

Tuvalu Fisheries Department



Annual Work Plan 2021

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Fisheries Department
Ministry of Fisheries and Trade
Government of Tuvalu



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Cover Photo: A traditional canoe built from modern materials: TFD will train boatbuilders and deliver more than 50 one-man canoes during 2021 to boost food security in the outer islands.

Acknowledgements

This document was put together through the collective efforts of the Fisheries Department Senior Management Committee (SMC) with inputs from all staff of the Department.

Acronyms & Terms

AA	Access agreement	NAPA	National Adaptation Programme of Action
BDM	Beche-de-mer	NFD	Non-fishing days
	Community Fishing Centre	OFCF	Overseas Fishery Cooperation Foundation, Japan
CFC		OI	Outer Island
EEZ	Exclusive economic zone	PFO	Principal Fisheries Officer
EU	European Union	PNA	Parties to the Nauru Agreement
FAD	Fish-aggregation device	PROP	Pacific Regional Oceanscape Programme
FCA	Funafuti Conservation Area	PS	Purse seine
FFA	Forum Fisheries Agency	QUAD	Quadrilateral MCS partners, Australia, France, New Zealand and America
FFV	Foreign fishing vessel	R2R	Ridge to Reef Project
FO	Fisheries Officer	SFO	Senior Fisheries Officer
FLO	Fisheries Legal Officer	SMC	Senior Management Committee
FOFA	Fishermen of Funafuti Association	SOP	Standard operating procedures
GEF	Global Environment Facility	SPC	Secretariat of the Pacific Community
GOT	Government of Tuvalu	STCW	Standards of Training, Certification and Watchkeeping (STCW Convention, IMO)
GOV	Gouvernement	TFD	Tuvalu Fisheries Department
HRD	Human resource development	TFSP	Tuvalu Fisheries Support Programme (MFAT)
IMO	International Maritime Organisation	TKIII	Te Kakeega III: National Strategy for Sustainable Development 2015-2020
IT	Information technology	TMTI	Tuvalu Maritime Training Institute
IUU	Illegal, unregulated and unreported fishing	TVNOP	Tuvalu National Observer Programme
KOICA	Korean International Cooperation Agency	UNDP	United Nations Development Project
KPI	Key Performance Indicator	VDS	Vessel Day Scheme
LL	Longline	WB	World Bank
MCS	Monitoring, control & surveillance	WCPFC	Western and Central Pacific Fisheries Commission
MCS WG20	MCS working group, FFA		
MFAT	New Zealand Ministry of Foreign Affairs and Trade		
MFED	Ministry of Finance and Economic Development		
MNR	Ministry of Natural Resources		
MIS	Management Information System		
MRA	Marine Resources Act		
MSC	Marine Stewardship Council		
MTU	Mobile transmission units		
NAFICOT	National Fisheries Corporation of Tuvalu		

1 Background

1.1 Introduction

The Annual Reports and Annual Work Plans are prepared and published by the Senior Management Committee (SMC). The SMC is basically the monitoring and reporting system of the Department. This the Seventh Annual Work Plan published by the TFD, and the second to be developed under the new 3-year Corporate Plan 2020-2022. It describes the immediate priorities and activities for 2021. Work Plans for individual TFD sections are provided and there are some activities for 2020 which were not achieved but would be continued by some of the sections in the year 2021. The year 2020 has been very challenging for the department with the outbreak of Covid-19. A lot of important meetings were conducted virtually, something the department did not prepare for. Much of the needed technical assistance did not materialize as borders were closed. In addition, the long delay of the R.V Tala Moana in Suva has also imposed further problems for the department in the implementation of outer-island activities. Aside from these major unexpected challenges, the department's incomplete activities continued to be affected by the shortages of staff and staff 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 2021 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 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 sustainable national revenues and sustainable employment opportunities. The Department will also support the Kaupules and Falekaupules which have the responsibility of managing inshore fisheries to support livelihoods and provide local food security.

1.4 Objectives

The primary objectives of the Department, as expressed in the 3rd Corporate Plan (2020-2022) are:

- 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.**

Given that this is the final year for the Te Kakeega III (2015 -2020), the department has been involved in the consultation on the New National Strategy for Sustainable Development Plan and will ensure that our objectives are consistent with the National Strategic Development 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 and which consist of:

- Conversion of the Fisheries Department to 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 rules and regulations;
- 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 new TFD Corporate Plan aims to address all current issues, even within a year there may be changes in priorities. This emphasizes the need for the Department to remain responsive and flexible irrespective of the planning framework adopted.

1.5 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 a 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 resource 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 – Manau and Tala Moana – 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. Nine crew of the Tala Moana are contracted to operate this vessel.

2 Fisheries Department Resources

2.1 Staffing

There is a need to strengthen the staffing of the Department in 2021 to address a number of new priorities and activities. A new Fisheries vessel, Manau II, will be delivered from Japan and will need officers and crew. 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. At the time of preparing this report it was not clear if any additional positions will be approved for 2021, however.

