



Fisheries Department
Ministry of Natural Resources
Government of Tuvalu
Fish for Life



Annual Work Plan 2019



Annual Work Plan 2019



Fisheries Department
Ministry of Natural Resources
Government of Tuvalu



Funafuti, Tuvalu
February 2019

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

Contents

1	Background	4
1.1	Introduction	4
1.2	Vision.....	4
1.3	Mission.....	4
1.4	Objectives	4
1.5	Organization.....	6
2	Fisheries Department Resources	7
2.1	Staffing.....	7
2.2	Assets and facilities	8
2.3	Budget.....	8
3	The 2019 Work Plan.....	10
3.1	Administration Group	10
3.2	Oceanic Fisheries Section	14
3.3	Coastal Fisheries Section.....	17
3.4	Operations and Development Section	20
	Monitoring and Reporting	23
	Appendix 1 – Fisheries Adviser	25
1.	Introduction:	25
2.	Needs Analysis	25
3.	Indicative work plan	28

Figures & Tables

Figure 1: Organisation of the Fisheries department.....	7
Table 1: Activity timetable for the Administration Group in 2018.....	12
Table 2: Activity timetable for the Oceanic Fisheries Section in 2018.....	16
Table 3: Activity timetable for the Coastal Fisheries Section in 2018.....	19
Table 4: Activity timetable for the Operations and Development Section in 2018.....	22

1 Background

1.1 Introduction

In January 2018, all staff of the Tuvalu Fisheries Department moved into the new office building at Teone.

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 is the Fifth Annual Work Plan published by the TFD, and it describes the immediate priorities and activities for 2019. Where possible, longer-range work targets have also been indicated. Work Plans for individual TFD sections are provided and there are some activities for 2018 which were not achieved but would be continued by some of the sections in the year 2019. Factors that affected the completion of some of these targets in 2018 are shortage of staff, insufficient funds or the inability to adequately use the funds, and change in priorities or interest by the TFD.

The TFD sections will continue to achieve these activities in 2019 and are mindful that there would be other issues and priorities likely to emerge and the Department needs to be flexible to meet these challenges as they arise.

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. 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 current (2nd) Corporate Plan (2017-2019) are:

1. Tuvalu's national rights and interests are secured and protected within the regional purse seine and longline Vessel Day Schemes, whose integrity and development have been promoted by Tuvalu through cooperation with other participating coastal States.

2. Fisheries revenues to Tuvalu are maintained and further improved through the optimum allocation and pricing of Tuvalu's Vessel Days and associated purse seine and longline licenses.
3. At sea employment for Tuvalu citizens (fishing vessel crew and fishery observers) has been increased significantly above present levels through the provision of appropriately trained personnel and the fullest application of local crewing licensing conditions.
4. Tuvalu is fully compliant with the requirements of the WCPFC and other international fishery treaties to which it is a party.
5. Tuvalu meets the requirements of overseas market states in regard to IUU fishing and fishery product food safety.
6. Fishery surface patrols, aerial surveillance, observer coverage and other mechanisms are deterring and detecting IUU fishing activities, which are being effectively penalized through the Tuvalu legal system.
7. New fishery joint ventures have been negotiated between the Government of Tuvalu and selected commercial fishing interests which provide increased employment for Tuvaluans and additional revenue streams to the Government of Tuvalu (GOT) while minimizing investment cost and risk.
8. The National Fisheries Corporation of Tuvalu (NAFICOT) has been reformed to comply with the provisions of the Public Enterprises (Performance and Accountability) Act 2009 and acts as a vehicle for the GOT's commercial fishery interests.
9. The relationship between the TFD and Kaupule / Falekaupule has been transformed such that Kaupule regulate local food fisheries supplying local needs, and the Department provides support in the form of data collection and analysis and fisheries management advice.
10. FADs are available to fishers throughout Tuvalu and provide increased food security, higher financial returns, improved sea safety, and reduced fishing pressure on inshore resources.
11. Small-scale fisheries increasingly target a more diverse range of ocean resources in order to reduce fishing pressure on coastal species.
12. The safety of small-scale fishers has been improved through the installation of VHF radio equipment and the development of systems to respond to emergencies.
13. The TFD has reliable information on coastal fishery resources in each island on which to base the management advice it provides to Kaupule.
14. Conservation areas, by-laws and other fishery management arrangements have been established in those coastal fisheries where this is a high priority.
15. Management plans for beche-de-mer (BDM), shark and other sensitive species are in place, if necessary through designation of these fisheries for management by the TFD under the MRA.
16. Improved office space, IT and internet facilities and other support arrangements have been established to allow improved delivery of TFD functions.
17. Appropriate TFD training and human resource management arrangements, including succession planning, have been implemented to support the optimum performance of the Department.
18. Continued fine tuning of the TFDs organizational structure, recurrent budget and donor support has taken place to ensure that the available human and other resources correspond to the Department's evolving needs.
19. Stakeholders and the general public are aware of TFD activities that affect them, and participate in them in a supportive way

20. Fisheries Department staff and co-workers are able to access the information and knowledge needed for them to carry out their functions effectively.

These objectives are consistent with but updated from the objectives stated in Te Kakeega III, the Government's National Strategy for Sustainable Development 2015-2020. However there have been significant, rapid changes in the fisheries sector even since the formulation of TKIII, and the objectives it contains are already in need of updating. As we move into the last year of the Corporate Plan period, it is notable that many of the objectives have been partly or completely achieved.

