, coordinating aerial surveillance and patrol boat operations, transshipment monitoring and the

observer programme. The section also manages 80 contracted observers who are not counted as TFD staff.

- The Coastal Fisheries Division, also led by a PFO, is responsible for inshore fisheries resources assessment and management, as well as monitoring of the marine environment. The Division works closely with the Kaupule and other stakeholders in the community. Three teams, each led by a Senior Fisheries Officer, are responsible for work: in Funafuti; the outer islands; and on resource monitoring and assessment (including aquaculture). This section has engaged data collectors on each island who also work on contracts.
- The Operation and Development Division is responsible for operation of the Department's two vessels – Manui 1 and Manui 2 – including managing charters. The Division also has responsibility for the FAD programme, promoting sea safety, and training in fishing and fish processing. The development of boatbuilding and the new offshore fishing project will be led by this Division, working closely with local fishermen and their associations.

Fisheries Department Resources Staffing

There is a need to strengthen the staffing of the Department to address a number of new priorities and activities. A number of new fisheries development activities, supported by New Zealand and FAO, will need staffing support; and the growing workload around licensing and management of the oceanic fishery – Tuvalu's main source of revenue – requires more staff, particularly for management of the Tuvalu-flag fleet which has trebled in size. At the time of preparing this report, there are about 6 additional positions approved and soon to be advertised. These positions are expected to start in early 2023.

Assets and facilities

Since 2018, TFD has benefited from a new and well-furnished office complex (provided under the New Zealand Aid Programme) which has brought all staff under one roof for the first time in many years. In 2020 the building benefited from a photovoltaic power system (solar power) which, after some teething problems, meets most of the building's electricity needs. Internet connectivity was improved in 2021 but is still less than optimal. To provide more workspace, and protect the building, a small seawall has been built on the lagoon side of the office.

Other infrastructure on the site includes a large workshop, the NAFICOT fish market, and a slipway capable for handling vessels up to 20 meters in length. A little work has started on the slipway but it required a bit more in order for the new Manui to be able to dock and this work is expected to be completed in the early stage of 2023. There are also plans to extend the NAFICOT building. It is hoped that during 2023 work will start construction of a new training Centre in the Fisheries area and with the recent approval of the PROPER, it is likely that construction will begin sometimes in 2023. A small mariculture hatchery will be built and operated with NZ Project support.

Budget

Fisheries licensing, access fees and investments generate the majority of Tuvalu Government revenues: expected income for 2023 should be just over AU\$40m. The COVID pandemic has caused a lot of uncertainty in the fishing industry, as well as operational problems for the fleets, but at the time of preparing this report the arrangements to collect this amount had mainly been put in place.

The Fisheries budget allocation for 2023 has declined compared to the previous year's budget, this mainly due to the decline of the overall government budget. However, most fisheries activities will continue to depend on donor funding.

Several major development partners provide ongoing financial support for TFD:

- The World Bank Pacific Regional Oceanscape Programme Economic Resilience (PROPER), approved in November 2022 for a 6-year period, this is an extension of PROP that ended in August/September 2022 and should start before the end of 2023.
- The second phase of the New Zealand-Tuvalu Fishery Support Programme (TFSP2) was approved in late 2020 and provides approximately \$3.5 million plus technical assistance over the five years 2021-25;
- One FAO regional project, which will support deployment of inshore FADs up to March 2023;
- OFCF which continues to provide an annual programme of support for maintenance and replacement of essential equipment for TFD.

The TFD works in close collaboration with other partner agencies, including the Maritime Wing of the Tuvalu Police Department, the Tuvalu Maritime Training Institute (TMTI), and the Kaupule on each of Tuvalu's islands. Activities supported by these programmes are integrated into the Department's Work Programme, and in many cases will be funded by a combination of both donor and recurrent budget allocations.

Additional support continues to be available through the main fisheries sector regional organizations (Forum Fisheries Agency (FFA), Secretariat of the Pacific Community (SPC), Parties to the Nauru Agreement Office (PNAO) and Western Central Pacific Fisheries Commission (WCPFC)). Technical assistance, training and small project funding also continues to be available from time to time through a number of bilateral and multilateral partner agencies, although travel restrictions due to COVID have greatly restricted these activities.

2023 Work Plan

3. Administration Division

The Administration section of the Department is responsible for a range of activities, including:

- Advising the Minister, Cabinet and Parliament on fishery policy issues and high-level developments within the sector;
- Negotiating fishery access agreements with distant water fishing nations, associations, fleets and companies; Economic analysis of fishery development and management options;
- Ensuring consistency between fishery revenue information held by the TFD and the Treasury Department of MFED;
- Promoting and managing fishery joint ventures and other commercial activities in which the Government of Tuvalu has an interest, including support for NAFICOT;
- Ongoing review of Tuvalu's fishery legislation to ensure it remains compliant with international treaties and arrangements to which Tuvalu is a party;
- Assisting the Attorney-General's Office and other relevant government departments in regard to incidents of non-compliance with Tuvalu's fishery laws;

- Providing access to information on Tuvalu fisheries, including through the development and maintenance of a Fisheries Department library and website;
- Producing public information materials on the work of the Department, and the Tuvalu fisheries sector in general;
- Representing the Tuvalu on high-level discussions and negotiations on fisheries; and
- Administering and maintaining records of departmental expenditures, travel, training and personnel matters.

The Administration Unit directs and supports activities across the Department. It provides the critical links between the Department and domestic, national and international agencies. It also provides the links between the three major sections within the Department (the Oceanic Division, the Operations & Development Division, and the Coastal Division) and its activities cut across the Department's annual work plan. The Senior Management Committee (SMC) consists of the Director, the Deputy Director, Technical Advisor, Legal Officer, Fisheries Economist, Fisheries Media Officer, Fisheries IT Manager and all Heads of Sections. In order to improve the monitoring and evaluation of the Department's daily activities, the administration section is tasked to provide the necessary support to all staff in their efforts to carry out their duties and responsibilities.

Weekly departmental meetings will continue to take place each Thursday morning. All Section Heads will provide brief updates on weekly events and plans for the following week.

The Administration Section organizes monthly meetings for the Department's Executive Management Committee (SMC). These monthly meetings allow SMC to review the progress of each section in implementing the departmental work plan. Staff meetings will be held on a quarterly basis to discuss implementation and social issues within the Department.

The Division will lead the celebration of World Tuna Day in the country in May, for the fifth time, although financial support from the government is rather limited. The significance of fishing in Tuvalu cannot be over-estimated. Appropriate SMC members will represent Tuvalu at all important Fisheries meetings; this is to assure that our business is brought up at these meetings and our interests in the arena of fisheries management are protected.