2.2 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. The top priority now is to improve internet connectivity, as the cable to TTC is defective.

Other infrastructure on the site includes a large workshop, the NAFICOT fish market, and a slipway capable of handling vessels up to 20 meters in length. All of these facilities will be repaired and/or re-equipped in 2021. It is also hoped that during 2021 work will start construction of a new training centre in the Fisheries area (a long-delayed activity under the World Bank PROP project). Also a small mariculture hatchery will be built and operated with NZ Project support.

2.3 Budget

Fisheries licensing, access fees and investments generate the majority of Tuvalu Government revenues: expected income for 2021 is AU\$39 million. 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 budget allocations for 2021 were not yet confirmed at the time of preparing this workplan, but it is understood that there will be a small reduction from the 2020 budget. Once again, most Fisheries activities will rely on donor funding.

There is continued funding support to the TFD from several major development partners:

- The World Bank Pacific Regional Oceanscape Programme (PROP), approved in December 2014 for a 6-year period, has been extended for 23 months and will provide approximately S4 million for the period up to August 2022;
- The second phase of the New Zealand-Tuvalu Fishery Support Programme (TFSP2) is expected to be approved in late 2020 and will provide approximately \$3.5 million plus technical assistance over the five years 2021-25;
- Two FAO projects, which will strengthen food security and resilience, is providing about \$0.5 million, mainly in equipment and materials to be used in the first half of 2021;
- A donation of fish processing and handling equipment from the Korea Overseas Fisheries Centre valued at approximately \$400,000.

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.

3 2021 Work Plan

3.1 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 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;
- ✿ 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; and
- ✿ Managing and keeping records of departmental expenditure, travel, training and personnel issues.

The Administration section leads and supports the operations of the entire 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 Team (SMT) consists of the Director, the Deputy Director, Technical Advisor, Legal Officer, Fisheries Economist, Fisheries Media Officer, IT officer, Asset 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 Ministry meetings will continue to be held every Thursday morning. All heads of sections are expected to provide brief updates on the week's events and to provide plans for the following week.

The Administration section calls monthly meetings for the Department Senior Management Committee (SMC). These monthly meetings allow the SMC to review each section's progress in implementing the Department work plan. Staff meetings will be carried out on a quarterly basis to discuss the implemented activities and social issues within the department.

The Division will lead the celebration of the World Tuna Day in the country in May, for the third time, although with greatly reduced funding support from Government this year.

The importance of Fisheries to Tuvalu cannot be over-emphasized. Appropriate SMC members will represent Tuvalu at all important Fisheries meetings; this is to ensure that our concerns are raised at these meetings and our interests in the area of fisheries management are protected.

3.1.1 Director of Fisheries

The Director of Fisheries' main role is to lead the senior management team of the Fisheries Department in providing sound and technical advice to the Minister and Cabinet on fisheries matters and policy that align with the new strategic plan of Tuvalu. The Director has overall the responsibility to ensure the successful implementation of the Fisheries Department's Corporate Plan, Annual Budget and is expected to provide strong leadership and guidance to all staff to meet the Department's goals and objectives.

Apart from overseeing the overall implementation of the Department annual work-plan, these are some of the specific activities that he is expected to deliver in 2021.

Table 1.1: Activity timetable for the DoF in 2021

Director of Fisheries	2020 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Oversee the Department overall work-plan	★	★	★	★	★	★	★	★	★	★	★	★
Provide technical and management support to all section in the implementation of the work-plan	★	★	★	★	★	★	★	★	★	★	★	★
Provide technical advice and support to Minister	★	★	★	★	★	★	★	★	★	★	★	★
Provide updates on any Fisheries related issues to the Cabinet and Government	★	★	★	★	★	★	★	★	★	★	★	★
Facilitate production of 2020 Annual report		★	★									
Facilitate preparation of 2022 Budget						★	★	★				
Facilitate production of 2022 work plan						★	★	★	★	★	★	★
Facilitate production of 2021 bi-annual report						★	★					
Attend important Fisheries regional and international Meetings (virtual)		★	★	★		★	★		★	★	★	
Oversee the implementation of activities under the NZ-TSFP2 Project		★	★									
Oversee Implementation of activities under the WB-PROP Project	★	★	★	★	★	★	★	★	★	★	★	★
Staff appraisal and performance review				★	★	★				★	★	★
Facilitate all Fishing Bilateral negotiations for 2022					★	★	★	★	★			
Review staff structure and staff training needs				★	★	★						
Annual Leave											★	★

3.1.2 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.

He 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 2021 he will also provide legal advice to the NAFICOT Board and Management.