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;
- ✿ Establishment of shore-based facilities supporting the operations of a small fleet of domestically-based tuna longliners, probably operating under joint-venture or charter arrangements, producing tuna loins and steaks that are being exported either in freezer containers or by dedicated cargo aircraft;
- ✿ The growth of a small local fleet of mini-longliners, owned and operated by Tuvaluans, fishing outside the reef for tunas and deep-water snappers, whose product is being fed into the export supply chain;
- ✿ 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: even since Cabinet's approval of the TFD Corporate Plan there have been some 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 in 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 (this so-called 'yellow card' was removed in 2018, but follow-up action is still required). All these issues require Departmental action, sometimes substantial, which may not have been anticipated and thus not fully planned for. This emphasizes the need for the Department to remain responsive and flexible irrespective of the planning framework adopted.

1.5 Organization

The TFD comprises:

- ✿ An Administration Group, comprising the Director, Deputy Director and several professionals with cross-cutting responsibilities (Legal Officer, Economist, Public Relations Officer and IT Manager) and the Executive staff. The group is responsible, among other things, for

recommending fishery policy initiatives, negotiating fishery access arrangements, and establishing joint ventures in which the Tuvalu Government has an interest;

- ✿ An Oceanic Fisheries Section, 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 EEZ;
- ✿ A Coastal Fisheries Section, responsible for inshore fishery resource assessment, monitoring and providing support to Kaupules, 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 Section, responsible for the running of the TFD vessels Manuai and Tala Moana, construction and deployment of FAD, training of fishers and fishing vessel crew, and other development-oriented activities.

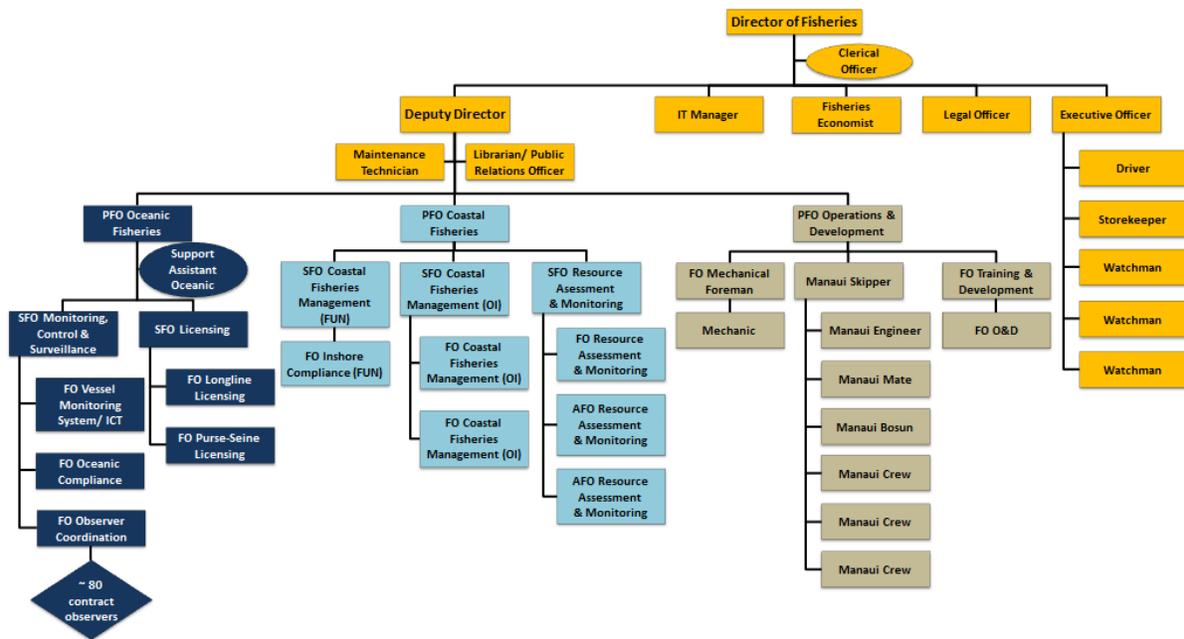


Figure 1: Organisation of the Fisheries department

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 Department will start the year with the positions of Deputy Director and two out of three Principal Fisheries Officer posts vacant; while other key positions have only recently been filled. In the Coastal Fisheries Section three positions are vacant, three staff are on study leave and there are two new posts – only 4 of 12 positions actually have staff in place. Reasons for individual staff leaving the Department include: long-term training opportunities; better terms and conditions offered by project-funded positions, regional agencies or other governments overseas; and in one case the overseas posting of a spouse. The Department will need to move quickly to fill key posts

through acting or temporary appointments while the substantive vacancies are advertised. Inevitably, new staff will take some time to become familiar with their duties. There will be two new posts for the Oceanic section, namely the Logsheet data entry (Purse seine licensing, and Observer data entry (under observer coordinator).

During the year there will be a review the current structure and staffing to strengthen succession planning and ensure key functions can be maintained when staff depart. This will include a review of staffing needs to manage Tuvalu's active and growing observer programme; a programme which collects essential data from the oceanic fishery, and provides useful employment for some 80 young Tuvaluans with very limited staff support. The Development functions of the Department, which provide services and training to local private-sector fishermen, may also need to be strengthened.

2.2 Assets and facilities

As noted in the introduction, the Department moved into excellent new office facilities in 2018. For the first time all Fisheries Department staff are in one building, with opportunities to work together much better than in the past. During 2019 some finishing touches to the building will be completed, and it is also planned to install solar panels on the roof to generate around 70 Kw of electricity. A security system will be installed, as well as additional IT equipment and systems.