3.1 Director of Fisheries

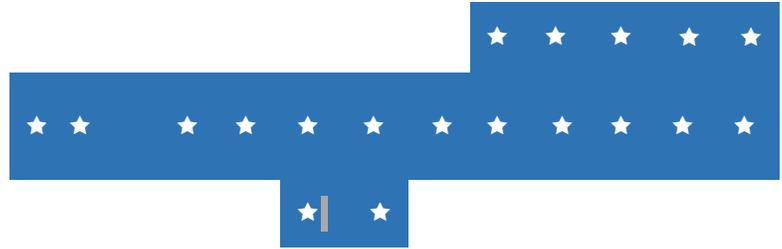
The Director’s main role is defined in his Duties and Responsibilities under his TORs:

- The Director of Fisheries is to lead the senior management team of the Fisheries Department.
- Provide advice to the Minister and Cabinet on fisheries matters and policy that align with the strategic plan of Tuvalu (Te Kete);
- Overall responsibility for the successful implementation of the Fisheries Department’s Corporate Plan and Budget
- Provide strong leadership and guidance to all staff to meet the Department’s goals and objectives.

The year 2022 was a very busy year, where most of the time was consumed by regional and international virtual meetings as well as face to face meetings toward the end of the year as borders have opened up. With the Deputy Director of Fisheries position still not filled, this adds additional burden on the Director’s work plan in making sure the Department fulfilled its annual work plan. Other important works involve the provision of assistance and guidance to ongoing external fisheries projects WB-PROP, NZ-TFSP, FAO and OFCF. The main priority for 2023 will again the overall managing and guidance of all sections in the implementation of the 2023 Department Work plan

Activity/Task	J	F	M	A	M	J	J	A	S	O	N	D
Oversee the overall implementation of the Department work plan	★	★	★	★	★	★	★	★	★	★	★	★
Oversee and guide staff performance and training needs	★	★	★	★	★	★	★	★	★	★	★	★
Coordinate the department 2022 Annual Report		★	★	★								
Advise and support Minister and Cabinet		As requested										
Provide advisory role to NAFICOT and FOFA Management		AS requested										
Coordinate Department 2024 Budget Preparation and manpower planning			★			★			★			
Support the authority initiative	★	★	★		★							
Assist implementation of TFSP, FAO and OFCF Project Activities	★	★	★	★	★	★	★	★	★	★	★	★
Support the implementation of PROPER	★	★	★	★	★	★	★	★	★	★	★	★

Coordinate 2024 Access Agreement Negotiation
 Lead Tuvalu delegation to both virtual and face to face sub-regional meeting and regional fisheries meeting
 Home Leave



3.2 Fisheries Legal Officer

The Department’s Legal Officer is responsible for providing analysis, review, advice, implementation and execution of all Fisheries Department legal matters, including: compliance with Tuvalu’s obligations under international, regional and sub-regional fisheries instruments to which Tuvalu is a party; drafting of fishery regulations, management plans, and amendments to existing legislation; drafting and review of fishery access agreements and licence conditions; legal review of joint venture agreements and investment proposals; and legal support to fishery surveillance and law enforcement activities, including prosecutions.

Legal Fisheries works with all of the Divisions, as well as other Government departments, notably the office of the attorney general, with activities in support of all seven of the Corporate Plan objectives. In 2023 he will also provide legal advice to the NAFICOT Board and Management.

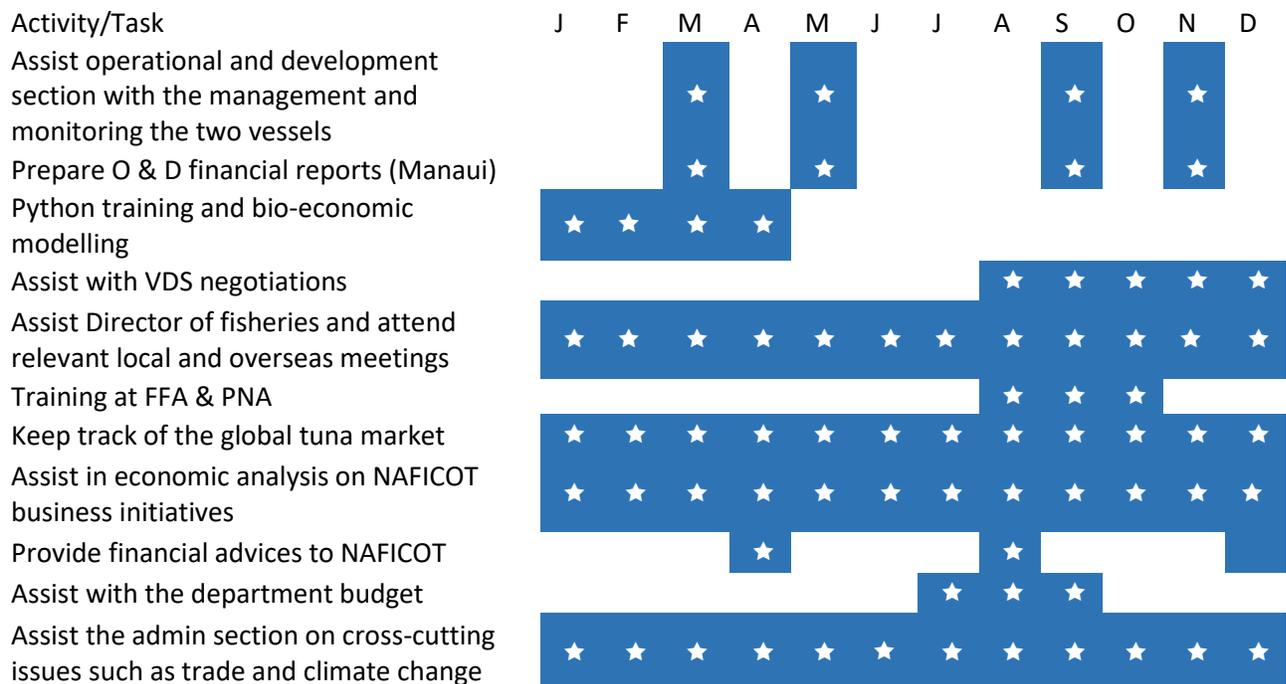
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
To provide support to PNA and TKA Meeting (Plus all WCPFC meetings)	★	★		★	★	★	★	★	★	★	★	★
To draft, review and amend AA.	★	★			★	★	★	★	★	★	★	★
To conduct Dock Side Boarding training	★	★			★		★	★	★	★	★	★
To evaluate Oceanic reports on data		★	★	★	★			★	★	★	★	
To review all AA		★	★	★	★			★	★	★	★	★
Assist with legal issues around new re-flagging arrangements	★								★	★	★	
To review and endorse contracts and agreements as required	★									★		
To review and amend existing policies and laws	★										★	★
To provide advice on Kaupule fisheries regulation through bye-laws		★	★						★	★		
To provide staff training on Fisheries law												★

To provide regular radio or published work on the TFD website on legal issues and work



3.3 Fisheries Economist

The objective of the Fisheries Economist is to collect, assess and analyze national, regional and international fisheries related data that are of interest to the Government of Tuvalu and provide rationale advice to the Director of Fisheries for decision making purposes that will profoundly maximize the best sustainable economic value out of our fishery resources. Main responsibilities are to: (i) provide advice to the Director of Fisheries in the formulation of policy on the allocation and conditions of purse seine and longline licenses issued by the Government of Tuvalu; (ii) investigate and analyze trends and developing strategies that maximize current and future scheme and other licensing arrangements and (iii) advise on economic aspects of domestic fisheries development in Tuvalu, including the operation of the Community Fisheries Centers and outer island initiatives. Again, this involves work across all areas of the Department’s responsibilities and the following work plan lists activities in support of the Operations, Coastal, Oceanic and Management Divisions, as well as NAFICOT, in that order.