Table 1.2: Activity timetable for the FLO in 2021

Fisheries Legal Officer	2021 Milestones											
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 and review policy and regulation to implement FAD Tracking and Registration in 2021		★										
To Draft, review and amend AA.			★	★								
To conduct Dock Side Boarding training			★									
To review the Ariel Surveillance MOU with FFA and ensure enforcement			★	★								

Fisheries Legal Officer	2021 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
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 wind up Friendly Tuna JV		★	★							★		
To provide sound advice during JV negotiations		★	★							★		
To review and amend existing policies and laws									★	★	★	
To provide advice on Kaupule fisheries regulation through bye-laws				★					★			
To provide staff training on legal issues		★	★									
To provide monthly radio or published work on the TFD website on legal issues and work	★	★	★	★	★	★	★	★	★	★	★	★

3.1.3 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.

Table 1.3: Activity timetable for the Economist in 2021

Economist	2021 Milestones											
Activity/Task ↓ (The number below reflect the tasks and activities above) Month →	J	F	M	A	M	J	J	A	S	O	N	D
Assist operational and development section with the management and monitoring the two vessels			★		★				★		★	
Prepare O and D financial reports (Talamoana)			★		★				★		★	
Conduct a domestic fishery economic assessment	★	★										
Assist with VDS negotiations									★	★	★	★
Assist Director of Fisheries and attend relevant local and overseas meetings	★	★	★	★	★	★	★	★	★	★	★	★
Prepare economic annual report											★	★
Keep track of the global tuna market	★	★	★	★	★	★	★	★	★	★	★	★
Assist in economic analysis on NAFICOT business initiatives	★	★	★	★	★	★	★	★	★	★	★	★

Economist	2021 Milestones											
Activity/Task ↓ (The number below reflect the tasks and activities above) Month →	J	F	M	A	M	J	J	A	S	O	N	D
Provide financial advices to NAFICOT				★				★				★
Prepare department budget							★	★	★			
Prepare quarterly and annual financial estimates status report implicate by revenue received			★				★				★	
Assist the admin section on cross-cutting issues such as trade and climate change	★	★	★	★	★	★	★	★	★	★	★	★
Assist Asset Officer with procurement	★	★	★	★	★	★	★	★	★	★	★	★
Assist FOFA implementing its business plan.	★	★	★	★	★	★	★	★	★	★	★	★

3.1.4 IT Manager

The year 2021 oversees the continuing IT management and improvement of the TFD office network system through the office Management Information System (MIS) and Database to ensure enhanced delivery of the TFD functions to support the office online website and the domain that hosts the tuvalufisheries.tv email. It also includes the monitoring of the Solar system, management of all office hardware and software equipment, installation and mounting of security cameras, security locks, and office electrical equipment’s procurement and maintenance. The IT manager’s 2 weeks training at the FFA in 2020 was not successful due to close down of borders. However, it will carry forward to 2021.

Table 1.4: Activity timetable for the IT Manager in 2021

IT Manager	2021 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			★	★	★	★	★	★	★	★	★	★
Install and configure new office equipment’s and software (Projector, PHP runner, license)			★									
Attend IT training at FFA						★						
Install, setup backup link to main GOV building			★	★	★							
Monitor and assist TEC, Infratec with Solar system	★	★	★	★	★	★	★	★	★	★	★	★
Manage and backup the TFD MIS and databases	★	★	★	★	★	★	★	★	★	★	★	★
Explore possibility of installing/switching to KACIFIC	★	★	★									
Annual Leave											★	★

3.1.5 PR Officer/Librarian

The Tuvalu Fisheries Library and Public Relation function is 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 offer best practice services.

Table 1.5: Activity timetable for the PR Officer/Librarian in 2021

PR Officer/Librarian	2021 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Conduct Radio and dot tv awareness programs	★	★	★	★	★	★	★	★	★	★	★	★
Support press release	★	★	★	★	★	★	★	★	★	★	★	★
Update and promote the TFD website	★	★	★	★	★	★	★	★	★	★	★	★
Produced and translate (English to local language) fisheries informative brochures, leaflets, flyers, posters and short animated videos	★			★				★		★		
Prepare advertisement, promotional material and press releases	★	★	★	★	★	★	★	★	★	★	★	★
Printing of TFD AWP and AR				★	★					★	★	
Collect information's from local fishermen (documentary purposes)			★		★			★	★			
Maintain and manage the e-library and physical collections	★	★	★	★	★	★	★	★	★	★	★	★
SPC Training									★	★		

3.1.6 Maintenance Technician

The TFD maintenance officer's and technician's work plan will maintain regular work in the office in the areas of electrical works, carpentry, plumbing, and air conditioning. Following the milestones achievement of the installation and deployment of a solar power system in 2019, there will be a new priority of servicing and maintaining this system in 2020.