Early in 2019 the Department will also start work on the design and tendering process for the construction of three new buildings on the Teone site: a fisheries training centre; a store and a boatshed. It is hoped that these can be completed during the year. Funding is being sought for the repair and re-fitting of the NAFICOT fish market – although progress will depend on securing new project funds for this work.

TFD now operates two vessels with inter-island capability: the *Manau* which has been a work-horse of the Department for many years; and the larger *Talamoana* which was acquired under the NAPA 2 Project. During the year a project to design and build a replacement for the *Manau* will start with JICA funding, although the new vessel will not be operational until 2021. *Talamoana* will undergo slipping and repairs in Fiji during the year. The Department also owns four outboard powered rigid inflatable boats for use in Funafuti lagoon and/or as tenders for the large vessels, as well as an outboard powered fibreglass skiff. Other recently-acquired assets include a high-performance drone for surveillance of the Funafuti Conservation Area and transshipment vessels in the lagoon.

In short the Department has a lot of quite new and valuable assets and buildings. Ensuring that they are well maintained will be an important task during 2019.

2.3 Budget

Fisheries licensing, access fees and investments generate a significant proportion of Tuvalu Government revenues: estimated income in 2014 was \$14.8 million, \$26 million in 2015, \$33 million in 2016, and \$26 million in 2017. For 2018 revenue of \$26.3 million was budgeted, but over \$48 million was received as a result of the payment of more than \$18 million accumulated by the PNA office over the previous 8 years. For 2019 revenue has been estimated at AUD \$30.6 million.

The 2019 Budget shows a major increase for the TFD of \$1, 493, 778 which is an increase from 2018 budget allocation of \$642, 195, although much of the increase is in the form of a one-off grant of Special Development Expenditure.

The budget allocations for 2019 for each section of the TFD are made as follows: Administration & Management Section budget allocation is \$306, 709, Fisheries Operation and Development Section allocated \$265, 455, Coastal Fisheries Section allocated \$188, 562, Oceanic Fisheries Section allocated \$165, 052, and there is Special Development Expenditure (SDE) of \$568, 000.

New funding approved in the 2019 Budget includes increased funding of \$12, 000 for the maintenance of the Fisheries office.

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

- ✿ The New Zealand-Tuvalu Fishery Support Programme (TFSP), which is providing NZ\$ 1,036,800 over the 5-year period which commenced on 31st May 2014. It is planned to request a no-cost extension of this project as there is still more than \$300,000 available for disbursement. New Zealand also provided new office facilities for the Department in 2017. The Fisheries Adviser to TFD funding also comes from MFAT and a new Adviser started work in December 2018, following the departure of the previous Adviser in mid-2018 after 4 years' service.
- ✿ The World Bank Pacific Regional Oceanscape Programme (PROP), approved in December 2014, which is providing a total of more than US \$7,910,000 over a 5-year period, was commenced in the first quarter of 2016. A mid-term review of this project will be carried out in 2019.
- ✿ The GEF-funded NAPA2 project provided 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 and ended in December 2019. The NAPA2 project also procured a project vessel, the Tala Moana, which is now operated by the Department, and also used in support of other TFD activities; and
- ✿ The GEF-funded R2R project was approved in mid-2015 and was commenced in the first quarter of 2017 and supports aquatic biodiversity conservation and establishment of marine protected areas in some outer islands.
- ✿ Extra-budgetary (in-kind) assistance includes Technical Assistance from the Japanese OFCF, as well as a JICA funded project to design and build a replacement for the TFD vessel Manau, mentioned above.

The TFD also 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 all four 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. However the TFSP and the PROP 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 The 2019 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 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; and
- ✿ Managing and keeping records of departmental expenditure, travel, training and personnel issues.

The Administration section is the centre of operation for the entire Department. It provides the critical links between the Department with domestic, national and international agencies. It also provides the links between the three major section within the Department (the Administrative Group, the Oceanic, the Operations & Development Division, and the Coastal section) and its activities cut across the Department's annual work plan. The Management Team consists of the Director, the Deputy Director, Technical Advisors, Legal Officer, Fisheries Economist, Fisheries Media Officer, 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 all the necessary support to all staff in their effort to carry out their duties and responsibilities.

The Administration section will call a monthly meetings for the Department Senior Management Committee (SMC). The SMC consists of all Department PFOs, DDOF, TA, FLO, PROP Coordinator and DOF. These monthly meetings will allow the SMC to review each section's progress in implementation the Department work plan. Staff meetings will also be carried on a monthly basis, soon after the SMC meeting, to discuss the implemented activities and any other issues within the department. An informal meeting of Heads of Department and other staff of the Ministry of Natural Resources is normally held weekly on each Friday morning.

A milestone that the Division intends to achieve this year, will be the celebration of the World Tuna Day in the country.

The importance of Fisheries to Tuvalu is quite obvious and cannot be over-emphasized. Appointed SMC members will represent Tuvalu in 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.

F.V. Taumoana is still in Majuro and work is still in progress to finalise all court matters. Unfortunately during its long period of detention the vessel and its equipment has deteriorated greatly. The Administration Group will continue to coordinate work to finalize this long standing issue, and hopefully see the vessel returned to Tuvalu under new management arrangements.

A proposal was received from our JV Partner requesting to close down one of our JV arrangements – for longline vessels - due to numerous issues with its operation. The Administration will work on proper procedures to have this JV business closed before the end of 2019. The Group will continue to monitor the progress of the purse seine JV arrangement of the TUSA Fishing Company.