Assist Asset Officer with procurement
 Assist FOFA implementing its business
 plan.
 Annual Leave



3.4 IT Manager

In the year 2023, IT management and support will continue to provide for the improvement of the TFD network system through the office Management Information System (MIS) to ensure enhanced delivery of the TFD functions to support the office website and the domain that hosts the corporate email. Ongoing activities includes the monitoring of the Solar and security systems, management of all office hardware and software equipment, and office electrical equipment’s procurement and maintenance. Other tasks involve assisting and training of staff with basic computer skills.

IT Manager	2022 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Monitor and manage the network and domain	★	★	★		★	★	★	★	★	★	★	★
Conduct electrical safety checks on computer equipment					★					★		
Train & assist staff with computer skills & problems.						★					★	
Troubleshoot hardware or software faults and replace defective parts when necessary.	★				★			★			★	
Monitor and maintenance of security system devices/equipment’s			★	★	★	★	★	★	★	★	★	★
Monitor the Solar system online portal	★	★	★	★	★	★	★	★	★	★	★	★
Manage and backup the TFD MIS and databases	★	★	★	★	★	★	★	★	★	★	★	★
Explore possibility to switch and migrate TFD email to Google			★	★						★	★	★
Assist FFA in the making of the TFD ISMS policy		★	★	★								
Annual Leave											★	★

3.5 Librarian and Public Relation Officer

The Tuvalu Fisheries Library and Public Relation function are to strengthen and maintain TFD communication and public awareness, to manage the TFD website, and to provide accessible and engaging library collections, resources through the e-library (MIS) and to extend best practice services.

Librarian & Public Relation Officer Activity/Task ↓ Month →	2023 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Update and promote the TFD website and Facebook page	★	★	★	★	★	★	★	★	★	★	★	★
Produced and translate (English to local language) Fisheries informative brochures, flyers, posters and educational animated short videos	★		★			★		★				
Prepare advertisement, promotional material and press releases	★	★	★	★	★	★	★	★	★	★	★	★
Conduct fisheries career awareness in schools (Pre-schools, Primary & Secondary schools)			★			★			★			
Collecting & editing documentary on Women and Fisheries	★	★	★	★	★							
Printing of TFD AWP and AR				★	★					★	★	
Maintain and manage the e-library and physical collection	★	★	★	★	★	★	★	★	★	★	★	★
SPC training									★	★		
Conduct Radio and dot TV awareness programs	★	★	★	★	★	★	★	★	★	★	★	★

3.6 Maintenance Officer

The TFD maintenance officers will maintain working inside the office to servicing all fisheries equipment and install new and modernized equipment. Due to the installation of the solar power system, the TFD maintenance officers will maintain servicing and monitoring and report any faults to the Tuvalu Electrical Corporation (TEC).

The main priority for these years is to carry out maintenance of the fisheries Workshop building

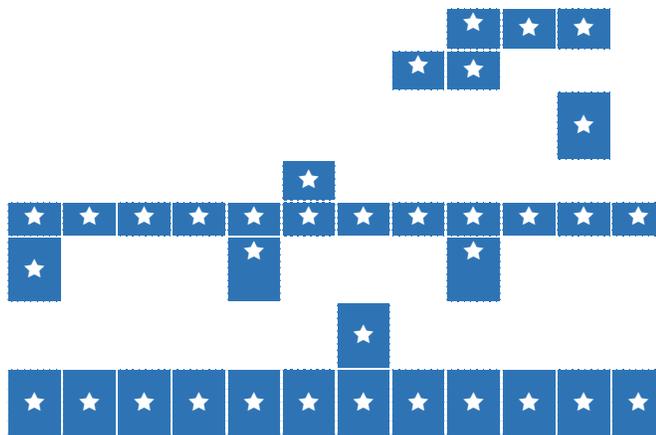
Maintenance Technician	2023 Milestone											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Maintenance (Workshop building)	★	★	★	★								
Pressure check for all (Air-condition)					★					★	★	
Filter cleaning for all (Air-condition)					★			★			★	
Fixing of any breakdown on 25 A/C units	★	★	★	★	★	★	★	★	★	★	★	★
Test and services (Fire Alarm/Fire Extinguisher)						★						
Services & cleaning (Lights frame, Light tubes, Lights switches, Outlets) replaced if needed							★					
Fixing of any electrical faults	★	★	★	★	★	★	★	★	★	★	★	★
Cleaning water pump filter								★				
Fixing and cleaning building gutters								★				
Pumping out sewage tank (Manual)	★	★	★	★	★	★	★	★	★	★	★	★
Fixing of any plumbing works (Water supply)	★	★	★	★	★	★	★	★	★	★	★	★
Monitoring and report of any solar system faults to the Tuvalu Electrical Corporation (TEC)	★	★	★	★	★	★	★	★	★	★	★	★

3.7 Fisheries Asset/Storekeeper Officer

The Fisheries Department owns and operates a diverse mix of high-value assets that are used on land and at sea by department employees, contract workers, and non-department personnel. As a result, the management and monitoring of all of these assets is critical for the successful implementation and execution of the Fisheries Annual Work plan’s plan activities. Furthermore, the Fisheries Asset Officer and the Support Officer are fully responsible for overseeing all operations involving these assets to guarantee proper supervision and maintenance.

Asset Officer/Storekeeper	2023 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Maintain the asset manager upgraded and updated	★	★	★	★	★	★	★	★	★	★	★	★
Provide support, assistance and advice to the Deputy Director and the Director of Fisheries on asset management issues	★	★	★	★	★	★	★	★	★	★	★	★
Stocktake and inspection of fisheries assets both inside and outside of office			★						★			

Develop the fisheries asset management plan
 Assist and work closely with the TA
 Undertake overseas training on asset management and maintenance
 Attachment training at FFA
 Assist and provide adequate information to SMC
 Develop and review the Fisheries Annual Procurement Plan
 Conduct regular procurement and asset awareness programs.
 Assist all sections with all cross-cutting issues such as the procurement of special equipment, etc.



