



# Annual Work Plan



## 2015



**Fisheries Department**  
Ministry of Natural Resources  
**Government of Tuvalu**





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*Funafuti, Tuvalu  
January 2015*



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# 1. Background

## 1.1 Introduction

In 2012 and 2013, a detailed review was carried out of the structure and functions of the Tuvalu Fisheries Department (TFD) within the Ministry of Natural Resources (MNR). The review recommended changes to the Department's staffing and activities to better reflect the responsibilities and obligations of a modern-day government fisheries agency. The review also defined objectives and key performance indicators to guide the work of the Department in the medium term.

In September 2013 the Tuvalu Cabinet approved the Department's reorganisation, effective as of January 1<sup>st</sup> 2014. The reorganisation was implemented in 2014, which was therefore a transitional year for the Department. By the end of 2014 a new staff structure had been put in place, key corporate and operational documents were under development, and a revised set of priority activities had been agreed.

This is the first comprehensive Annual Work Plan produced by the Department, and describes the immediate priorities and activities for 2015. Where possible longer-range work targets have also been indicated. Work plans for individual TFD sections have been produced in the past but achieving them has been difficult due to a number of issues, including shortage of staff, insufficient funds and other factors. Under the new structure and funding arrangements these constraints should no longer apply.

This plan is only a guide. It is quite ambitious and there may be some outputs that will not be achieved during the year. In addition, new issues and priorities are likely to emerge and the Department needs to be flexible to meet these challenges as they arise.

In future it is anticipated that the Department will move to a longer-term 3-year work planning cycle.

## 1.2 Vision

The guiding vision of the Department can be stated as:

- *Bountiful inshore fisheries supporting livelihoods and providing healthy local food*
- *Sustainable oceanic fisheries providing strong revenue and satisfying jobs*

The physical and economic health of the Tuvalu population depends upon the health of its inshore and oceanic fisheries, which can be managed by Tuvalu. The health of oceanic fisheries cannot be managed by Tuvalu alone but requires regional and sub-regional co-operation.

## 1.3 Mission

The Department's mission is:

- *To maximise social and economic returns to the people of Tuvalu through the sustainable management and wise 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 revenues and sustainable employment opportunities. The Department will also support Kaupule/ 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 approved by Cabinet in September 2013, are as follows:

1. Transform the existing relationship between the Fisheries Department and Kaupule/ Fale kaupule to one where Kaupule regulate local food fisheries used by local people to supply local needs and the Department provides support as requested in the form of data analysis services and fisheries management advice.

2. 'Designate' inshore fisheries unsuitable for management by Kaupule / Fale Kaupule (including all beche de mer species) for management by the Fisheries Department under Fisheries Management Plans. Develop and implement Management Plans prior to future commercialisation of those fisheries.
3. Secure and protect national rights for Tuvalu within the regional purse seine and longline Vessel Day Schemes and promote the integrity and development of those schemes through co-operation with other participating coastal States.
4. Improve fisheries revenues to Tuvalu through the optimum allocation and pricing of Tuvalu's Vessel Days and associated purse seine and longline licences.
5. Increase 'at sea' employment for Tuvalu citizens as fishing crew and observers through the provision of appropriately trained personnel and the fullest application of local crewing licensing conditions.
6. Implement the new Departmental organisational structure and associated resourcing as outlined in this Corporate Plan.
7. Implement the Human Resource Development Plan prepared as an adjunct of this Corporate Plan and which has been designed to support the optimum performance of the new organisational structure proposed for the Fisheries Department.
8. Restructure NAFICOT so that it can fully comply with the provisions of the Public Enterprises (Performance and Accountability) Act 2009.

These objectives are consistent with but updated from the objectives stated in Te Kakeega II, the Government's National Strategy for Sustainable Development 2005-2015. There have been significant, rapid changes in the fisheries sector since the formulation of TKII, and the objectives it contains are in need of updating. The Department of Fisheries will contribute to this process in 2015.

The fisheries sector is dynamic and fast-evolving: even since Cabinet's approval of the TFD Corporate Plan there have been new developments that require a response by the Department. These include increasing international fishery compliance obligations resulting from Tuvalu's membership of the Western Central Pacific Fisheries Commission, rapidly-changing circumstances affecting the regional arrangements that affect Tuvalu's fishery revenues, and the EU's identification of Tuvalu, in December 2014, as a possible non-cooperating country in regard to illegal, unregulated and unreported fishing. All these issues require Departmental action, sometimes substantial, which may not have been anticipated and thus not fully planned for. This emphasises the need for the Department to remain responsive and flexible irrespective of the planning framework adopted.