The Group will continue to review and, where beneficial to Tuvalu, finalize any new proposed JV arrangements. Currently one proposal is under active consideration.

The Group will continue to coordinate and same time participate in all Bilateral Fishing Access negotiations with our bilateral partners and multilateral partner (US Treaty). In dealing with our partners the Section is to ensure that Tuvalu will receive the maximum benefit from its rich marine resources.

The Group will continue to coordinate, monitor and the same time ensure that the Department national budget (Appendix 1) is sustainably used. The section will also continue to coordinate and monitor all activities that are funded under the World Bank - PROP, the NZ-Fisheries Support Programme, JICA and other projects.

Staff wellbeing is of paramount importance in any organisation. The section will continue to ensure that all staff needs are met in terms of their salaries, problems and other issues that may affect their work performance.

An awareness program on the Marine Resource Act Amendment 2017 was not carried out in 2018. With the new Fisheries Legal Officer (FLO) employed in start of July 2019 the FLO will conduct this workshop in 2019 to ensure that all Fisheries staff and stakeholders understand and comply with the amendments.

Work will commence in 2019 to review opportunities to implement the longline vessel-day scheme (LL-VDS) as the outcome of the research on historical patterns of longline fishing activity in Tuvalu waters was recently completed in 2018.

A milestone achievement of 2018 was the uplifting in July 2018 of the EU yellow card. This was due to the review of national fisheries laws, and also the department's national plan of action on illegal, unregulated and unreported (IUU) fishing which was completed in December 2017. But work in compliance with the required EU measures will still need to be undertaken periodically by the TFD to ensure that Tuvalu do not infringe.

Administration Section Activity/Task ↓ Month →	2019 milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Contact Speed-cast and TTC for support for future network problems	★	★	★	★	★	★	★	★	★	★	★	★
Manage the Fisheries Website	★	★	★	★	★	★	★	★	★	★	★	★
Manage staff email accounts	★	★	★	★	★	★	★	★	★	★	★	★
Setup new users accounts and profiles	★	★	★	★	★	★	★	★	★	★	★	★
Monitor and maintain workstations	★	★	★	★	★	★	★	★	★	★	★	★
Install and configure computer hardware operating systems and applications	★	★	★	★	★	★	★	★	★	★	★	★
Upgrade and activate new HP Desktops.	★											
Join all office equipment to the domain	★							★				
Configure laptops that are reserved for field trips for each sections	★									★	★	
Conduct electrical safety checks on computer equipment	★										★	★
Train staffs the basic of computer skills and troubleshooting matters	★	★	★	★	★	★	★	★	★	★	★	★
Prepare old computers to be ready for donation			★	★							★	★
Diagnose and solve hardware or software faults	★	★	★	★	★	★	★	★	★	★	★	★
Replace any defective parts/equipment's when necessary	★	★	★	★	★	★	★	★	★	★	★	★
Configure laptops that are reserved for field trips for each sections	★											
Conduct electrical safety checks on computer equipment	★	★	★	★	★	★	★	★	★	★	★	★
Install and mount security cameras		★									★	★
Monitoring the security systems	★	★	★	★	★	★	★	★	★	★	★	★
Procure Printers and all other electronic equipment	★	★	★	★	★	★	★	★	★	★	★	★
Manage all electrical equipment	★	★	★	★	★	★	★	★	★	★	★	★
Configure new printers on the network					★							
Checking Pressure all units (Manifold Gauge)		★										
Full service A/C(Drive Bay & Dive Lap)	★		★		★		★		★		★	
Full service A/C(conference Room & Kitchen)	★		★		★		★		★		★	
Full service A/C(DoF Office & FA Office)		★		★		★		★		★		★
Full service A/C(FLO office)		★		★		★		★		★		★
Full service A/C(VMS room & Server room)	★		★		★		★		★		★	
Full service A/C(Library and Meeting room)	★		★		★		★		★		★	
Full service A/C(Open deck office 8 units)	★		★		★		★		★		★	
Filter A/C Cleaning for all units	★	★	★	★	★	★	★	★	★	★	★	★
Fix/repair any breakdown on 21 A/C unit	★	★	★	★	★	★	★	★	★	★	★	★
Service & Dust Clean (Frame & tube light/light power and switch)	★	★	★	★	★	★	★	★	★	★	★	★
Test & Service Exit Door Light	★	★	★	★	★	★	★	★	★	★	★	★
Test & Service Fire smoking alarm	★	★	★	★	★	★	★	★	★	★	★	★
Service & Dust Clean (Building Power Point)	★	★						★	★			
Service & Dust Clean(2 Septic tank pump)			★	★					★	★		
Service (Refrigerator & Boiler)	★							★				
Fixing any electrical breakdown works	★	★	★	★	★	★	★	★	★	★	★	★
Gate Rails (Painting)	★	★				★	★				★	★
Stairwell Bolts(Greece) & Step (vanish)	★					★				★		