Table 1.6: Activity timetable for the Maintenance Technician in 2021

Maintenance Technician	2021 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Pressure Test, Vacuum, Troubleshooting, Servicing, and Refrigerant Installation for 24 units both indoor and outdoor.	★	★	★	★	★	★	★	★	★	★	★	★
Fixing/servicing any electrical faults and breakdowns; carpentry and building maintenance	★	★	★	★	★	★	★	★	★	★	★	★
Fixing any plumbing works(Water Supply)	★	★	★	★	★	★	★	★	★	★	★	★
Solar Servicing	★	★	★	★	★	★	★	★	★	★	★	★
Emergency plan and equipment	★	★	★									

3.1.7 Asset Officer/Storekeeper

The Fisheries Department possesses and operates an extensive span of assets of significant value which are used on land and at sea by fisheries staff, contracted workers and persons not employed by the department. It is vital for the fisheries storekeeper to adequately manage and monitor all operations within and outside the department to ensure the genuine supervision and preservation of all fisheries assets. The fisheries department will continue to review and publish its asset management policy and physical management plan to improve the management and maintenance of all fisheries assets. A training attachment is planned during the period.

Table 1.7: Activity timetable for the Asset Officer/Storekeeper in 2021

Asset Officer/Storekeeper	2021 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Maintain the asset database updated	★	★	★	★	★	★	★	★	★	★	★	★
Provide support, assistance and advice to the Deputy Director and the Director of Fisheries	★	★	★	★	★	★	★	★	★	★	★	★
Stocktake and inspection of fisheries assets			★						★			
Develop an asset management plan							★	★				
Work closely and assist management plan					★	★						
Overseas training on Asset Management and maintenance											★	
Provide support and assistance to all Sections in enquiring of all goods and services	★	★	★	★	★	★	★	★	★	★	★	★
Attachment training at FFA				★								
Assist and provide adequate information to SMC	★	★	★	★	★	★	★	★	★	★	★	★

The Fisheries Adviser’s work plan is attached as **Appendix 1** to this TFD work plan 2021.



Fig. 1: World Tuna Day has become a popular event – here a young artist is preparing his entry for one of the many competitions organized in 2020

3.2 Oceanic Fisheries Division

The Oceanic Division consists of two sub-divisions: 1) Licensing & Data and 2) Monitoring, Control and Surveillance (MCS). The Licensing unit deals with access agreements and issuing fishing licenses while MCS is accountable for the control of the Tuvalu fishery waters, combating IUU fishing activities and ensuring licensed vessels are comply with the terms and conditions of their fishing licenses.

The Division is transitioning to a new structure with four main work groups; Licensing & Data management; Enforcement and Compliance; VMS and VDS management; and the Observer programme.

Under the Fisheries Department's New Corporate Plan 2020-2022 the Oceanic Division will focus its work programmes mainly on Objective 1 and 2;

- ❖ Implementation of the Longline VDS and buying days
- ❖ Ensuring compliance with international fisheries agreement and regional arrangement
- ❖ Improving of MCS activities for foreign and domestic fishing vessel in Tuvalu fishery waters to combat IUU fishing
- ❖ Improving the management of the VDS
- ❖ Continue collecting data from oceanic fishery
- ❖ Maximising sustainable government revenue
- ❖ Supporting and maintaining transshipment in Funafuti port (temporarily moved to an Designated Transshipment Area during the COVID pandemic)
- ❖ Continuing to support employment of Tuvalu fisheries observers
- ❖ Supporting NAFICOT and monitored closely the JV fishing company
- ❖ Developing systems needed for export of fisheries products from Tuvalu flagged fishing vessels
- ❖ Strengthening human resources through international and national capacity building through workshops
- ❖ Providing technical training and awareness programmes to all relevant stakeholders involved all units.

3.2.1 Licensing and Data

The Licensing group are at the forefront of the revenue collection activities of TFD and are responsible for issuing of licences, as well as invoicing for licence fees, purchase of vessel days observer fees and other charges. They are required to reconcile all revenue with the Ministry of Finance. The group also manage the wealth of data collected from fishing vessels, and take the lead in developing reports on oceanic fishing activities for WCPFC. Although much of the oceanic stock assessment work is done by SPC, the group liaise with this organization and participate in the various meetings dealing with data and tuna science.

3.2.2 VMS and VDS

Two systems – the vessel monitoring system (VMS) and the vessel day scheme (VDS) are at the heart of the successful management of our tuna fisheries, and have driven the huge increases in fisheries revenue over the past 5 years or so. This small section (which should increase to 2 staff in 2021) monitors these systems to check the location and activities of fishing vessels and to monitor their use of fishing days. With COVID19 the systems have also been used to verify 'no contact' between vessels for quarantine purposes.

3.2.3 Enforcement and Compliance

The Monitoring, Control and Surveillance activities is very important to Oceanic Fisheries in terms of improving compliance amongst all licensed vessels in order to deter IUU fishing in Tuvalu EEZ. Fisheries enforcement and compliance activities require close collaboration with the Police Maritime Wing, Attorney General's office and other government agencies involved in maritime law enforcement. With the new Patrol Boat 'Te Mataili II' funded by Australia's Defence Program and with the assistance from FFA Aerial surveillance program and donor funding we have had a great opportunity to improve and increase coverage of surface patrol operations in Tuvalu EEZ to combat IUU fishing. Unfortunately this work has been greatly affected by COVID19: boarding of foreign vessels (both at sea and during transshipment) was suspended; and aerial surveillance has not been possible. It is hoped that some of these activities will resume during 2021, following strict protocols for health and safety.