4. Coastal Fisheries Section

Inshore fishing contributes to food security, livelihoods, nutrition and food safety throughout the Tuvalu Islands. Tuvalu’s legislation (Falekaupule Act 2021) essentially places the control of inshore fisheries in the manpower of local government, requiring the Coastal Fisheries Section to work closely with the Kaupule on all islands to achieve their ends. One of the three core values of the Tuvalu Fisheries Department (TFD) in its corporate plan is teamwork and co-operation with communities and others. This facilitates shared responsibility, provides technical advice and support, and integrates timely and appropriate information to support the appropriate management of local inshore fisheries.

The *vision* of the Coastal Fisheries Section is to ensure the sustainability of inshore resources for present and future generations of Tuvaluans. Many of the activities in this work plan are a continuation from the previous years to ensure continuity and reliability of core services provided to relevant stakeholders. Some activities were carried over from 2021 due to Covid-19 restrictions and are expected to be completed this year. All activities are aligned to the achievement of the Key Outcome Results (KORs) under the Tuvalu National Strategy for Sustainable Development (Te Kete, 2021-2030) and the TFD Corporate Plan 2020-2022.

Key activities of the Coastal Section for 2022 will focus around priority objectives identified in the Corporate Plan 2020-2022. For inshore fisheries the focus remains on Objective 3 “improved management of coastal fisheries for sustainable inshore resources”, but this year will slightly shift in focus to:

1. Staff capacity training through digital mode to upgrade and enhance knowledge needs in order to boost confidence and increase capability in staff for smoother implementation of activities
2. Developing dedicated Fishery Management Plans (FMPs) and a Locally-Managed Marine Area (LMMA) Strategy for the Outer Islands, and an extensive review of FRFSP to address issues identified in the Island Strategic Plans;
3. Re-classification of water quality monitoring and surveys such as testing effectiveness of protected areas and locally managed marine areas, beche-de-mer surveys and other research and monitoring from an on-going to an on-demand model to deal with issues and requests as they arise; and
4. Improved effort in streamlining Data Collection Programs to ensure quality and accurate data are being collected for better decision making

These changes reflect the efforts of the Coastal Fisheries Section to continually improve their services to the community and respond to changing circumstances. Delivery of services against the following activities are to be measured using key performance indicators.

4.1 Fishery Resource Monitoring & Analysis

Continuing and improving fishery resource monitoring and analysis of the data is a priority. This serves to identify trends and problems and to provide reliable information on the status of the resources, as well as feedback on the effectiveness of management measures.

Staff will carry out priority on-going monitoring of fisheries resources (creel surveys) as well as on demand resource assessments and investigations of issues. Regular monitoring includes the creel/artisanal surveys on all islands and boat/canoe surveys. Some of these assessments have been incorporated as part of the metronome program which is being implemented on outer islands. On demand surveys may include assessments of the status of beche-de-mer stocks or the effectiveness of marine protected or locally managed marine areas.

4.2 Research

Fisheries research and monitoring of the environment and development of proposals to mitigate the environmental impacts of waste and coastal developments as needed for effective

fisheries management (ecosystem approach to management) will continue as in previous years. CFS will also carry on monitoring of ciguatera microalgae and monitoring of cases of poisoning to ensure the community is informed of the ciguatera status of the resources and areas they should avoid for fishing. Due to COVID measures, some work planned for 2021 has been extended to 2022. This includes a study on fish size at maturity to be conducted by an external consultant. This will assist us to set recommended minimum sizes for each key commercial reef species. Research into specific fisheries-related issues such as the request made by the Nanumaga Member of Parliament for assistance with sea mount stock assessment will be carried out on request.

4.3 Outer islands Fisheries Management Plans, LMMA Strategy and Support

Working closely with the Kaupules, fishers' associations and other stakeholders, the Coastal section will develop, implement and monitor coastal fishery management plans (FMPs) and by-laws to safeguard resources and regulate harvesting of key species in each of the outer islands. SPC will also assist us to develop a National Sea Cucumber Management Plan based on the results of BDM surveys analyzed and reported in 2020. The resulting plan will be applicable to Funafuti and all outer islands. Regular metronome trips will continue to support activities under the signed MOU for cooperation with each island Kaupule. The Coastal Section will assist each island Kaupule review and implement existing fisheries-related projects to complement the development of dedicated FMPs. Visits will also be conducted occasionally to all islands to check on the status of the Outer Island Data Collectors (OIDC) and Community Fisheries Officers (CFO) on each island.

4.4 FRFSP / Funafuti Management

CFS will continue supporting the on-going implementation of the Funafuti Reef Fisheries Stewardship Plan (FRFSP). Funafuti's high population concentration and relatively high degree of urbanization, means that it remains important for efforts to concentrate on ensuring the sustainability of inshore resources on Funafuti to accommodate food security issues and support livelihoods of the local population. At the end of 2022, there was an end-of-term review of the FRFSP with a series of community consultations to establish a new FRFSP. Developing and implementing this will be a priority in 2023.

It is expected that the FRFSP will continue to foster cooperation between the Funafuti Kaupule, Fishers on Funafuti Association (FOFA) and TFD through activities under four key strategies:

a) Strengthening of the Funafuti Conservation Area (FCA) as a replenishment zone. This work will seek to improve management of the FCA so that its potential benefits become a reality, i.e. protecting spawning adults, and allowing juveniles to grow and spill over fishes into other parts of the lagoon. This is expected to increase resilience of the fisheries on Funafuti atoll. This will be achieved through development of stronger cooperation arrangements in supporting the Kaupule. Coastal staff will primarily be involved in implementing irregular patrols to reinforce Monitoring Control Surveillance (MCS) activities run by the Kaupule. Coastal Fisheries will also run capacity building training for Kaupule staff. There will be regular quarterly review meetings with key stakeholders and further revision of relevant legislation to support enforcement and management if needed. Public awareness radio programs will be aired to support the FCA.

b) Set Size limits: Limiting the size of fishes that can be taken by fishing to ensure that every fish can breed at least once in all other parts of Funafuti atoll. Research will be conducted with the help of a consultant to provide evidence-based sizes at maturity for setting size limits (see 2. Research).

c) More use of pelagic resources: Targeting pelagic and offshore fisheries more to reduce some of the pressure on reef fishes. It is envisaged that this strategy will be implemented through a package to be done with the Operation and Development Section. This will include: deploying more inshore Fish Aggregation Devices (FADs); increasing the amount of sea safety training and grab bags for fishers; improve boats for more efficient fishing offshore to reduce cost of fuel and time accessing pelagic resources more reliably and safely. The Coastal Section will focus on improving public awareness through consultations, media, stickers and posters.

d) Getting everyone on-board: Improving information, involvement by the community and keeping them updated on the state of the ecosystems on which their fisheries depend. There will be some consultation with all island communities on Funafuti to ensure that everyone is involved and supports this plan.

4.5 Mariculture

Although the potential for aquaculture in Tuvalu is limited, with capture fisheries providing a much better return on investment and labor, TFD will develop a small mariculture hatchery. This will be mainly to trial re-seeding of species such as giant clams and there may be some potential to develop outgrowing of high value export species such as clams and sea cucumbers as a small-scale industry. Special efforts will also focus on implementing assistance to some islands to initiate community based small scale aquaculture trials. New Milkfish culture cages will be deployed in Vaitupu Island. This activity was deferred to 2023 due to COVID measures and other plans for construction on the site.

4.5 Awareness:

The Coastal Fisheries Section will continue to increase public awareness of all its programmes through radio shows, community meetings, website, posters, fish size stickers and other media through the year. One specific task established in the Corporate Plan 2020-2022 and carried over into the new plan will be to develop curriculum materials for schools.

4.6 Other tasks

Other tasks to be undertaken by the Coastal Fisheries Section will include on-going professional development, attendance at regional meetings and training and ensuring the regular metronome trips are re-established and carried out as planned with outer island Kaupules and in cooperation with other projects and departments as needed. CFS will also continue working with the IT Consultant in continual improvement of the TFD database, the Management Information System (MIS) which is being used to store and analyze all coastal fisheries data. CFS continues to collaborate and work back-to-back with our new Inshore Fisheries Advisor on key issues and work-related matters.

Coastal Section Activity/Task ↓ Month →	2023 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Creel/Artisanal Surveys Funafuti	★	★	★	★	★	★	★	★	★	★	★	★
Creel/Artisanal Survey Outer Islands	★	★	★	★	★	★	★	★	★	★	★	★
Creel data entry	★	★	★	★	★	★	★	★	★	★	★	★
Creel Reports / Creel Report Cards			★	★								
Quarterly Visits to Outer Islands (Round Trip)			★			★			★			★
Data Collectors Annual Workshop											★	
On-demand surveys/Research studies	★	★	★	★	★	★	★	★	★	★	★	★
Ciguatera sampling, analysis & reporting		★			★			★			★	
Ciguatera cases	★	★	★	★	★	★	★	★	★	★	★	★
Development of Scientific Papers	★	★	★	★	★	★	★	★	★	★	★	★
Boat & Canoe Survey (OIs & FUN)					★		★		★		★	★
Community Fisheries Management Plans Implementation & Monitoring/Regulations	★	★	★	★	★	★	★	★	★	★	★	★
Metronome Trips					★		★		★			
LMMA Strategy, Monitoring & Support	★	★	★	★	★	★	★	★	★	★	★	★
FCA support (field survey & patrols)	★	★	★	★	★	★	★	★	★	★	★	★
Size at Maturity & Spawning Seasonality Study	★	★	★	★	★	★	★	★	★	★	★	★
Development of National Sea cucumber management plan based on OIs analysis and 2020 report		★	★		★		★		★		★	★
New FRFSP Launching, Implementation, Monitoring & Annual Review	★	★	★	★	★	★	★	★	★	★	★	★
Mariculture advice and assistance (OIs)	★	★	★	★	★	★	★	★	★	★	★	★
Funafuti Hatchery & Support												
Awareness (school, radio, video, community, posters)	★	★	★	★	★	★	★	★	★	★	★	★
Virtual Trainings (in-house and monthly)	★	★	★	★	★	★	★	★	★	★	★	★
Data Collection and Management Training (SPC – Ikasavea)					★						★	
Scuba Dive Training			★	★								
Compliance Training							★					
RTMCF, HOF, etc.		★								★	★	
Database maintenance MIS	★	★	★	★	★	★	★	★	★	★	★	★
IFA Consultant	★	★	★	★	★	★	★	★	★	★	★	★
IT Consultant	★	★	★	★	★	★	★	★	★	★	★	★
Administrative tasks (maintenance, reporting, planning)	★	★	★	★	★	★	★	★	★	★	★	★

5. Oceanic Section

The Oceanic Fisheries, especially the tuna fishery provides a good source of government revenue contributing as much as over 50% at one point to the government’s annual budget. Additionally, it is also important for food security and the livelihood of many families. Given its importance, the government of Tuvalu through the Fisheries Department is committed to its long-term sustainability through improved Monitoring, Control and Surveillance (MCS).

Illegal Unregulated and Unreported (IUU) fishing remains a real threat to the sustainability of the tuna stocks in the region though the situation is improving. The FFA 2021 IUU quantification report indicates a significant reduction in IUU fishing with misreporting of catches being the most common IUU offenses committed by fishing vessels. As the fight against IUU goes on, the department will continue to focus and invest in MCS activities with the aim of achieving further improvement.

5.1 Major Activities for the Oceanic in 2023

1. Seek to improve Fisheries surveillance capability – The fisheries department in recent years was unable to achieve the intended target of at least one surface patrol per quarter due to the unavailability of the patrol boat. The same situation is likely to continue into the future given the poor status of the vessel let alone the hike in fuel prices. In this regard, the department will endeavor to explore and investigate the availability and applicability of other means including the use of new technology for fisheries surveillance. And a result of unavailability of patrol boat, a dedicated fisheries surveillance speed boat has been proposed under the World Bank Proper with the expectation that procurement process would begin in 2023.

2. Introducing an insurance cover for Tuvalu Observers. Fisheries observers do a risky job. As such, observers are usually insured by fishing companies. However, certain specific cases in the past involving observers from other Programs revealed such a cover (provided by fishing companies (through signed contract) as being useless as the affected observers never get paid or received any sort of compensation. As such, the department is taking the initiative to have its own insurance cover using its own observer fund. The intention here is not to replace the insurance cover that the companies provide but the scheme will act as a backup in the event the company cannot pay our observer.

3. Introducing electronic reporting (ER) for observers. In line with our regional commitment, starting next year Tuvalu observers will begin to report electronically via the PNA FIMs. All e-reporting devices were already procured, and e-training also conducted during the past three years when there was no observer placement taking place. The emphasis in 2023, while awaiting the building of its permanent office, is to find a temporary space enabling the e-

debriefing system required to support the observer e-reporting concept to be set up. The e-debriefing system would include at least two work stations (PCs) and potentially may increase to a maximum of four PCs, hooked to a reliable internet source, and a printer. Once this is set up, training of e-DE briefers can then be undertaken.

4. Strengthening and Enforcing of Flag State responsibilities. The number of Tuvalu vessels has grown from 2 to 6 Purse seiners in recent times. The increase means more responsibilities for the compliance unit which is already carrying quite a heavy load due to its limited manpower. The fact that Tuvalu vessels tend to operate more in other EEZs and less in our own EEZ adds just another burden due to the need to regularly inspect to ensure they are compliant. To counter this situation and the shortfall in manpower, arrangement may need to be put in place that will allow fisheries officers of other countries to carry out inspection of our vessels in their ports on our behalf.

5. Training attachments for new and old staff taking on new roles. This ensures that the chosen candidates acquire the right knowledge and skills to boost their performance. The attachment may also serve as an opportunity to expose them to new ideas and new ways of doing things. The desired training is in the form of short-term attachments to relevant institutions. The candidates (who and how many) will be a matter of funding eligibility and availability.

5.2 Other activities are as follows

1. Licensing – Fishing permits will continue to be processed via the PNA FIMs, access agreement review undertaken if needed to reflect new CMMs, log sheet data entry and data reporting to SPC and submission of part one report to the WCPFC.

2. VMS/VDS – Tuvalu has sold much of its days for 2023 with only a few days left. Selling of the remaining days is a priority and ongoing work. Usage of VDS will continue to be monitored via the PNA FIMs and likewise VDS trading. The VDS trading module will be introduced in 2023, and Tuvalu, being one of the trialing parties, is well placed to take on the new module. Another module developed as per the request from Tuvalu - the VDS invoicing - is also ready for use in 2023. Again, Tuvalu is well prepared for this.

As transshipment resumes back in port, monitoring of local fishing boats approaching transshipment boats (via radar system) will be carried out to ensure there are no illegal activities taking place. To do this the team will rely on the radar system procured as part of the COVID19 response.

3. Compliance – the compliance team remains committed to regional surveillance and will seek to actively participate in them where possible. National surface patrols will also be organized but will depend on the availability of the patrol boat. Aerial surveillance support will be sought to FFA and timing will depend on the availability of the FFA aircraft. The section is also anticipated to be involved in a lot of transshipping activities now that this is back in the lagoon. Due to the limited manpower available within the section, the section will seek to employ observers to observe and monitor transshipment. The section is also hoping to develop a contract for observers engaged in in-port transshipment duties since no contract exist currently.

Progress on PSM and CDS at the national level is relatively slow and may require some assistance, especially in terms of the legal support.

A number of potential fishing violations have been reported against Tuvalu flag vessels therefore the section will continue to work on these to bring closure to them.

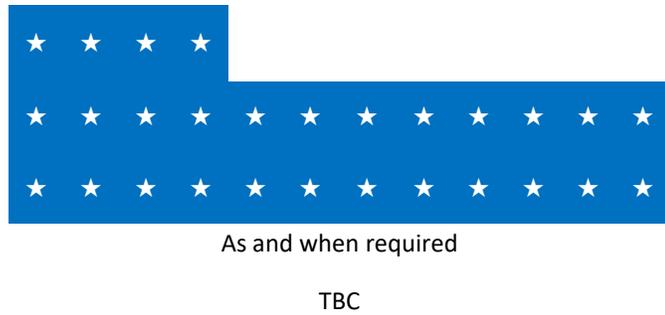
4. Observer Program – 2023 will see the full return of observers after a three-year suspension due to COVID19. As a consequence of the suspension, some observers have left the program as they have found work elsewhere, a few have reached the retirement age, and some have permanently migrated overseas. Thus, there is a need to retrain new observers to make up the numbers. Refresher courses depending on demand may be staged for those who may need them. Training of three observer trainers is also continuing.

Work continues, Observer Gen 3 issues with emphasis on identification, summarizing and reporting them. The strategy is to begin working on the most recent years (2020) and work backwards.

The program is also looking to implement new changes made to the observer contract because of the 2019 review. These new changes include new improved fee rates and the payment of PF contributions.

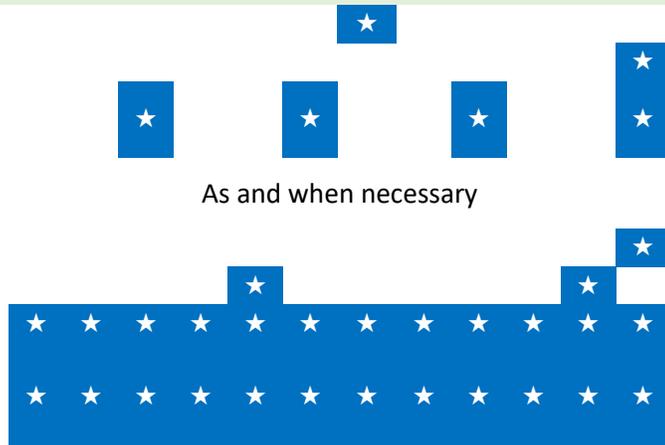
Activities	2023 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
1.0 Licensing												
Undertake review of Fishing Access Agreement	★	★	★									
Maintain Fisheries Licensing support services	★	★	★	★	★	★	★	★	★	★	★	★
Updated list of licensed vessels to share with FFA	As and when new approvals been granted											
Keep licensing information updated, available and accessible	★	★	★	★	★	★	★	★	★	★	★	★
Support log sheet data entry and data reporting	★	★	★	★	★	★	★	★	★	★	★	★
WCPFC Part 1 Report submission							★					
Participate in Fisheries Meetings/Workshops				★		★	★	★				
2.0 Compliance & Surveillance												
Organize and Participate in Fisheries Surface Patrols												
Daily Monitoring of fishing vessels via the VMS	★	★	★	★	★	★	★	★	★	★	★	★
Continue Transshipment Monitoring and support services	★	★	★	★	★	★	★	★	★	★	★	★
Keep Transshipment information updated, available, accessible	★	★	★	★	★	★	★	★	★	★	★	★
Facilitate further review and reporting of Gen3 issues	As and when required											
Support monitoring of Tuvalu flagged vessels	★	★	★	★	★	★	★	★	★	★	★	★
Carry out Inspection on Tuvalu Flagged vessels	No fix date but will happen when they come to port											
WCPFC Part 2 report							★					
High Seas Boarding and Inspection Training (HBSI)					★							
Support PSM & CDS work		★	★									
Support PROPER Activities	Commencement date TBC											
Participate in Fisheries Meetings/Workshops/trainings		★	★				★					
Manage and monitor WCPFC online Compliance Case File System	★	★	★	★	★	★	★	★	★	★	★	★
Manage and update the NTIS	★	★	★			★			★			★
Support implementation of PNA FAD tracking initiative via FIMS				★	★							
Repair and maintenance of Outboard motor	★						★					
Training attachment to FFA for new compliance officer							★					

Continue to work on the completion of Invoicing module (FIMs)
 Daily Monitoring of fishing vessels via the VMS/Track well/Starboard/GFW Trial/Implementation of VDS Trading Module (FIMs)
 Analyze and verify vessel sighting reports
 Participate in Fisheries meeting/trainings - mainly VDS and VMS



5.0 Other/Cross-cutting activities

Prepare Annual work plan
 Prepare Annual report
 Undertake analysis of fisheries revenue and other information
 Provide timely advice on Oceanic Fisheries
 Prepare Staff Annual leave roster
 Staff Appraisal
 Provide administrative support
 Undertake regular reconciliation of revenue (VDS, License, Transshipment etc.)



6. Operation and Development

The Fishery sector including artisanal fishing is very important to the people of Tuvalu as a major source of living. The Operation and Development Unit (O&D), is therefore devoted in helping artisanal fishers and the people of Tuvalu to ensure safe fishing operations, good catch returns through sustainable fishing practices, ability to produce healthy fish products, and the introduction of local trade opportunities and possibly developing of a market strategic plan.

The O&D will continue to work closely together with donor partners to identify alternative fisheries and new fishing grounds in light of new findings indicating that overfishing is occurring in some areas. The Fisheries Department had developed fisheries management plans for nearshore resources in response to the reduction and threats to marine resources. Thus, greater efforts are required to promote the contribution of small-scale fisheries to food security, nutrition and enhancing socio-ecological resilience.

5.1 Objectives

“Supporting sustainable development of small-scale fisheries for livelihoods, food security and healthier diets”.

The Operation and Development is responsible for a wide range of activities which are divided into 6 main tasks:

- Livelihoods,
- FAD Program,
- Safety at Sea Program
- Fishing Techniques Training
- Vessel Operation – Manau I & Manau II
- Fisheries Mechanical Workshop and others

5.1.1 Task One: Livelihoods

This component was designed in securing the necessities of life from near shore fishing are promoted and involve youth, island communities and others. A livelihood comprises the capabilities and activities required for a means of making living.

It contributes to food security, income-generating activities related to inshore fisheries, prevents dependency and enhances self-reliance. The following activities are to be carried out under this component;

- 1. Conduct post-harvest training for outer islands communities and CFCs.*
- 2. Identify training needs for each island community and CFC*
- 3. Explore other preservation methods*
- 4. Undertake baseline studies on post-harvest products and assess economic viability*

5.1.2 Task Two: FAD program (Fish Aggregating Device)

Fish Aggregating Devices (FAD) have become an established part of efforts to enhance catches of offshore resources and reduce fishing pressure on coastal resources. The FAD programme was to attract pelagic species and improve local fishers' catches, which contributes in improving food security and socio-economic growth through the sustainable improved of fish catch and employment opportunities.

The following activities are to be carried out under this component;

1. *Design and construct FADs maintaining 1 at each island and 3 for Funafuti*
2. *Confirm positions and locations for FAD deployment*
3. *Trial of offshore FAD (5 n.mi. from land) at Funafuti Regular inspection, maintenance and repair for existing FADs*
4. *Secure and arrange FAD fishing expert, and undertake an in-country FAD training*
5. *Prepare FAD fishing gear inventory list, and distribute fishing gear*

5.1.3 Task Three: Enhanced Safety at sea program

Fishing is a risky job and often time fishers from different island countries get lost at sea for various reasons. It is a national issue and an issue for concern because life is so precious yet very little attention has been given to protecting the lives of fishers. Over the past few years, O&D has worked with donor partners to improve the safety of fishers through provision of grab bags, delivery of practical sea safety training, conducting of awareness raising and installation of VHF in all islands. In providing this support OD is also very mindful that the assistance has to have a long-lasting effect and must be sustainable.

The following activities have been proposed to undertake under this component;

1. *Dissemination of new grab bags for new recipients*
2. *Conduct training on sea safety, and refresher for all fishermen and new recipients*
3. *Mobilize a Grab bag inspection mission*
4. *Outboard motor repair training*
5. *Undertake boat welding training*
6. *Assess TFD funded land base VHF*
7. *Undertake maintenance and repair requirements*

5.1.4 Task Four: Fishing Techniques Training

In collaboration of the TFD with OFCF and other development partners, the O&D division continues to run fishing programs in all outer islands. The O&D is targeting young people (youth) to increase and improve their skills and knowledge of different types of fishing

techniques. In the past years, several fishing techniques were introduced by the O&D division to all outer islands.

Traditionally, fishing method has been important primarily as it was perceived to influence catch and product quality. Introduction of new fishing techniques training by the O&D division had great impact on local fishers as it nurtures their knowledge and skills. Fishing skills outreach programs will continue to be conducted in all outer islands to improve fish catches through the introduction of new fishing techniques and ensuring local fishing knowledge is passed on.

- 1. Undertake exploratory fishing trials using new fishing techniques*
- 2. Conduct and deliver training on vertical long line, trolling (boat), reels and drop line fishing techniques.*
- 3. Mending and making of fishing scoop net training*

5.1.5 Task Five: Vessel Operation

TFD is operating 2 vessels (Manau I and Manau II), and maintenance of both vessels continues to be a priority under this component. Keeping both vessels operational and sea worthy is a big task for our section to continue to provide services to both Government and the people of Tuvalu. The Operation and Development section will ensure both vessels operate in a safe condition and meet the maritime standards. However, the following activities are to be undertaken for both vessels;

- 1. Prepare and upload fisheries vessel schedule to MIS calendar,*
- 2. Maintenance assessment and provide defect lists for both vessels,*
- 3. Conduct and undertake any defect maintenance and repair and*
- 4. Slipway maintenance, winch hut repair and minor maintenance of workshop building*

5.1.6 Task Six: Fisheries Mechanical Workshop and others

The main function of the workshop is to provide for repair & maintenance service required by the both TFD vessels (Manui I and Manui II) and other mechanical assets under care of the Fisheries department. Hence routine tasks similar to the past years will be repeated including repair work on two ice machines (Vaitupu & Funafuti).

1. Complete upgrading of slipway
2. Ice machine repair and maintenance
3. Procurement of workshop materials and equipment
4. Boat trailer and boat maintenance

Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Conduct post-harvest training for outer islands communities and CFCs				★			★			★		
Identify training needs for each island community and CFC		★		★		★						
Explore other preservative methods	★	★	★	★	★	★	★	★	★	★	★	★
Undertake baseline study on post-harvest product and assess economic viability				★			★			★		
Design and construct offshore FADs (0.5nm)			★	★		★	★		★	★		
Confirm positions and locations for FAD deployment			★	★		★	★		★	★		
Deployment of FAD (offshore) 3 for Funafuti and 1 on each island			★	★		★	★		★	★		
Regular inspection, maintenance and repaired for existing FADs	★			★			★			★		
Secure and arrange FAD fishing expert, ii undertake an in-country FAD training	★	★										
Prepare FAD fishing gear inventory list, ii Distribute fishing gears									★	★		
Develop effective learning platform to increase awareness raising for schools and communities on FADs, Fishing techniques and etc	★	★	★	★	★	★	★	★	★	★	★	★
Dissemination of new grab bags for new recipients				★			★		★	★		
Conduct training on sea safety, and refresher for all fishermen and new recipients				★			★		★	★		
Mobilize a Grab bag inspection mission				★			★		★	★		
Outboard motor repair training			★						★		★	
Undertake boat welding training to all fishermen			★						★		★	
Assess TFD funded land base VHF			★			★			★			
Undertake maintenance and repair requirement			★			★			★			
Undertake exploratory fishing trials using new fishng techniques			★			★			★			
Conduct and deliver training on vertical long line, trolling (boat), reels and drop line fishing techniques.			★			★			★			
Mending and making of fishing scoop net training	★	★									★	★
Prepare and upload fisheries vessel schedule to MIS calendar	★	★	★	★	★	★	★	★	★	★	★	★
Maintenance assessment and provided defect list for both vessel	★	★	★								★	★
Conduct and undertake any defect maintenance and repair	★	★	★								★	★
Slipway maintenance, winch hut and minor maintenance of workshop building	★	★	★	★	★	★	★	★	★	★	★	★
Attending meeting via zoom for FAO projects implementation	★	★	★	★	★	★	★	★	★	★	★	★
Outer island site visit to appraise and monitor progress of CFO	★	★			★	★			★	★		

Attachment – Work Plans of Advisers

1. Fisheries Adviser

The Tuvalu Fisheries Adviser (TFA) has completed his four-year contract and will be on a temporary extension until August 2023. A decision on whether to provide a further contract will be taken in the first half of the year. The Adviser will take home leave in September/October and return to duty (or not) depending on the outcome of this.

The main tasks of the assignment are to:

- Build and mentor fisheries management capacity in Tuvalu fisheries department to improve outputs;
- Support Tuvalu fisheries department to maximise opportunities and benefits from sustainably managed fisheries; and
- Provide technical assistance in fisheries policy, management and compliance.

The work plan is laid out under the following headings. Brief comments are provided on each.

- Capacity Building

With two Principal Fisheries Officers returning from studies and the Deputy Director returning from overseas, the senior management team will be nearly at full strength in 2023. A number of short-term training activities delayed by COVID should be possible.

- Staffing and Finance

The process of transition to a Fisheries Authority will start during the year, with a need to develop new staff and financial systems.

- TFSP 2 Implementation

Priority will be placed on activities that have been delayed from previous years including the construction of the mariculture hatchery and offshore fishing trials.

- Other Project Activities

The second phase of the PROP project (PROPER) will be in its preparatory phase, and support for implementation will be needed.

- Management of access arrangements

A small number of fishing days remain unsold at the start of the year, but agreements are largely on track for 2023.

- Crew and Observer employment

Opening of the borders has created opportunities – the TFA will provide advice as required.

- Support for the Tuvalu-flag fleet

2023 should see the start of processes to establish a Competent Authority for fish export.

- Fish Supply and Marketing

Offshore fishing trials and the resumption of transshipment in the lagoon will provide opportunities to increase fish supply to Funafuti.

Fisheries Adviser Activity/Task ↓ Month →	2023 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Capacity Building												
Participate in SMT meetings	★	★	★	★	★	★	★	★			★	★
Advice and support to Minister	As requested											
Staffing and Finance												
Support for Inshore Fish. Adviser	As requested											
IT adviser – support & 3 rd contract				★			★					
Support for manpower planning								★				
Assist with revenue estimates							★				★	
Support Authority legislation and work	★	★										
TFSP 2 Implementation												
Continue procurement activities	★	★	★	★								
Support for Project Manager	As requested											
TOR and recruitment of TA				★			★		★			
Oversee construction of hatchery		★	★	★								
Fishing trials – Deepsea and longline			★	★							★	★
Support CFOs & community projects	★			★					★	★		
Project reporting			★			★			★			★
Other Project Activities												
Support inception visit of KOFCC project			★									
Support preparations for PROPER & start-up	★	★	★	★			★			★	★	★
Management of access arrangements												
Advice on arrangements in 2023	As requested											
Review of agreements for 2024								★				
Advice on negotiations for 2024									★			
Crewing Initiative												
Arrange further P/S training at TMTI		★	★									
Support crew placement for TV flag vessels							★	★				
Tuvalu Flag Fleet												
Assist management of reflagged fleet	★	★					★			★		
Work on market access – Comp. Authority	★	★	★				★	★	★		★	

Fish Supply and Marketing	
Develop plan for bycatch and catch of offshore	★
International meetings	
Participate in PNA, UST & WCPFC mtgs	★ ★ ★
Briefs/advice for other mtgs	★ ★ ★ ★ ★
Other activities	
To be detailed in quarterly reports	★ ★ ★ ★
Home leave	★ ★

- International meetings

PNA has some important decisions to make in 2023; there will be negotiations on the details of the US Treaty from 2024 onwards; and WCPFC will need to develop a new tropical tuna measure – all of great importance to Tuvalu.

2. Inshore Fisheries Adviser

The Inshore Fisheries Advisor (IFA) is contracted to provide specialist technical assistance and to support the implementation of coastal fisheries activities being undertaken by the TFD. The IFA's 2-year contract will complete in August 2023. Should travel conditions be favourable, the IFA will conduct three trips to Tuvalu this year (by August 2023), with the potential for an additional trip later in the year, if the IFA's contract is extended.

The main priorities for 2023 will be the finalisation and implementation of the community fisheries management plans and associated by-laws. This includes validation exercises on each of the islands to ensure that the plans capture community needs and aspirations, prior to final drafting and formal approval by the Minister of Fisheries. The IFA will support the review of the Funafuti Reef Fisheries Stewardship Plan (FRFSP), and the implementation of the new one. This will involve the completion of the size of maturity studies and the implementation of size limits for priority coastal fish species. The IFA will work with the CFS and SPC to develop the Locally Marine Managed Areas (LMMA) Strategy which will provide guidance on scaling up community-based fisheries management. In 2023, the IFA will continue groundwork needed to develop a formal plan for managing and conserving sea cucumber resources. Other work areas include streamlining data collection, management, analysis and reporting (including scientific reports), development of the compliance function

in coastal fisheries, supporting the development of fisheries educational and awareness materials, as well as professional development for the staff.

The work plan is laid out as follows:

- Capacity Building & Training
- Fisheries Management & Compliance
- Fishery Resource Monitoring, Analysis & Research
- International meetings
- Other activities

Inshore Fisheries Adviser	2023 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Capacity Building & Training												
Advice and support to the PFO	★	★	★	★	★	★	★	★	★	★	★	★
Training, workshops, and mentoring	★	★	★	★	★	★	★	★	★	★	★	★
Fisheries Management & Compliance												
Community fisheries management plans development & implementation	★	★	★	★	★	★	★	★	★	★	★	★
Sea cucumber management plan - development		★	★		★		★		★			
LMMA Strategic Plan	★	★	★	★	★	★	★	★	★	★	★	
Finalisation of new FRFSP	★	★	★									
Size limits - advice & implementation	★	★	★	★	★	★	★	★	★	★	★	★
Develop and implement compliance programme	★	★	★			★	★			★	★	★
Fishery Resource Monitoring, Analysis & Research												
Creel Report Cards			★	★								
Data management & analysis			★	★	★			★	★	★	★	
IKASAVEA app training									★	★	★	
LMMA monitoring and evaluation	★	★				★	★			★	★	
Advice & support (Environmental monitoring)												As requested
International meetings												
Advice & support at HOF and RTMCFA			★								★	
Other activities												
World Fisheries Day Programme Development			★	★			★	★	★	★	★	
To be detailed in quarterly reports	★					★			★			★