Administration Section	2019 milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Fixing any carpentry breakdown works	★	★	★	★	★	★	★	★	★	★	★	★
Fire Extinguisher(Service & Dust Cleaning)	★	★	★	★	★	★	★	★	★	★	★	★
Inside Wall & Deck Head (Wash Paint)		★							★			
Water Sink (Service & dust Clean)	★					★					★	
Toilet Deck Scupper (Service & Dust Clean)			★						★			
Fixing any plumbing works(Water supply)	★	★	★	★	★	★	★	★	★	★	★	★
Solar Panel Installation	★	★	★	★	★	★						
Service (solar system)	★	★			★	★			★	★		
Developing a new database for stocktaking	★											
Update the inventory system	★	★	★	★	★	★	★	★	★	★	★	★
Record of all damaged assets for fixing or replacement	★	★	★	★	★	★	★	★	★	★	★	★
Reporting of missing and damaged assets	★	★	★	★	★	★	★	★	★	★	★	★
Stock taking of assets	★	★	★	★	★	★	★	★	★	★	★	★
Checking and recording of assets when delivered	★	★	★	★	★	★	★	★	★	★	★	★
Developing a database for damaged assets	★											
Inventory of data into the database system for damaged assets	★	★	★	★	★	★	★	★	★	★	★	★
Developing a claim form and to be signed by both parties upon delivery	★											
Maintain of receipts, records, and withdrawals of the fisheries storeroom	★	★	★	★	★	★	★	★	★	★	★	★
Receive, unload, and shelves supplies	★	★	★	★	★	★	★	★	★	★	★	★
Packing supplies	★	★	★	★	★	★	★	★	★	★	★	★
Labelling supplies	★	★	★	★	★	★	★	★	★	★	★	★
Cleaning the storeroom	★	★	★	★	★	★	★	★	★	★	★	★
Ensure adequate record keeping and management of all documentation to ensure proper stock level	★	★	★	★	★	★	★	★	★	★	★	★
Provide a spreadsheet excel which can be used to register all assets to ensure maximum inventory control	★	★	★	★	★	★	★	★	★	★	★	★
Developing a register form to be signed by the officer who borrowed an asset	★											
Conduct Radio awareness programs	★		★		★		★		★		★	
Update and promote the TFD website with news, activities and events	★	★	★	★	★	★	★	★	★	★	★	★
Produced TFD informative brochures, leaflets, flyers, posters, etc				★					★			
Prepare advertisement, promotional material and press releases			★			★			★			
Printing of TFD Reports, Technical Reports, annual reports, etc	★	★	★						★	★	★	
Assist staff to deliver outreach programs		★										
Provide high quality collection resources relevant to the needs of TFD staff and public	★	★	★	★	★	★	★	★	★	★	★	★

3.2 Oceanic Fisheries Section

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 most importantly economic benefits, the Division focuses its work programme on achieving the following objectives:

- ✿ Improve managing the PS and LL Vessel Day Scheme (VDS) and other Bilateral Licensing arrangements in place with other gears (LL, PL, BU and other support vessels)
- ✿ Improve Monitoring, Control and Surveillance (MCS) of foreign fishing vessels (FFV) activities in Tuvalu's Fishery waters;
- ✿ Improve management of the National Observer Programme through implementing activities recommended by the review work carried out by Grant Carnie in 2017;
- ✿ Improve Monitoring of transshipment activities in Tuvalu's designated port of Funafuti;
- ✿ Improve collection and dissemination of tuna fishing data to SPC and WCPFC
- ✿ To fully comply and implement Tuvalu's reporting obligation under WCPFC (Part 1 and 2)
- ✿ Promoting HRD plan through attending Internal and external capacity building training courses to enhance staff's capacity;
- ✿ Provide technical training and awareness programme to all stakeholders involved in MCS work

A key priority activity for this year is examine further the options for implementing the LL VDS for the Longline Fisheries and also implementing the PNA Electronic Licensing Registration (ELR) on the PNA FIMS system. A secondary priority is to enhancing the capacity of Oceanic staff to ensure they can contribute constructively to implementing all the activities in the work plan for 2019. The focus is to enhance the capability and knowledge for the staff to be able to keep up with the ever changing and improvement of the fishing industries in their quest to harvest our fisheries resources.

In terms of MCS, the battle with IUU activity is never ending and with the emerging technologies and new ways to harvest our resources, it is very important to keep building the capacity of this section to be able to enforce our laws and improve compliance.

Enforcement and Compliance activities require close collaboration with the Maritime Wing of the Tuvalu Police Department, the Attorney-General's Office and other government agencies involved in maritime law enforcement. With the increase in number of Donor funding at our disposal, there is a need to increase coverage of surface patrol operations to the EEZ to deter IUU activities. This will in turn address concerns of the EU on the lack of patrols and prosecution of illegal fishing activities in Tuvalu in recent years.

The Tuvalu National Observer programme managed under the oceanic section has grown in the past few years. The work on full operational review and performance audit of the program was successfully undertaken in 2017 by a consultant (Grant Carnie) under PROP funding. The review was to ensure that the Observer Programme operates with maximum efficiency and effectiveness.

Now there are 82 active observers, among them 25 certified debriefers. Also in this pool of observers there are 69 MSC certified observers that can undertake MSC trips on Purse Seine vessels. The review work recommended to recruit a Technical Advisor to give advice and suggestions to the observer coordinator in managing the observer program effectively, as well as restructuring the management of the observer programme and developing a national capability for observer training.

3.3 Coastal Fisheries Section

INSHORE fisheries support food security, livelihoods, nutrition and dietary health throughout the islands of Tuvalu. Because Tuvalu's legislation (*Falekaupule Act 1999*) essentially places control of inshore fisheries in the hands of local government, the Coastal Fisheries Division needs to work closely with Kaupule on all islands to achieve its goal. One of the three main core values of the TFD (Tuvalu Fisheries Department) under its corporate plan is *Cooperation* which promotes the sharing of responsibilities, providing technical advice/support, and mainstreaming of right information to support proper managing of local inshore fisheries with our communities and different stakeholders.