## 1.5 Organisation

The TFD organisational structure, shown in Figure 1, was revised as part of the Cabinet decision of September 2013, and came into effect on 1<sup>st</sup> January 2014.

The Department now comprises:

- An Administration group, comprising the Director and Deputy Director, several professionals with cross-cutting responsibilities (Legal Officer, Economist and Librarian/ Public Relations Officer) and the Executive staff. The Administration group is responsible, among other things, for recommending fishery policy initiatives, negotiating fishery access arrangements, and establishment of joint ventures in which the Tuvalu Government has an interest;
- An Oceanic Fisheries Division, responsible for industrial fishery vessel licensing, sale of fishery access rights, compliance with Tuvalu's obligations under international fishery treaties and conventions, and monitoring, control and surveillance of fishing activities within the exclusive economic zone;
- A Coastal Fisheries Division, responsible for inshore fishery resource assessment, monitoring, and providing support to kaupule, fishers associations and other stakeholders in the management of coastal fishery resources and the marine environment, both in Funafuti and the outer islands;
- An Operations & Development Division, responsible for the running of the TFD vessel *Manau'i*, construction and deployment of fish aggregation devices, training of fishers and fishing vessel crew, and other development-oriented activities.



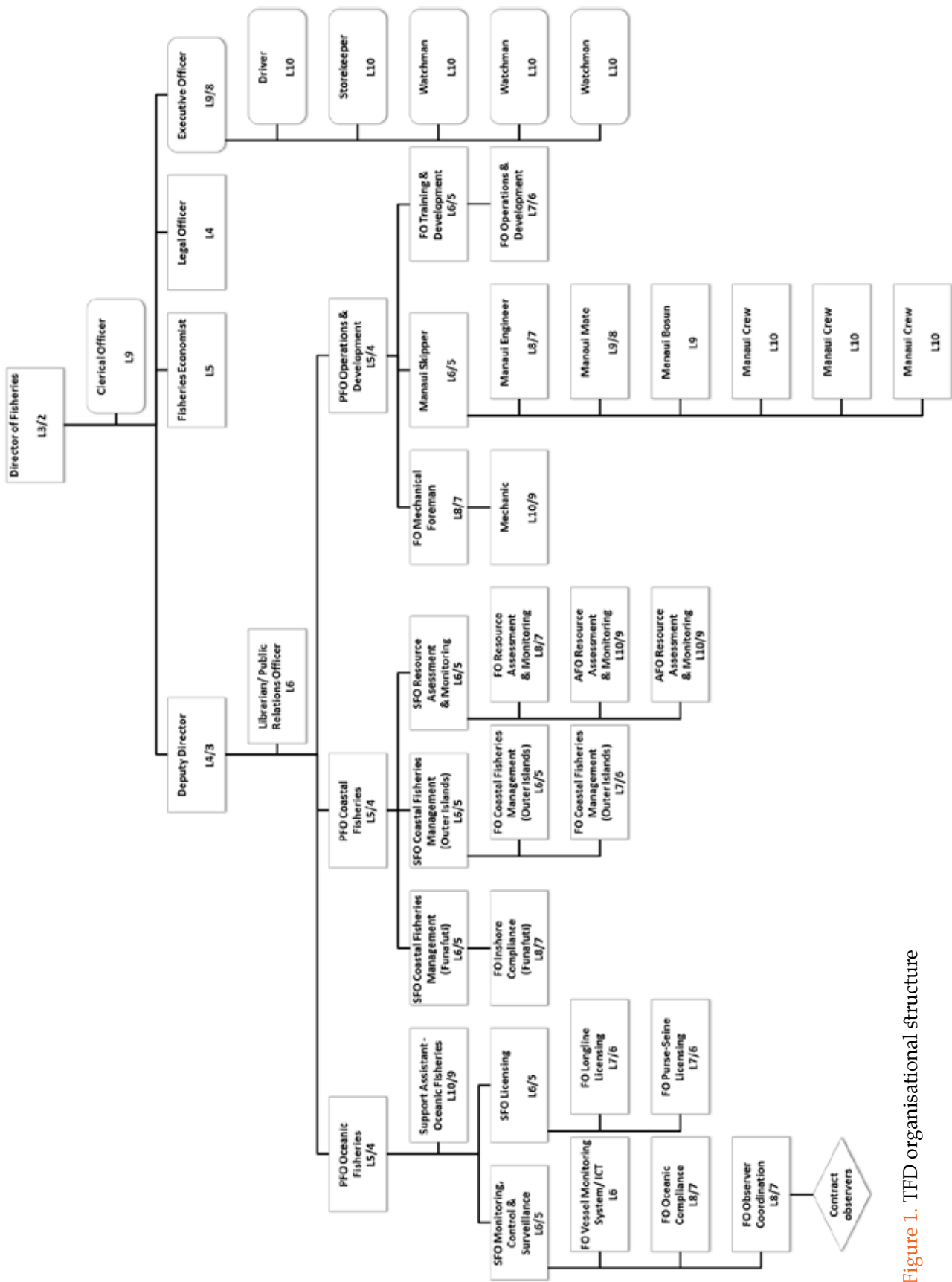


Figure 1. TFD organisational structure

Several new activity streams are expected to develop in the coming years, for example the establishment of arrangements for sanitary control of Tuvalu's fishery product exports in order to meet the food safety requirements of market states. These will be located in the appropriate section of the TFD as they are implemented.

## 2. Fisheries Department Resources

### 2.1 Staffing

The TFD reorganisation in 2014 resulted in some former positions being redesignated, frozen positions being unfrozen, and the creation of a small number of new posts. The Department now comprises 42 staff (Figure 1): 11 (including Executive staff) in the Administration group, 9 in the Oceanic Division, 10 in the Coastal Division, and 12 in the Operation and Development Division.

Most positions were filled during 2014, but in some cases this was through internal promotion, which created new vacancies. In addition, three staff left the Department in late 2014, resulting in four vacant positions at the end of the year (Legal Advisor, FO Coastal Fisheries Management (Outer Islands), Manau Chief Engineer and SFO Licensing). The recruitment process is under way so that these posts will be filled in early 2015.