3.2.4 Observer Programme

Tuvalu's National Observer Programme currently has 74 active observers and 10 more will be recruited and trained in late 2020 maintain the optimal number of around 80 observers in total. Due to Pandemic of COVID 19, no new placements were made after the end of February 2020 and all observers were repatriated during the year. It is hoped that observer deployment will start again in 2021. In the meantime, a number of training programmes and some casual employment of observers have been arranged to keep them interested and provide some income for their families.



Fig 2: Monitoring of tuna transshipment has been suspended in 2020 due to COVID 19, but may resume in 2021 following strict protocols (photo credit – T. Rouby)

Table 2: Activity timetable for the Oceanic Section in 2020

Oceanic Section	2021 milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
VMS monitoring daily	★	★	★	★	★	★	★	★	★	★	★	★
Surface Patrol			★		★			★			★	
Aerial Surveillance Operations			★		★			★			★	
Managing VDS on FIMS (allocate/verify/trading)	★	★	★	★	★	★	★	★	★	★	★	★
Vessel sighting Awareness (Outer islands)				★				★				★
Pacific Maritime Security Workshop		★										
MTU auditing & inspection of TV flag vessel											★	
MCSWG zoom meeting			★	★								
TA recruitment - MCS options for Territorial waters	★	★										
MSC observer training			★	★								
Observer refresher training course									★			
Renewal of STCW certificate (Sea-Safety)									★			
Observer e-reporting training						★				★		
Observer Monitoring and MSC transhipment	★	★	★	★	★	★	★	★	★	★	★	★
Procurement of electronic Scales for transhipment monitoring in-port	★	★	★									
Daily monitoring of transhipment and other activities in-port	★	★	★	★	★	★	★	★	★	★	★	★
Develop MOU for NPOA IUU												
Develop SOPs for National VDS		★			★							
Review of the VMS compliance matrix			★			★						
Completing WCPFC Part 2 (Compliance) report	★	★	★	★	★	★	★					
Online case files on WCPFC secure website	★	★	★	★	★	★	★	★	★	★	★	★
Regional Fisheries Prosecution course		★										
PNA Official Annual meeting				★								
FFC Official Annual Meeting					★							
Technical VDS/FIMS training			★									
Regional Catch Documentation Scheme Workshop		★										
Wollongong Professional Fisheries short-courses					★	★						
High Seas Boarding and Inspection training			★			★						
WCPFC Technical Compliance Committee (TCC) meeting								★	★			
WCPFC Tuna Commission meeting											★	★
ER and EM Workshop					★							
Reviewing of AA			★	★	★	★						
Part 1 Report						★	★					
Harvest Strategy Workshop			★							★		
Development SOP for Data Management					★							
Fisheries revenue workshop							★					
Consultation on LLVDS					★							
Logsheet data refresher training	★	★										
Observer data training	★	★										

3.3 Coastal Fisheries Division

Inshore fisheries support food security, livelihoods, nutrition and dietary health throughout the islands of Tuvalu. Tuvalu's legislation (*Falekaupule Act 1999*) essentially places control of inshore fisheries in the hands of local government, requiring the Coastal Fisheries Section to work closely with the Kaupule on all islands to achieve their goals. One of the three main core values of the Tuvalu Fisheries Department (TFD) under its Corporate Plan is *Teamwork and Cooperation* with the communities and other stakeholders. This promotes the sharing of responsibilities, ensures the provision of technical advice and support, and the mainstreaming of timely and right *information* to support proper 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 year's work plan have been carried over from 2020 to ensure continuity and reliability of core services provided to the community and government. Some activities have been carried over because of unavoidable delays resulting from international disruptions resulting from government responses to COVID-19. All activities are aligned to the achievement of the Key Performance Indicators (KPIs) under the Tuvalu National Strategy for Sustainable Development (Te Kakeega IV) and the new TFD Corporate Plan 2020-2022.

Key *activities* of the Coastal Section for 2021 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. Developing dedicated Fishery Management Plans (FMPs) for the Outer Islands to address issues identified in the Island Strategic Plans;
2. Re-classification of water quality monitoring and surveys such as testing effectiveness of protected 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
3. Renewed effort on improving creel surveys and metronome trips back to 2017 levels to underwrite the effective management of coastal fisheries after a significant slow-down in 2020.

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.

3.3.1. Fishery Resource Monitoring & Analysis: Continuing and improving fishery resource monitoring and analysis of the data to identify trends and problems and to provide reliable information on the status of the resources and 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 as they may arise. Regular monitoring includes the creel/artisanal surveys on all islands, fish export data collections and canoe/boat 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 managed areas.

3.3.2. 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 2020 has been shifted to 2021. This includes study on fish size at maturity to be carried out with the assistance of a consultant. This will assist us to set recommended minimum size for each key commercial reef species. Research into specific fisheries-related issues such as the request made by the Niutao Community for assistance with fish ranching will be carried out on request.

3.3.3 Ridge to Reef (R2R) Project: On-going work with R2R will focus on projects identified for the fisheries sector in the community plans developed under the R2R process. This will include a spawning aggregation study which will focus on exploring fish aggregation sites on all the islands.

3.3.4. Outer islands Management Plans and Support: Working closely with the Kaupules, fishers associations, and other stakeholders the Coastal Section will continue the development and implementation of coastal fishery management plans (FMPs) and by-laws to optimize resources and regulate harvesting of key species in each of the outer islands.

Regular metronome trips will be continued to provide support activities under the signed MOU for cooperation with each island Kaupule. The Coastal Section will assist each island Kaupule to review and implement existing fisheries-related projects to complement the development of dedicated FMPs. Visits will also be conducted quarterly to all islands to check on the status of the Outer Island Data Collectors (OIDC) on each island, with particular focus during 2021 on improving data collections back to 2017 levels. In 2021 CFS will also assist outer island Kaupules with demarcation of their LMMAs on request.

3.3.5. 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 urbanisation, 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. For 2021, most of activities for Funafuti will include on-going work on activities under the Funafuti Reef Fisheries Stewardship Plan. SPC will also assist us to develop a National Sea Cucumber Management Plan in response to the results of past BDM surveys analysed and reported in 2020. The resulting plan will be applicable in Funafuti and all outer islands. The FRFSP will continue to create an ideal arrangement for more 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 to allow the setting of 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.

3.3.6. Mariculture: Although the potential for aquaculture in Tuvalu is limited, with capture fisheries providing a much better return on investment and labour, 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. This activity was deferred to 2021 due to COVID related delays in procurement and technical assistance.

3.3.7. 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 will be to develop curriculum materials for schools.

3.3.8 Other tasks: to be undertaken by the Coastal Fisheries Section will include on-going professional development, attendance at regional meetings and ensuring the regular metronome trips are re-established and carried out as planned in the MOU 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 analyse all coastal fisheries data.



Fig. 3: TFD staff undertake a range of surveys and monitoring work to check the health of Tuvalu's inshore fisheries

Table 3: Activity timetable for the Coastal section in 2021

Coastal Section Activity/Task ↓ Month →	2021 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Creel Surveys Funafuti	★	★	★	★	★	★	★	★	★	★	★	★
Creel Outer Island (OICs)	★	★	★	★	★	★	★	★	★	★	★	★
Creel data entry	★	★	★	★	★	★	★	★	★	★	★	★
Creel Reports/Fisheries island Profiles											★	
Outer Island quarterly visit	★			★		★		★		★		
On-demand surveys FCA test, BDM, issues												
Fish exports	★	★	★	★	★	★	★	★	★	★	★	★
Ciguatera sampling			★			★		★				★
Ciguatera cases	★	★	★	★	★	★	★	★	★	★	★	★
Spawning aggregation site study (OI)			★			★		★		★		
R2R Project			★			★		★		★		
Regulations/community based fisheries management plans (During metro)			★			★		★		★		
LMMA work OI			★			★		★		★		
FCA support	★	★	★	★	★	★	★	★	★	★	★	★
Length at maturity/Recommended size limits (Funafuti). Shifted from 2020				★					★			
Development of National Sea Cucumber management Plan based on DBM analysis and report in 2020		★								★		
FRFSP Activity report (Including from Kaupule, FOFA)											★	
Patrols FCA (random) patrol and drone	★	★	★	★	★	★	★	★	★	★	★	★
Mariculture advice and assistance OI, including NTO fish pond follow-up			★			★		★		★		
Hatchery FUN		★	★	★	★	★	★	★	★	★	★	★
Awareness, school curricula, radio, video, community, FOFA		★	★	★		★	★	★		★	★	
Mariculture, GPS etc (in-country & overseas)		★			★							★
RTMCF, HOF, etc		★										★
Metronome trips			★	★	★	★	★	★	★			
Database maintenance MIS	★	★	★	★	★	★	★	★	★	★	★	★
IFA Consultant	★	★	★	★	★	★	★	★	★	★	★	★
IT consultant	★	★	★	★	★	★	★	★	★	★	★	★
Administrative tasks (maintenance, reporting, planning)	★	★	★	★	★	★	★	★	★	★	★	★

3.4 Operations and Development Division

3.4.1 Introduction

Fisheries remains an important source of food, income and cultural identity for the people of Tuvalu. While the majority of fish consumed locally comes from coastal fisheries, production has decreased significantly in the last decade despite indications in our island communities of increasing fishing pressure. This suggests that the marine resources that support coastal fisheries in our communities are fully or over-exploited. This situation is likely further exacerbated by the impacts of climate change in coastal areas.

In order to maintain current levels of consumption of fisheries marine resources, TFD will need to develop improved fisheries management of near-shore resources as well as utilize adaptive responses

that assist with the reduction in pressure and threats to marine resources. Thus, greater efforts are required to promote the contribution of small-scale fisheries to food security and nutrition at the same time as enhancing the socio-ecological resilience of our island fishing communities.

Objective

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

Major Tasks

The Operation and Development section is responsible for a range of activities which are divided into 4 main tasks, which includes:

- Livelihoods
- FAD Program
- Safety at sea program
- Vessel operation

3.4.1 Task One: Livelihoods

Revenue generating activities (RGAs) related to near-shore fishing are promoted and piloted in the target sites, including for youth and women. The following activities are to be carried out under this component;

1. Trainings on fish processing, fish handling and production of smoke fish, tuna jerky and bottling
2. Develop a packaging and marketing strategy for domestic / export sales of new products in or from Tuvalu
3. Study on post-harvest products from tuna/pelagic and undertake trials to assess economic viability in Tuvalu.

3.4.2 Task Two: FAD program

Awareness raising will be conducted to disseminate information on benefits of FADs and new fishing techniques (to be done together with the safety at sea programming). FADs will be deployed based on the adopted selection design and method in select areas to pilot new community FAD programmes. Training on FAD fishing will be given to trainers in the fisheries administration and fisher associations (training of trainers) and as well as directly to fishers. Partnerships between experts in FAD design and deployment within Fisheries sector and Fisher’s Associations will be supported with a focus on new fishing techniques, the maintenance of FADs and on other related aspects such as safety at sea and fish handling. Technical assistance will be procured to promote innovative local governance arrangements (FAD management plan and FAD MoU) to help fishers use and maintain the FAD adequately, safely and sustainably. O&D envisioned that all FADs construction in the future will be carried out by fishermen, but O&D will assist in the deployment. The following activities are to be carried out under this component;

1. Rig and Deploy 9 FADs (including the >5n.mi offshore FAD in Funafuti), one on each island except Niulakita.
2. Maintenance and Repair of existing FADs
3. Training on FAD Fishing Technology
4. Develop Anchored FAD management plan

5. Signing of Revised FAD MoU

3.4.3 Task Three: Enhanced Safety at sea program

Assistance will design to improve training programmes on safety at sea, prevention of accidents and search and rescue (SAR). Trainings will be practical and include testing in real conditions with appropriate equipment including training of trainers through partners and regional institutions. Large-scale awareness raising will be promoted to reach out to fishers and their communities (including women and youth), so that fishers are better equipped and trained to prevent or handle any incident at sea during fishing operation. Activities under this component are as follows;

1. Procure and distribute more Grab Bags to outer islands
2. Training on how to utilize Grab bag items – at least one training on each island
3. Training in maintenance and repair on Out board motor – all islands
4. Checked and Maintained grab bag items yearly (Metronome trips)
5. Procure and Install VHF repeater for Funafuti

3.4.4 Task Four: Vessel Operation

TFD is operating 2 vessels (RV Manau and RV Tala Moana). Maintenance of both vessels continues to be a priority activity given their old age. The fact is both vessels has reached the stage where continuous repairs and maintenance have become the norm. Therefore, keeping both vessels operational and sea worthy is a big task for our section. A project to replace RV Tala Moana is now in progress with the support of JICA, and the new vessel, Manau II, will be delivered and come into operation in 2021.

Despite both vessels' old age and frequent breakdowns, they will continue to provide services to both the Government and the people of Tuvalu in the early part of the year. Government has decided to sell Tala Moana when the Manau II comes into operation. Manau will be repaired and fitted out for fishing trials and training. However, O&D will undertake the following activities to ensure TFD vessels provide the best and safe service to the Government and the Public:

1. Execute 2 charters per vessel per month;
2. Generate revenues to meet operational cost for Tala Moana, and facilitate the sale later in the year;
3. Regular maintenance on both vessels;
4. Liaise with JICA on delivery of Manau II, and bring this new vessel into operation.



Fig 4: Installation and maintenance of FADs is an important activity for the O & D Section

Table 4: Activity table for the Operations and Development Section in 2020

Operations & Development Section		2021 Milestones											
		J	F	M	A	M	J	J	A	S	O	N	D
Activity/Task ↓ Month →													
Livelihood	Baseline study on Post-Harvest product and Assess economic viability			★			★		★		★		
	Post Harvest/Tuna Jerky/Bottling/Packaging and Labelling Training			★			★		★		★		
FAD Program	Rig and deploy FAD (8 FADs including >5n.mi offshore FAD)			★	★		★		★		★		
	Maintenance and repair existing FADs				★	★		★			★		
	Arranging for FAD fishing specialist to come to Tuvalu						★	★					
	FAD fishing baseline study								★	★			
	FAD management plan development									★	★		
	FAD fishing trials/training undertake											★	
	Distributions fishing gears for Training											□	
	Signing of Revised MOU for FAD										★	★	
Awareness	Radio awareness raising			★			★			★			
	FAD awareness raising		★			★				★			
	Work with Coastal team for running outreach programmes/trainings			★			★		★		★		
Sea Safety	Grab bags inspections mission			★			★		★		★		
	Bags dissemination and sea safety training for new recipients			★			★		★		★		
	Secure and arrange for TA to install VHF repeater						★	★					
	VHF repeater installation on Funafuti (Fualopa and Funafala)							★	★				
	Procurement of Tools & spare parts (outboard motor)	★	★	★									
	Outboard motor repair and maintenance training			★			★		★		★		
	Securing Four-stroke Outboard Motors specialist							★	★				
	OI Land Base VHF Maintenance and Repair			★			★		★		★		
Vessel Operation	Prepare and upload boat schedule to MIS and Tala Moana calendar	★	★	★	★	★	★	★	★	★	★	★	★
	Regular maintenance of Manau	★	★	★								★	★
	Manau Cradle repair and maintenance - TFSP	★	★	★									
	Liaising with JICA on Manau II delivery and commissioning	★		★									
	Selecting contractor for slipway work		★	★	★								
	New Crew Recruitment for the new Manau	★	★	★									
	Selecting contractor for mooring work for new Manau					★	★						
Manau II Operations							★	★	★	★	★	★	
Other Task	Procurement of Squid fishing, handling, troll fishing, boat,, troll fishing, drop-line fishing, bottom-set vertical long line materials		★	★									
	Squid fishing/Handling/Trolling/Drop line/Bottom set vertical long line Training.	★	★	★									
	Canoe Building and Training - FAO			★			★		★		★		
	Attending meetings via Zoom for FAO project(s) implementation		★			★				★			

4 Monitoring and Reporting

Monitoring of Work Programme implementation and delivery will primarily be through the monthly meetings of the SMC. In addition, mid-year reports will be produced by the TFD, both for internal purposes and to respond to the requirements of the Government of Tuvalu (Planning Department, Ministry of Finance and Economic Development) as well as NZ MFAT, 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 before tabling in Parliament.

Appendix 1 – Fisheries Adviser

The Tuvalu Fisheries Adviser (TFA) has completed two years of a three year assignment. His role is defined in his contract as 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.

Work in 2020 was dominated by assisting the Director and TFD team resolve some long-running issues that were greatly complicated by the COVID pandemic; as well as helping maintain fisheries revenue under challenging economic conditions.

The main priority for 2021 will be supporting the efficient implementation of development projects, particularly the new Tuvalu Fisheries Support Programme Phase 2 (TFSP2). This is an ambitious 5-year project which is 'front-loaded' with a lot of activities in the first year. An FAO programme providing support to small scale fisheries to address the impacts of TC Tino and COVID19 also needs to be completed in the first half of year; while support to ensure that the PROP project achieves its objectives in its last full year of activities will also be important. The design of PROP2 is also planned.

The work plan is laid out under the following headings, which include the TFSP2 project as a new standalone work area:

- ❖ Capacity Building
- ❖ Staffing and Finance
- ❖ TFSP 2 Implementation
- ❖ Other Project Activities
- ❖ Management of access arrangements
- ❖ Crewing Initiative
- ❖ NAFICOT and Domestic Fleet Development
- ❖ Fish Supply and Marketing
- ❖ International meetings

Table 5: Activity table for Fisheries Adviser in 2021

Fisheries Adviser Activity/Task ↓ Month →	2021 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Capacity Building												
Participate in SMT meetings	★	★	★	★	★	★	★	★	★	★	★	★
Advice and support to Minister	★	★	★	★	★	★	★	★	★	★	★	★
Staffing and Finance												
TOR for Inshore Fish. Adviser	★											
IT adviser – Plan and 1 st contract	★				★							
Support for manpower planning								★				
Assist with revenue estimates						★			★			
Support Authority study												
TFSP 2 Implementation												
Lead on procurement	★	★	★			★						
TOR and recruitment of TA	★	★	★			★						
Oversee minor works/implement						★	★	★	★	★	★	★
Project reporting			★			★			★			★
Other Project Activities												
Oversee FAO TC Tino/COVID19 projects	★	★	★		★							
Management of access arrangements												
Monitor arrangements in 2021	★					★					★	
Review of agreements for 2022								★				
Support for negotiation									★			★
Crewing Initiative												
Longline crew training						★						
Crew for TV flag vessels	★	★	★									
Support further P/S training						★	★					
NAFICOT and Domestic Fleet Development												
Assist w.management - reflagging	★	★										
Monitor arrangement			★						★			
Advice to NAFICOT Board			★			★			★			★
Fish Supply and Marketing												
Support to FOFA	★											
Develop bycatch plan – NAFICOT		★										
International meetings												
Participate in PNA & WCPFC mtgs				★		★						
Briefs/advice for other mtgs	★	★	★	★	★	★	★	★	★	★	★	★
Other activities												
To be detailed in quarterly reports			★			★			★			★
Annual home leave				★	★							