The *key mandate* of the Coastal Fisheries Division is to ensure the sustainability of inshore resources for present and future generations of Tuvalu. All activities have been aligned to achievement the KPIs(Key Performance Indicators) under the Tuvalu National Sustainable Strategy(Te Kakeenga III) and also the TFD Corporate Plan(2017-2019).

Key *activities* of the division for 2019 will focus around priority activities of the three key sub-units of the division which comprise of;

I. **Funafuti:** 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 why it's important for some 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 2019, most of activities for Funafuti will be including those mandatory activities under the Funafuti Reef Fisheries Stewardship Plan (FRFSP). The FRFSP also creates an ideal arrangement for more cooperation between Funafuti Kaupule, FOFA (Fishers On Funafuti Association) and TFD through activities under the four key strategies for the FRFSP which are;

- a) **Strengthening of the FCA:** Empowering of the management of the Funafuti Conservation Area (FCA) so that its potential benefits become a reality - protecting spawning adults, allowing juveniles to grow and promoting spill over of fishes into parts of the lagoon - increasing resilience of the fisheries on Funafuti atoll. This will be achieved through the enhancement of a package of effective smart measures to improve the whole management of the FCA. Development of stronger cooperation arrangements in supporting Funafuti Kaupule will be the primary key to achieve these measures benefitting stronger cooperation in future. Staff will be primarily involved in implementing regular patrols to enforce Monitoring Control Surveillance (MCS) activities in the area, conduct Kaupule office staff capacity building training, regular quarterly review meetings with key stakeholders, further revision of relevant legislation to support enforcement and management, produce public awareness radio programs to support the FCA and conducting further in-water assessments on the status of the resources inside 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. More study will be conducted to help provide more evidence based information results from scientific assessment fish size at maturity.
- c) **More pelagic resources use:** 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 that will promote these measures. These are: increasing more inshore FADs (Fish Aggregation Devices); increase number of sea safety training and grab bags for our fishermen; improve boats for more efficient fishing offshore to reduce cost of fuel and time accessing pelagic resources more reliably and safely. This will also be accompanied with a trial of different fishing methods such as vertical deep bottom long line fishing, flying fish fishing and others which not only assist in off-setting fishing efforts off the reef but also increase productivity for fishermen on Funafuti. There will be also some work involved on implementing the OFDP (Offshore Fisheries Development Project) as part of this strategy 3 which is implemented under the Operational and Development Division on investigating opportunities to introduce larger more seaworthy fishing boats into Tuvalu to increase the potential benefits from pelagic resources.
- d) **Getting everyone on-board:** Improving information, involvement by the community and state of the ecosystems on which the fisheries depend. There will be some consultation with all island communities on Funafuti to ensure that everyone is involved and supports this plan.

II. **Outer Islands:** More routine visits will continue to the outer island through the implementation of metronome trips to the outer islands to provide support to implement activities under the signed MOU for cooperation with each island Kaupule. The visits are to strengthen cooperation between the TFD and Kaupule/Falekaupule and Fishers on each outer island which also result in the development of community based fisheries management plans for each island. Further efforts will continue in 2019 to develop a plan for the one island which does not yet have a plan and assist each island Kaupule to implement these fisheries management plans. Visits will be conducted quarterly to all islands to check on status of our IDCs (Island Data Collectors) on each island. An annual national training for IDCs will be conducted in Funafuti mid-year, aiming to assess the progress of our data collection program on all islands and also run refresher training on data collection skills of each IDC. Special efforts will also focus on implementing assistance to some islands to initiate community based small scale aquaculture trials.

III. **Resources assessment and monitoring:** Staff will be dedicated to execute priority resources assessment and on-going monitoring of fisheries resources and related issues. These includes on-going Creel surveys on islands, Fish export, Water Quality assessment, Ciguatera Fish Poisoning,

3.4 Operations and Development Section

Artisanal fishing is very important as a source of income for some and a source of food for most families. The Operations and Developments (O&D) is therefore devoted to helping artisanal fishers and their families to ensure safe fishing operations, sustainable fishing practices, healthy fish products, food security and good catch returns. O&D offers capacity building and technical support to all outer islands (OIs) whenever the need arises.

The section is responsible to maintain the *Manau* and *Talamoana* vessels and the mechanical workshop. The O&D has a much broader responsibility which may include safety, welfare and livelihood of fishers as well as general public. The role that fishers' play in relation to issues of food security and food safety is also recognized as of great importance. O&D is keen to assist fishers as much as it possibly can.

Major Tasks and Activities

To achieve that broad responsibility the O&D has developed a range of activities which can be classified broadly as shown below;

- Fish Aggregation Device (FAD)
- Sea-safety
- Fisheries Post-harvest and value adding

Activities

Task One: Effective FAD network established throughout Tuvalu

A fish aggregation device (FAD), as the name indicates, is a device consisting of a buoy or set of buoys deliberately placed in the ocean to attract pelagic fish species such as tuna, rainbow runners, wahoo etc. making it easier for the fishermen to target. Fishing on/around FADs has been developed and well-established in many countries around the Pacific region. There are measures taken to improve the impacts of FAD and there are many good reasons for investing in a FAD program because it provides for improved food security, higher financial returns improved seas safety and reduced fishing pressure on inshore resources. There is still a lot of work needed to be done for full potential to be realised. Below are some of the things O&D wishes to pursue in 2019 and beyond to ensure an effective FAD network gets established.