In addition, the Department has a pool of 34 trained and qualified fishery observers who are contracted to work on board fishing vessels when required. It is planned to increase the pool to at least 50 observers in 2015/ 2016, as well as to increase the number of those qualified to carry out debriefing and other higher-level functions.

Since October 2012 the Department has been supported by a full-time advisor, provided under New Zealand donor funding, and who has concentrated primarily on oceanic fisheries management and industrial development. An additional part-time advisor, focussing on coastal fishery management, will be recruited in 2015.

In 2015 two more fisheries officers will be recruited under the GEF-funded National Plan of Action for Adaptation to Climate Change (NAPA2) project for the 4-year duration of the project. In addition, a Locally Managed Marine Area (LMMA) Support Officer will be recruited later in 2015 under the UNDP/GEF Ridge-to-Reef (R2R) project, and stationed at the Fisheries Department. There is also the prospect of engaging a NZ Volunteer (retired business person or similar) to assist with restructuring the National Fisheries Corporation of Tuvalu (NAFICOT).

### 2.2 Assets and facilities

TFD staff are currently scattered among 6 separate office buildings, some of which are in a serious state of disrepair. The unsatisfactory office environment impedes the proper functioning of the Department, prevents effective communications and personnel management, and has a negative effect on staff morale.

In recognition of these issues, the New Zealand Government has agreed to support the construction of a new office building for the Department (Figure 2). The new building will be constructed at Teone on the site of one of the Department's existing, decrepit buildings, which will be demolished for that purpose. It is anticipated that the new building will be completed by the end of 2015.

The Department runs the *FV Manau*, an 18-metre fibreglass vessel provided by the Japanese Overseas Fishery Cooperation Foundation. The *Manau* was originally provided as a fish collection vessel to service outer island community fisheries centres, but is now used for deployment of fish aggregation devices, transportation of fisheries staff to the outer islands, and charters. The *Manau* is increasingly suffering mechanical problems and breakdowns and will soon reach the end of its service life. The NAPA2 and R2R projects will jointly provide an additional project vessel, more suited to passenger transport and outer-island field work, in 2015, while a replacement for the *Manau* is expected to become available in 2019.

TFD manages two experimental facilities (milkfish farming and foraminiferan sand research) on Funafuti, both set up under donor projects and then handed over to the Tuvalu Government. Both facilities are costly to run and of dubious economic or other benefit to Tuvalu, and the Department is currently struggling to find alternative uses for these facilities.



Figure 2. New TFD office building

The Department has two smaller boats used for field work, as well as two vehicles, seven motorbikes, and numerous computers, printers and other IT equipment. Some of these are used in support of the Vessel Monitoring System, which tracks the operations of industrial fishing vessels in Tuvalu's EEZ. The Department also has a dive compressor and several sets of dive gear, as well as various items of laboratory and other apparatus used for fishery research purposes.

## 2.3 Budget

Fisheries licensing, access fees and investments now generate a significant proportion of Tuvalu Government revenues: estimated income in 2014 was \$14.8 million, and the forecast for 2015 is \$18.7 million, or 42% of total revenues. The Fisheries Department plays an active and critical role in maximising these returns through its ongoing participation in regional and bilateral fisheries negotiation, and the development of strategies intended to promote Tuvalu's economic interests.

The TFD recurrent allocation for 2015 was approved as part of the national budget process that took place in December 2014. Under the approved budget, the Department's allocation is \$711,915, of which \$541,408 (76%) is staff costs. The balance of \$170,507 will contribute to the Department's operating costs.

In addition, the Department has successfully negotiated substantial amounts of additional funding support to the fisheries sector from several major development partners:

- The New Zealand-Tuvalu Fishery Support Programme (TFSP) will provide NZ\$ 1,036,800 to over the 5-year period which commenced on 31<sup>st</sup> May 2014. The TFSP will also provide new office facilities for the Department in 2015, and ongoing technical assistance services;
- The World Bank Pacific Regional Oceanscape Programme (PROP), approved in December 2014, will provide a total of US\$7,910,000 over a 6-year period expected to commence in the first or second quarter of 2015;
- The GEF-funded NAPA2 project will provide approximately US\$2.1 million to support fisheries development and food security activities in Tuvalu's outer islands over the 4-year period from early 2015. The NAPA2 project will also procure a project vessel to be operated by the Department, and which can be used in support of other TFD activities;
- The GEF-funded R2R project should be approved in mid-2015 and will support aquatic biodiversity conservation and establishment of marine protected areas in some outer islands.

Together these programmes will support a wide range of activities by the Fisheries Department working 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 to be supported by all three programmes are fully 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 organisations (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 and NGOs. However the TFSP and the PROP will greatly reduce the Department's dependence on this type of funding, which can be unpredictable and, sometimes, more closely aligned with regional rather than national priorities.

### 3. 2015 Work Plan

#### 3.1 Internal management

The TFD work programme in 2015 will involve both a redirection of priorities and functions, in line with the reorganisation approved by Cabinet in September 2013: and a significant expansion of activities, made possible by the additional funding support now available. Both of these will require strengthening of the Department's internal management and coordination arrangements. This will be done primarily through the formalisation of an internal Fisheries Management Committee (FMC), comprising the Director, Deputy Director, Legal Officer, Fisheries Economist, Information Officer, PFO Oceanic, PFO Coastal, PFO Operations & Development, and Technical Advisors. The FMC will meet at least monthly and will review the implementation of the Work Programme based on reports to be provided by each member prior to each meeting. Quarterly meetings of all TFD staff will also be held to discuss the implemented activities, as well as professional and social issues within the department.

Two of the donor-funded programmes mentioned above (TFSP and PROP) require the formation of a Programme Advisory Committee (PAC) which should meet quarterly to review programme plans, activities, expenditure and reports. The NAPA2 and R2R projects have their own governing Boards but would benefit from the technical advice and coordination function of a PAC focussing on their fisheries components, which are significant (more than half the project budget in each case). The PAC for the TFSP has already been formed, and held its first meeting in September 2014: as well as senior TFD staff, the Committee also includes representatives of the Ministry of Finance and Economic Development, (MFED), TMTI and NZAP. In order to ensure full coordination, and also minimise the number of meetings to be held, consideration will be given in 2015 to the formation of a 'Super-PAC' which governs the TFSP, the PROP and the fisheries component of NAPA2. This will require further expansion to allow participation of the Maritime Police and (possibly) Ports & Marine (PROP) and the Department of Environment (NAPA2).



Over the longer term it is expected that the PAC will evolve into a broader Fisheries Advisory Committee, comprising representatives of all fishery sector stakeholder, as recommended by a number of previous advisory missions to Tuvalu, and also stipulated in Tuvalu's Tuna Fishery Management and Development Plan.

2015 will see the introduction of improved travel reporting, under which TFD staff will be required to submit mission reports (Appendix 1) and, where appropriate, make presentations on the results of their travel at TFD seminars. The first of these seminars took place as a pilot exercise in 2014.

The Fisheries Department promotes an active social life, both for the enjoyment of staff and to help maintain a cohesive social environment.

The Department's Social Committee organises regular sporting activities, musical events and social functions, and participates in inter-departmental and other competitions. In future it is planned to introduce additional activities, such as canoe racing and fishing competitions. Some of these will be open to public participation, in order to better promote the Department's among the broader community.

### 3.2 Administration Group

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 the restructure of NAFICOT;
- Ongoing review of Tuvalu's fishery legislation to ensure it remains compliant with international treaties 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;
- Production of public information materials on the work of the Department, and the Tuvalu fisheries sector in general;
- Representing Tuvalu at high-level fishery discussions and negotiations;
- Managing and keeping records of departmental expenditure, travel, training and personnel issues.

In 2015, Tuvalu will host the annual Forum Fisheries Committee meetings of officials (May) and Ministers (July). Although preparation for these meetings will involve all TFD staff, the Administration group will be responsible for overall coordination.



Many of the Administration group's activities are ongoing or routine, such as organising periodic staff meetings, personnel recruitment, staff appraisals, reporting, etc. However a number of milestone tasks for 2015 are identified in Table 1 overleaf.

Table 1. Administration group milestones, 2015

| Administration Group                             | 2015 milestones |     |     |     |     |     |     |     |     |     |     |     |
|--|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|  | Jan             | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
| 2014 Annual Report production                    | X               |     |     |     |     |     |     |     |     |     |     |     |
| Economist attachment at FFA                      |                 | X   |     |     |     |     |     |     |     |     |     |     |
| Coordinate 'yellow card' response to EU          |                 | X   |     |     |     |     |     |     |     |     |     |     |
| Review Tuvalu fishery legislation                |                 |     | X   |     |     |     |     |     |     |     |     |     |
| Complete study of onshore LL development options |                 |     | X   |     |     |     |     |     |     |     |     |     |
| Initial NAPA2 vessel procurement exercise        |                 |     | X   |     |     |     |     |     |     |     |     |     |
| Frontline management training for TFD staff      |                 |     |     | X   |     |     |     |     |     |     |     |     |
| Engage NZ volunteer - NAFICOT restructure        |                 |     |     | X   |     |     |     |     |     |     |     |     |
| Information Officer attachment at SPC            |                 |     |     | X   |     |     |     |     |     |     |     |     |
| FFC Officials meeting                            |                 |     |     |     | X   |     |     |     |     |     |     |     |
| FFC Ministers meeting                            |                 |     |     |     |     |     | X   |     |     |     |     |     |
| TFD website development                          |                 |     |     |     |     |     |     | X   |     |     |     |     |
| Finalise bilateral fishery access negotiations   |                 |     |     |     |     |     |     |     | X   |     |     |     |
| Complete NAFICOT restructure                     |                 |     |     |     |     |     |     |     |     | X   |     |     |
| Complete TFD library catalogue                   |                 |     |     |     |     |     |     |     |     |     | X   |     |
| Participate in WCPFC 12th Regular Session        |                 |     |     |     |     |     |     |     |     |     |     | X   |

### 3.3 Oceanic Fisheries Division

The Oceanic Fisheries Division oversees the effective monitoring, control and management of industrial tuna fisheries in Tuvalu's fishery waters. Mindful of the significance of this fishery in terms of its social and economic benefits, the Division focuses its work programme on the following activities:

- Management of the Vessel Day Scheme (VDS) for the Tuna purse seine fisheries;
- Licensing of bilateral LL Fleet and other vessel gears
- Managing and expanding the national observer programme;
- Collection of data on tuna fishing and transshipment activities in Tuvalu's waters;
- Monitoring, control and surveillance (MCS) of foreign fishing vessels (FFV) in Tuvalu's waters;
- Fulfilling Tuvalu's reporting obligation to the WCPFC;
- Internal and external capacity building training to enhance staff capacity;
- Provide training to all stakeholders involved in MCS work and awareness programme

MCS activities require close collaboration with the Maritime Wing of the Tuvalu Police Department (which operates the patrol boat *Mataili*), the Attorney-General's Office, and other government agencies involved in maritime law enforcement.

The Oceanic Division manages the Tuvalu Fishery Observer Programme, which currently draws from a pool of 34 trained observers. This pool, which is expected to increase in the future, places significant management challenges on the Division. A full operational review and performance audit is planned for 2015 to ensure that the Observer Programme operates with maximum efficiency and effectiveness in the future. One issue that will be assessed is a possible mechanism through which trained fishery observers could assist with the work of the Coastal Fisheries Division when not engaged in work for the Oceanic Fisheries Division.

Some of the Oceanic Division's activities are ongoing or routine, such as renewal of licence and access agreements, updating licence lists, observer deployment and management, data entry, etc. However a number of milestone tasks for 2015 are identified in table 2 overleaf.



Several other activities, including participation in regional MCS activities, support to regional aerial surveillance over-flights, engagement in ship-rider programmes operated by US Coastguard vessels, and transshipment monitoring in Funafuti lagoon will be carried out opportunistically but cannot be included in the work programme as dates are unknown at this stage.

**Table 2.** Oceanic Fisheries Division milestones, 2015

| Oceanic Fisheries Division<br>Activity/ Task         | 2015 milestones       |     |     |     |     |     |     |     |     |     |     |     |
|--|-----------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|  | Jan                   | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
| Submit NTSA information to FFA                       | X                     |     |     |     |     |     |     |     |     |     |     |     |
| Vessel Monitoring System training                    | X                     |     |     |     |     | X   |     |     |     |     |     |     |
| Complete 2015 access/ licence administration         | X                     |     |     |     |     |     | X   |     |     |     |     |     |
| Fisheries Investigation/ Prosecution Workshop (USP)  |                       | X   |     |     |     |     |     |     |     |     |     |     |
| Observer Programme Coordinators meeting (SPC)        |                       | X   |     |     |     |     |     |     |     |     |     |     |
| VSAT maintenance                                     |                       | X   |     | X   |     |     |     | X   |     |     | X   |     |
| Improve document management system                   |                       | X   |     |     |     |     | X   |     |     |     |     |     |
| Fisheries Information Management System training     |                       | X   |     |     |     | X   |     |     |     |     |     |     |
| Observer programme review/ audit                     |                       |     | X   | X   | X   |     |     |     |     |     |     |     |
| Vessel sighting awareness workshops                  |                       |     | X   |     |     |     |     | X   |     |     |     |     |
| Review access agreements/ licence conditions         |                       |     | X   | X   |     |     |     |     |     |     |     |     |
| WCPFC Part 1 (Science) report                        |                       |     |     |     | X   | X   |     |     |     |     |     |     |
| WCPFC Part 2 (Compliance) report                     |                       |     |     |     | X   | X   | X   |     |     |     |     |     |
| SPC TUFMAN training/ Part 1 report preparation (SPC) |                       |     |     |     |     | X   |     |     |     |     |     |     |
| Verify US Tuna Treaty catch logs                     |                       |     |     |     |     | X   |     |     |     |     |     |     |
| Observer refresher training                          |                       |     |     |     |     | X   |     |     |     |     |     |     |
| MTU inspection/ interrogation training (FFA)         |                       |     |     |     |     |     | X   |     |     |     |     |     |
| VMS and MCS fellowship training (FFA)                |                       |     |     |     |     |     |     | X   |     |     |     |     |
| Monitoring, Control & Surveillance Course (USP)      |                       |     |     |     |     |     |     |     |     | X   |     |     |
| National dockside boarding and inspection workshop   |                       |     |     |     |     |     |     |     |     |     | X   | X   |
| Observer Debriefing Training (SPC)                   | Dates to be confirmed |     |     |     |     |     |     |     |     |     |     |     |



### 3.4 Coastal Fisheries Division

Inshore fisheries support livelihoods, food security, nutrition and dietary health throughout the islands of Tuvalu. The Coastal Fisheries Division is responsible for ensuring the sustainability of these resources now and into the future. Because Tuvalu's legislation essentially places control of inshore fisheries in the hands of local government, the Coastal Fisheries Division needs to work closely with the Kaupule to achieve its goals.

Because of its high population concentration and relatively high degree of urbanisation, the fisheries management needs and issues in Funafuti are somewhat different than

those of the outer islands. This is recognised in the organisational structure of the Coastal Fisheries Division, which has separate sub-units to deal with Funafuti and on the outer islands, as well as a third sub-unit which focuses on resource assessment and monitoring.

The Division will focus its 2015 work programme on the following activities:

- Creel and market surveys to document volumes and types of fish caught on each island;
- Ongoing collection of fishery catch data in outer islands. The TFD currently employs 8 contract data collectors on all islands except Niulakita;
- Sampling of water quality and abundance of ciguatera-causing algae in Funafuti lagoon;
- Re-establishment and enforcement of the Funafuti lagoon conservation area;
- Resource assessment visits to each outer island;
- Follow-up consultations with each outer-island community to formulate and implement fishery management and development plans;
- Development of appropriate fishery management arrangements in Funafuti;
- Development of a national beche-de-mer fishery management plan;
- TFD staff professional development in areas of data collection, storage and analysis, dive safety and other relevant topics.

Some of the Coastal Fisheries Division's activities will be ongoing or routine, including consultations with the Funafuti kaupule and other stakeholders, sampling of water quality, ciguatera and fishermen's catches in Funafuti, and ongoing tuna fishery data collection in the outer islands. However a number of milestone tasks for 2015 are identified in table 3 overleaf.

Extra hands will be needed to carry out resource survey and assessment field work in Funafuti and in the outer islands. In 2015 arrangements will be investigated under which trained fishery observers can assist the Coastal Fisheries team when not engaged in duties for the Oceanic Fisheries Division.

Work in the outer islands will require reliable transportation, accommodation and work facilities. It is anticipated that these will be provided by the new vessel to be procured under the NAPA2/ R2R projects by mid-2015. The rate of progress with the outer islands component of the work programme will depend in large part on the speed of the procurement process for this vessel.

### 3.5 Operations & Development Division

The Operations and Development Division is responsible for management of the Department's seagoing and related assets (vessels, slipway, mechanical workshop, ice machine) and for fisheries development activities intended to benefit the general population. In 2015, the Division will focus on the following activities:

- Efficient operation and maintenance of the Manau and, when procured, the new NAPA2/ R2R vessel, to transport TFD and project staff and equipment to the outer islands as and when needed, and otherwise to charter the vessels and recoup some of their operational costs;



- Ongoing construction, deployment and maintenance of fish aggregation devices (FADs) around Funafuti and the outer islands;
- Training of local fishermen in new fishing techniques and technologies, especially those pertaining to FADs, and in small-boat safety;
- Support to the training of purse-screw at the TMTI, and ensuring subsequent employment opportunities for those trained;
- Assisting outer island communities and individuals to develop realistic fishery business plans tailored to their individual circumstances;
- Delivery of outer-island training workshops on canoe-building, fish processing and other activities envisaged under the NAPA2 project as means of enhancing food security in the face of climate change.

**Table 3.** Coastal Fisheries Division milestones, 2015

| Coastal Fisheries Division<br>Activity/Task         | 2015 milestones |     |     |     |     |     |     |     |     |     |     |     |
|---|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|   | Jan             | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
| Ciguatera data collection from hospital             | X               |     |     | X   |     |     | X   |     |     | X   |     |     |
| Upgrade office internet system                      |                 | X   |     |     |     |     |     |     |     |     |     |     |
| Radio awareness programmes                          |                 | X   |     |     | X   |     |     | X   |     |     | X   |     |
| Procure water quality/ ciguatera sampling equipment |                 |     | X   |     |     |     |     |     |     |     |     |     |
| Procure creel survey equipment                      |                 |     | X   |     |     |     |     |     |     |     |     |     |
| Funafuti creel/ market survey work                  |                 |     |     | X   | X   | X   | X   | X   | X   | X   | X   | X   |
| Funafuti water quality/ ciguatera sampling          |                 |     |     | X   | X   | X   | X   | X   | X   | X   | X   | X   |
| Upgrade coastal fisheries database                  |                 |     |     | X   |     |     |     |     |     |     |     |     |
| Data analysis/ interpretation training              |                 |     |     | X   |     |     |     |     |     |     |     |     |
| SCUBA diving intro/ refresher training              |                 |     |     |     | X   |     |     |     |     |     |     |     |
| Complete sargassum seaweed assessment (IRD)         |                 |     |     |     |     | X   |     |     |     |     |     |     |
| First aid training                                  |                 |     |     |     |     | X   |     |     |     |     |     |     |
| Outer island consultative/ planning missions        |                 |     |     |     |     | X   |     |     |     | X   |     | X   |
| Outer-island resource assessments                   |                 |     |     |     |     |     | X   | X   |     |     | X   | X   |
| Geographical information system training            |                 |     |     |     |     |     |     |     | X   |     |     |     |
| Draft/ final beche-de-mer management plan           |                 |     | X   |     |     |     |     |     |     | X   |     |     |

Over the medium-term, Tuvalu will also need to consider establishing a competent authority to ensure the hygiene of fishery product exports, in order to comply with the food safety requirements of importing market states. Although not critical at present, this will become a priority if Tuvalu is to successfully develop additional joint venture operations with fishing industry partners. At the present time the Operations & Development Division appears to be the most suitable home for such an authority.

Some of the Operations and Development Division’s activities will be ongoing or routine, including ice sales in Funafuti, FAD deployments, and maintenance of vessels and equipment. However a number of milestone tasks for 2015 are identified below.

The work plan above relies heavily on the continued operation of the *FV Manau*, which as noted previously has been experiencing increasing numbers of mechanical problems as it nears the end of



its service life. The procurement of the NAPA2 vessel will improve the reliability of outer-island transportation available to the Department, but any delays in the procurement process may interfere with the Operation & Development Division’s work programme.

**Table 4.** Operations and Development Division milestones, 2015

| Operations & Development Division<br>Activity/ Task | 2015 milestones |     |     |     |     |     |     |     |     |     |     |     |
|---|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|   | Jan             | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
| Support to Nui Business Plan development            |                 |     |     |     |     |     |     |     |     |     |     |     |
| Finalise consultant TOR                             | X               | X   |     |     |     |     |     |     |     |     |     |     |
| Appont consultant                                   |                 |     | X   |     |     |     |     |     |     |     |     |     |
| Plan development/ write-up                          |                 |     |     | X   | X   |     |     |     |     |     |     |     |
| Plan finalised                                      |                 |     |     |     |     | X   |     |     |     |     |     |     |
| Prepare technical submission to OFCF                | X               | X   | X   |     |     |     |     |     |     |     |     |     |
| Vaitupu ice machine installation                    |                 | X   |     |     |     |     |     |     |     |     |     |     |
| Visit to Community Fisheries Centres                |                 | X   |     | X   |     |     |     |     |     | X   |     |     |
| Procure NAPA2 vessel                                |                 | X   | X   | X   | X   |     |     |     |     |     |     |     |
| Procure purse-seine training equipment for TMTI     |                 |     | X   | X   |     |     |     |     |     |     |     |     |
| FAD fishing and safety training                     |                 |     | X   | X   |     |     |     |     |     | X   |     |     |
| Visit outer-island fishers associations             |                 |     |     | X   |     |     |     |     |     | X   |     |     |
| Outer island FAD monitoring/ maintenance            |                 |     |     | X   |     |     | X   |     |     | X   |     |     |
| Purse-seine training courses - TMTI                 |                 |     |     |     |     | X   |     |     | X   |     |     | X   |
| Consultations with crew employment agencies         |                 |     |     |     | X   | X   |     |     | X   |     |     | X   |
| Procurement of FAD materials (NAPA2)                |                 |     |     |     | X   | X   |     |     |     |     |     |     |

### 3.6 Monitoring and Reporting

Monitoring of Work Programme implementation and delivery will primarily be through the monthly meetings of the FMC and quarterly meetings of the PAC as described in section 3.1.

In addition, quarterly progress reports will be produced by the TFD, both for internal purposes and to respond to the requirements of NZAP, World Bank and UNDP/ GEF, the Department’s major external development partners.

The Department will also continue to produce Annual Reports for submission to and approval by Cabinet.







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