- Procuring additional FAD materials
- Deploying at least 2 FADs per island
- Undertaking FAD repair and maintenance in all islands
- Trialling some FAD fishing techniques to identify best technique for adoption by fishermen
- Depending on fishing trials outcomes, procure fishing gears for distribution
- Conducting FAD baseline study
- Developing a FAD management plan

Task Two: Improved Sea safety

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

- Confirming working range of recently installed land-based VHF in all islands
- Purchasing of additional communication equipment for Funafuti to improve its VHF system
- More safety grab bags for distribution to fishermen in all islands – improving coverage to 100%
- Refresher basic sea safety training course conducted for fishermen in all islands
- Inspection mission to all islands to check and inspect status of grab bags and VHF
- More awareness raising campaign. The awareness campaign will also extend to cover topics relating to handling and proper use of gears/equipment.
- Formalizing arrangements with Kaupule & Fishermen's Associations in relation to grab bags and land-based VHF

Task Three: Post harvest and Value adding activities

Fishermen in outer islands are deprived of the opportunity to earn as much as those who live on the capital island, Funafuti, because of their natural isolation. Their isolation makes it extremely difficult to sell their fresh catches to main market on Funafuti. To improve their earning status, O&D intends to promote and encourage fishers in remote areas to concentrate their effort on processed fish products only. As part of this effort, novel processing methods (smoking, jerky) will be introduced. The advantage is that processed fish products do not need cold storage, have longer shelf life, can be stored easily and tend to fetch a higher price. Some trainings were done in the pasts and will redo again next years.

- Arranging for recruitment of TA or Food technologist for training
- More practical trainings on both smoke fish and tuna jerky
- Procurement of materials and equipment for training

Task four: Vessel Operation

O&D is responsible for running of the fisheries vessel – the *Manau'i*. There is another vessel the *Tala Moana* which the TFD sometimes funds the vessel trips and also offers for charter. The Japanese

Operations & Development Section Activity/Task ↓ Month →	2019 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Grab bag Inspection						★	★					
Procurement of additional grab bags		★	★									
Bags dissemination and sea safety training for new recipients			★	★								
Additional equipment and materials for Funafuti VHF system	★	★	★									
Secure and arrange for TA to install VHF repeater				★	★							
Ascertain and confirm VHF work range in all islands	★	★	★	★	★							
Post-Harvest and value adding -Arrange for TA or food technologist to come to Tuvalu				★	★							
Training on production of smoke fish and tuna jerky						★	★					
Procure materials for smoke and tuna jerky for distribution to all islands	★	★				★	★					
Vessel Operation –Prepare Boat Schedules	★	★	★	★	★	★	★	★	★	★	★	★
Liase with JICA on required paper work for New Manau.	★	★	★	★	★	★						
Temporary recruitment for Manau Skipper and Engineer	★	★										
Fishing trip for Forum						★	★					
Confirming with Suva shipyard slipping time of Talamoana	★											
Arrange for surveyor to conduct pre-slip assessment in Tuvalu		★	★									
Docking in Suva							★	★				
Fisheries Mechanical Workshop – Procurement of workshop supplies		★	★							★	★	
Ice machine repair	★	★										
Upgrading of Manau slipway	★	★										
Training for fisheries mechanic in PNG	★	★	★									
Support for Solar Project	★	★	★									

Monitoring and Reporting

Monitoring of Work Programme implementation and delivery will primarily be through the monthly meetings of the SMC. In addition, quarterly progress 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 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.

Appendix 1 – Fisheries Adviser

Tuvalu Fisheries Adviser – NZ MFAT Activity #0100230

Summary of Needs Analysis and 6 month Work Plan (Jan-Jun 2019)

1. Introduction:

The Fisheries Adviser started work on 3rd December, the starting date of his contract, in Honolulu, USA, where he was attached to the Tuvalu Delegation to the annual meeting of the Western and Central Pacific Fisheries Commission (WCPFC) and related meetings. The Adviser arrived in Funafuti on 18th December, and was briefed by senior fisheries staff on the 19th. He joined a meeting of staff of the Ministry of Natural Resources to review progress in 2018 and plan for 2019, which was held on 20th and 21st December and chaired by the Minister, as well as subsequent Department planning meetings.

The Adviser will provide advice and support on any subject within his area of competence to the Minister and Staff of the Department, as may be requested during his assignment. Some needs for analysis may arise at quite short notice in response to proposals or events. There will also be some quite important gaps in the Department's staffing in early 2019 which may require temporary cover and advice to new staff as and when they are appointed. As such, it is not possible to predict all elements of his work over the next six months; however this report aims to draw out some of the key issues, and plan for needs that have been identified to date.

2. Needs Analysis

(a) Staffing and Finance

The Department will start the year with the positions of Deputy Director and two out of three Principal Fisheries Officer posts vacant; while other key positions have only recently been filled. In the Coastal Fisheries Section three positions are vacant, three staff are on study leave and there are two new posts – only 4 of 12 positions actually have staff in place. Reasons for individual staff leaving the Department include: long-term training opportunities; better terms and conditions offered by project-funded positions, regional agencies or other governments overseas; and in one case the overseas posting of a spouse. In the short term there is a need to review the current structure and staffing to strengthen succession planning and ensure key functions can be maintained when staff depart. This will include a review of staffing needs to manage Tuvalu's active and growing observer programme. In the longer term it is proposed to examine moving to a statutory Fisheries Authority, which could allow (among other things) a more competitive salary structure.

Staff turnover and promotions also mean that a number of staff who have received only technical training now find themselves in management positions. Front-line management training for Fisheries staff was planned in 2018, but only a limited programme by the Government's Human Resource development Section was carried out. Further training will be prioritized in the first half of 2019, with expertise funded through the MFAT Tuvalu Fisheries Support Programme (TFSP).

Recurrent funding for the Department for 2019 is set in the budget at AU\$926,000. When PROP support, US Treaty funding and in-kind donations of equipment and services are taken into account, the real cost of services provided by the Department is probably close to three times this amount.

The PROP project alone was intended to contribute US\$7.6 million over five years, and while disbursements have lagged behind schedule it is a critical source of support for activities. A mid-term review of PROP will be carried out in the first quarter of 2019. Ideally this would recommend a no-cost extension of the project to allow the committed funds to be fully used, and potentially a second phase of the programme. The second phase could perhaps be linked to a commitment by the Ministry of Finance to move the Department on to a more sustainable funding basis over the course of the project. The Adviser will work closely with the PROP team and mid-term review consultant to try to achieve these outcomes.

(b) PROP Project Activities

Progressing a number of PROP project activities will be important for delivery of the Department's 2019 work plan (and will also give a more favourable impression for the MTR). The adviser will assist in developing Terms of Reference for a number of technical studies which are currently stalled:

- A consultancy to develop a costed work plan for establishment of a competent authority function for export of fisheries products to the EU;
- A cost-benefit analysis of fisheries monitoring, control and surveillance operations, to inform planning of future operations and development of systems;
- A feasibility study and plan for the transition of the Fisheries Department to a Statutory Authority.

The Adviser will work with the PROP team and responsible Fisheries Department staff to prepare ToR and secure their approval from WB (normally a quite lengthy process of comments and amendments).

(c) Management of Access Arrangements

In 2018 and again in 2019 the Department has succeeded in selling all vessel-days allocated to Tuvalu under the purse seine VDS at well above the benchmark price; has achieved revenue targets; and over time has increased the number of days allocated by encouraging the use of days for fishing in the Tuvalu EEZ. By any measure, they have done well; but with several years' experience of operating under the VDS it is now timely to analyse in more detail which arrangements are proving most lucrative, and where there may be opportunities to increase returns.

In general the highest returns per day are provided to the US treaty, followed by the sub-regional pool, and then bilateral agreements. However, bilateral days can earn additional revenue through fees charged for transfer out for fishing in another EEZ; while days purchased bilaterally elsewhere or provided under the FSMA can also be transferred in to the Tuvalu EEZ, again on payment of a fee. The Adviser will work with the Senior Licensing Officer to analyse the returns from the different arrangements to inform future negotiations.

A brief review of the text of purse seine access agreements before signature in Honolulu has revealed some inconsistencies and opportunities to tidy up the language. The intention will be to produce two standard templates (one for associations and one for companies) which can be used in future. Longline Access agreements may also benefit from a review and will require substantive changes if/when Tuvalu fully implements the Longline VDS. The Adviser will work with the Fisheries Legal Officer on this.

(d) Crewing Initiative

A requirement for foreign purse seiners to employ nationals of PNA member countries in at least 10% of crew positions on their vessels was agreed in 2010; and Tuvalu had anticipated a large number of employment opportunities as a result. Unfortunately the decision has never been implemented because of lack of interest, or in some cases active resistance, by other PNA members. This is perhaps the most important objective of the Department's Corporate Plan that has not been progressed, despite Tuvalu's best efforts.

While Tuvalu will continue to pursue collaboration with other PNA countries, as a multi-country approach would be more effective, there are also some more immediate opportunities to place crew on vessels that transship in the lagoon. Operators of these vessels have asked local vessel agents to find replacement crew for them on several occasions, but there are no agreed terms and conditions or standard contract.

FFA is currently supporting member countries in developing minimum terms and conditions for crew employment that can be adopted across the region; and the adoption of a resolution on crew welfare in WCPFC15 (although non-binding) was a promising step. FFA plans a number of national stakeholder consultations in 2019, and a meeting in Tuvalu would be a good opportunity to bring vessel agents, Government labour officials and other stakeholders together to develop a policy, suitable contract terms and conditions, and perhaps a regulation under the Marine Resources Act. The Adviser will work with former colleagues at FFA, staff of the Operations Division and Legal Officer to facilitate this consultation.

(e) NaFiCoT and Joint Ventures

Assistance from the Adviser in this rather sensitive area will be 'as requested' and will also depend on the outcome of the Taumoana case, and the response of a potential JV partner to questions posed in early December on their proposal. Possible needs to be addressed, working with the CEO as chair of the NaFiCoT board, include:

- Requesting further technical assistance to the NaFiCoT board and management from FFA;
- Advice on the Taumoana case, and assistance in negotiation with an existing JV partner to get this vessel back into operation if the case is successful;
- Assistance in negotiating a new JV (if the initial offer is significantly improved).

Although the Government is currently committed to the JV approach as a means of securing a stake in the tuna fishery, the experience with Taumoana has highlighted the risks inherent in this approach, while global experience of this type of JV fishing arrangement suggests that they do not often meet the expectations of the Government partner. In the longer term, it may be worth considering other models to secure foreign investment and expertise in developing a national fleet.

(f) Fish supply and marketing

There is a general perception that not enough fish is landed in Funafuti to meet local demand, and this is resulting in unaffordable prices for consumers (at least at times). The Fishermen of Funafuti Association seems to be doing a good job, and currently operates two shops in town – one for fresh fish and fuel and another for dried fish supplied from the outer islands. As noted above, funding has been secured for a new/ improved market, but there is some debate about where it should be located. It will be important to ensure that Government involvement does not undermine the success of FOFA, and any development activities should involve close consultation. Options to be explored with the support of the Adviser include:

