



# TUVALU FISHERIES DEPARTMENT

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## 2022 ANNUAL WORK PLAN



# ANNUAL WORK PLAN

## 2022



Fisheries Department  
Ministry of Fisheries and Trade  
Government of Tuvalu



Funafuti, Tuvalu  
December 2021

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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	QUAD	Quadrilateral MCS partners, Australia, France, New Zealand and America
BDM	Beche-de-mer Community Fishing Centre	R2R	Ridge to Reef Project
CFC		SFO	Senior Fisheries Officer
EEZ	Exclusive economic zone	SMC	Senior Management Committee
EU	European Union	SOP	Standard operating procedures
FAD	Fish-aggregation device	SPC	Secretariat of the Pacific Community
FCA	Funafuti Conservation Area	STCW	Standards of Training, Certification and Watchkeeping (STCW Convention, IMO)
FFA	Forum Fisheries Agency	TFD	Tuvalu Fisheries Department
FFV	Foreign fishing vessel	TFSP	Tuvalu Fisheries Support Programme (MFAT)
FO	Fisheries Officer	TKIII	Te Kakeega III: National Strategy for Sustainable Development 2015-2020
FLO	Fisheries Legal Officer	TMTI	Tuvalu Maritime Training Institute
FOFA	Fishermen of Funafuti Association	TVNOP	Tuvalu National Observer Programme
GEF	Global Environment Facility	UNDP	United Nations Development Project
GOT	Government of Tuvalu	VDS	Vessel Day Scheme
GOV	Gouvernement	WB	World Bank
HRD	Human resource development	WCPFC	Western and Central Pacific Fisheries Commission
IMO	International Maritime Organisation		
IT	Information technology		
IUU	Illegal, unregulated and unreported fishing		
KOICA	Korean International Cooperation Agency		
KPI	Key Performance Indicator		
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		
MIS	Management Information System		
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		

## Background

### 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 is the eighth Annual Work Plan published by the TFD, and the third to be generated under the new 3-year Corporate Plan 2020-2022 and also the concluding year of implementing this 3-year Corporate Plan 2020-2022. It describes the immediate priorities and activities for 2022. Work Plans for individual TFD sections are provided and most of the activities for 2021 were achieved and some of the activities would be continued by some of the sections in the year 2022. The year 2021 has been very challenging for the department with the continued outbreak of Covid-19. A lot of important meetings were conducted virtually, something the department did not expect. Much of the needed technical assistance did not materialize as borders were closed. Aside from these major unexpected challenges, the department's incomplete activities continued to be affected by the staff's turnover, insufficient funds, or difficulty in accessing funds committed by donors, and changes in priorities by the Government and stakeholders.

The TFD sections will continue to achieve these activities in 2022 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.

### 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.

### 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.

## Objectives

The primary objectives of the Department, as expressed in the 3<sup>rd</sup> 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.**

We are now in the early stages of implementation of Tuvalu's National Strategy for Sustainable Development 'Te Kete' and will ensure that our objectives are consistent with this Plan (2021 - 2030). However, due to the nature of the fisheries sector, the department anticipates some significant changes in the next 10 years and will adjust accordingly.

The Department also has long term objectives already in place 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 processes;
- \* Establishment of a fishery product food safety competent authority, so that fishery products caught in Tuvalu waters, or by Tuvalu vessels fishing elsewhere, can be sold into higher-value markets that are currently not available to us;
- \* The growth of a local fleet of medium sized vessels, owned and operated by Tuvaluans, fishing outside the reef for tunas and deep-water snappers, whose product is being fed into the local market and potentially for export;
- \* Lagoon fishery management and stewardship plans that have reversed the decline in reef fishery production in Funafuti and at least a couple of outer islands where we know that overfishing is becoming a problem.

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

## 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 1 and Manau 2 – including managing charters. The Division also has responsibility for the FAD programme, promoting sea safety, and training in fishing and fish processing. The development of boatbuilding and the new offshore fishing project will be led by this Division, working closely with local fishermen and their associations.

## Fisheries Department Resources

### Staffing

There is a need to strengthen the staffing of the Department to address a number of new priorities and activities. A number of new fisheries development activities, supported by New Zealand and FAO, will need staffing support; and the growing workload around licensing and management of the oceanic fishery – Tuvalu's main source of revenue – requires more staff, particularly for management of the Tuvalu-flag fleet which has trebled in size. At the time of preparing this report it seems that no additional positions will be approved for 2022, with that the Department will contract a number of officers to provide further support to some of the critical areas such as Fisheries training, asset management and office maintenance.

### Assets and facilities

Since 2018, TFD has benefited from a new and well-furnished office complex (provided under the New Zealand Aid Programme) which has brought all staff under one roof for the first time in many years. In 2020 the building benefited from a photovoltaic power system (solar power) which, after some teething problems, meets most of the building's electricity needs. Internet connectivity was improved in 2021 but is still less than optimal. To provide more work space, and protect the building, a small seawall is being built on the lagoon side of the office. This will be completed in early 2022.

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. Work has started on repairs to the slipway, and this will be finished in 2022. There are also plans to extend the NAFICOT building. It is hoped that during 2022 work will start construction of a new training centre in the Fisheries area (a long-delayed activity under the World Bank PROP project), but it now seems likely that the project will



end before this is possible. A small mariculture hatchery will be built and operated with NZ Project support.

## Budget

Fisheries licensing, access fees and investments generate the majority of Tuvalu Government revenues: expected income for 2022 is AU\$37 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 Fisheries budget allocation for 2022 is \$1,666,190. This represents a small increase in operational funds compared to the 2021 budget. However, most fisheries activities will continue to depend on donor financing.

Several major development partners provide ongoing financial support for TFD:

- The World Bank Pacific Regional Oceanscape Programme (PROP), approved in December 2014 for a 6-year period, and extended for 23 months, will end in July/August of this year;
- The second phase of the New Zealand-Tuvalu Fishery Support Programme (TFSP2) was approved in late 2020 and provides approximately \$3.5 million plus technical assistance over the five years 2021-25;
- Two FAO projects, which will strengthen food security and resilience, providing about \$0.5 million, mainly in equipment and materials; Due to delays in procurement, activities have been carried forward into 2022;
- OFCF which continues to provide an annual programme of support for maintenance and replacement of essential equipment for TFD.

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

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

## 2022 Work Plan

### 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;
- \* Producing public information materials on the work of the Department, and the Tuvalu fisheries sector in general;
- \* Representing the Tuvalu on high-level discussions and negotiations on fisheries; and
- \* Administering and maintaining records of departmental expenditures, travel, training and personnel matters.

The Administration Unit directs and supports activities across the Department. It provides the critical links between the Department and domestic, national and international agencies. It also provides the links between the three major sections within the Department (the Oceanic Division, the Operations & Development Division, and the Coastal Division) and its activities cut across the Department's annual work plan. The Senior Management 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 departmental meetings will continue to take place each Thursday morning. All Section Heads will provide brief updates on weekly events and plans for the following week.

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

The Division will lead the celebration of World Tuna Day in the country in May, for the fourth time, although financial support from the government is rather limited.

The significance of fishing in Tuvalu cannot be over-estimated. Appropriate SMC members will represent Tuvalu at all important Fisheries meetings; this is to assure that our business is brought up at these meetings and our interests in the arena of fisheries management are protected.

### Director of Fisheries

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

- \* The Director of Fisheries is to lead the senior management team of the Fisheries Department;

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

The 2021 was a very busy year, where most of the time was consumed by regional and international virtual meetings. With the Deputy Director of Fisheries position still not filled, this adds additional burden on the Director's work plan in making sure make sure the Department fulfilled its annual work plan. Other important works involve the provision of assistance and guidance to ongoing external fisheries projects WB-PROP, NZ-TFSP, FAO and OFCF.

The main priority for 2022 will again the overall managing and guidance of all sections in the implementation of the 2022 Department Work plan.

*Table 1.1: Activity table for Director of Fisheries in 2022*

Director of Fisheries Activity/Task ↓ Month →	2021 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Oversee the overall implementation of Department work plan	★	★	★	★	★	★	★	★	★	★	★	★
Oversee and guide staff performance and training needs	★	★	★	★	★	★	★	★	★	★	★	★
Coordinate Department 2021 Annual Report		★	★	★								
Advice and support to Minister and Cabinet	As requested											
Provide advisory role to NAFICOT and FOFA Management	As requested											
Coordinate SMC Meetings			★			★			★			
Coordinate the Department 2023 Work plan						★	★					
Coordinate Department 2023 Budget Preparation and manpower planning				★	★	★	★					
Support Authority study	★	★	★	★								
Assist Implementation TFSP, FAO and OFCF Project Activities	★	★	★	★	★	★	★	★	★	★	★	★
Support preparations for PROPER (?)							★			★	★	★
Coordinate 2023 Access Agreements Negotiation								★	★	★	★	★
Lead Tuvalu delegation to virtual sub-regional and regional fisheries meetings	★	★	★	★	★	★	★	★	★	★	★	★
Home leave					★	★						

### 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 2022 he will also provide legal advice to the NAFICOT Board and Management.

*Table 1.3: Activity timetable for the FLO in 2022*

Fisheries Legal Officer Activity/Task ↓ Month →	2021 Milestones											
	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 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 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 regular radio or published work on the TFD website on legal issues and work	★			★			★				★	

### Fisheries Economist Officer

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 1.4: Activity timetable for the Fisheries Economist officer in 2022

FISHERIES ECONOMIST Activity/Task ↓ Month →	2022 Milestones											
	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 & D financial reports (Manau)			★		★				★		★	
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	★	★	★	★	★	★	★	★	★	★	★	★
Provide financial advices to NAFICOT				★				★				★
Prepare department budget							★	★	★			
Prepare quarterly & 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.	★	★	★	★	★	★	★	★	★	★	★	★

### 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, carried out to 2021 due to close down of borders and. However, it will carry forward to 2022.

Table 1.5: Activity timetable for the IT Manager in 2021

IT Manager Activity/Task ↓ Month →	2021 Milestones											
	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, Infratech with Solar system	★	★	★	★	★	★	★	★	★	★	★	★
Manage and backup the TFD MIS and databases	★	★	★	★	★	★	★	★	★	★	★	★
Explore possibility of installing/switching to KACIFIC	★	★	★									
Annual Leave											★	★

### Librarian and Public Relation Officer

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

*Table 1.6: Activity timetable for the Librarian & Public Relation officer in 2022*

Librarian & Public Relation Officer Activity/Task ↓ Month →	2022 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Update and promote the TFD website and Facebook page	★	★	★	★	★	★	★	★	★	★	★	★
Produced and translate (English to local language) Fisheries informative brochures, flyers, posters and educational animated short videos	★		★			★		★				
Prepare advertisement, promotional material and press releases	★	★	★	★	★	★	★	★	★	★	★	★
Conduct fisheries career awareness in schools (Pre-schools, Primary & Secondary schools)			★			★			★			
Editing documentary on fishing knowledge	★	★	★	★	★							
Printing of TFD AWP and AR				★	★					★	★	
Maintain and manage the e-library and physical collection	★	★	★	★	★	★	★	★	★	★	★	★
SPC training									★	★		
Conduct Radio and dot TV awareness programs	★	★	★	★	★	★	★	★	★	★	★	★
Home Leave	★	★										

### Maintenance Officer

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.

The priority service for this year is to maintain the solar power system.

*Table 1.7: Activity table for the Maintenance Officer in 2022*

Maintenance Technician	2022 Milestone											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Fixing/Serviceing of any breakdown on 26 A/C units	★	★	★	★	★	★	★	★	★	★	★	★
Fixing/Serviceing of any breakdown on electrical equipment	★	★	★	★	★	★	★	★	★	★	★	★
Maintenance and fixing of any carpentry works.	★	★	★	★	★	★	★	★	★	★	★	★
Test and servicing Exit door, Smoking alarm, Fire extinguisher	★						★					
Fixing of any solar system faults	★	★	★	★	★	★	★	★	★	★	★	★

### Asset/Storekeeper Officer

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

*Table 1.8: Activity table for the Asset/Storekeeper Officer in 2022*

Asset Officer/Storekeeper	2022 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Maintain the asset manager upgraded and updated	★	★	★	★	★	★	★	★	★	★	★	★
Provide support, assistance and advice to the Deputy Director and the Director of Fisheries on asset management issues	★	★	★	★	★	★	★	★	★	★	★	★
Stocktake and inspection of fisheries assets both inside and outside of office			★						★			
Develop the fisheries asset management plan									★	★	★	

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

### Coastal Fisheries Section (CFS)

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

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

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

1. Staff capacity trainings through digital mode to upgrade and enhance knowledge needs in order to boost confidence and increase capability in staff for smoother implementation of activities
2. Developing dedicated Fishery Management Plans (FMPs) and a Locally-Managed Marine Area (LMMA) Strategy for the Outer Islands, and an extensive review of FRFSP to address issues identified in the Island Strategic Plans;
3. Re-classification of water quality monitoring and surveys such as testing effectiveness of



protected areas and locally managed marine areas, beche-de-mer surveys and other research and monitoring from an on-going to an on-demand model to deal with issues and requests as they arise; and

4. Improved effort in streamlining Data Collection Programs to ensure quality and accurate data are being collected for better decision making

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

*1. Fishery Resource Monitoring & Analysis:* Continuing and improving fishery resource monitoring and analysis of the data. This serves to identify trends and problems and to provide reliable information on the status of the resources, as well as feedback on the effectiveness of management measures.

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

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

*3. Outer islands Fisheries Management Plans, LMMA Strategy and Support:* Working closely with the Kaupules, fishers' associations and other stakeholders, the Coastal Section will develop, implement and monitor coastal fishery management plans (FMPs) and by-laws to safeguard resources and regulate harvesting of key species in each of the outer islands. SPC will also assist us to develop a National Sea Cucumber Management Plan based on the results of BDM surveys analyzed and reported in 2020. The resulting plan will be applicable to Funafuti and all outer islands.

Regular metronome trips will continue to support activities under the signed MOU for cooperation with each island Kaupule. The Coastal Section will assist each island Kaupule review and implement existing fisheries-related projects to complement the development of dedicated FMPs. Visits will also be conducted occasionally to all islands to check on the status of the Outer Island Data Collectors (OIDC) and Community Fisheries Officers (CFO) on each island.

*4. 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 2022, most of activities for Funafuti will include the remaining activities under the Funafuti Reef Fisheries Stewardship Plan. In the second quarter of 2022, there will be an end-of-term review of the FRFSP with a series of community consultations to establish a new FRFSP.

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

- a) Strengthening of the Funafuti Conservation Area (FCA) as a replenishment zone. This work will seek to improve management of the FCA so that its potential benefits become a reality, i.e. protecting spawning adults, and allowing juveniles to grow and spill over fishes into other parts of the lagoon. This is expected to increase resilience of the fisheries on Funafuti atoll. This will be achieved through development of stronger cooperation arrangements in supporting the Kaupule. Coastal staff will primarily be involved in implementing *irregular* patrols to reinforce Monitoring Control Surveillance (MCS) activities run by the Kaupule. Coastal Fisheries will also run capacity building training for Kaupule staff. There will be regular quarterly review meetings with key stakeholders and further revision of relevant legislation to support enforcement and management if needed. Public awareness radio programs will be aired to support the FCA.
- b) Set Size limits: Limiting the size of fishes that can be taken by fishing to ensure that every fish can breed at least once in all other parts of Funafuti atoll. Research will be conducted with the help of a consultant to provide evidence-based sizes at maturity for setting size limits (see 2. Research).
- c) More use of pelagic resources: Targeting pelagic and offshore fisheries more to reduce some of the pressure on reef fishes. It is envisaged that this strategy will be implemented through a package to be done with the Operation and Development Section. This will include: deploying more inshore Fish Aggregation Devices (FADs); increasing the amount of sea safety training and grab bags for fishers; improve boats for more efficient fishing offshore to reduce cost of fuel and time accessing pelagic resources more reliably and safely. The Coastal Section will focus on improving public awareness through consultations, media, stickers and posters.
- d) Getting everyone on-board: Improving information, involvement by the community and keeping them updated on the state of the ecosystems on which their fisheries depend. There will be some consultation with all island communities on Funafuti to ensure that everyone is involved and supports this plan.

**5. 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. New Milkfish culture cages will be deployed in Vaitupu island. This activity was deferred to either 2022 or 2023 due to COVID measures.

**6. 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.

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

*Table 1.9: Activity timetable for the Coastal Fisheries Section in 2022*

Coastal Section Activity/Task ↓ Month →	2022 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
Creel/Artisanal Surveys Funafuti	★	★	★	★	★	★	★	★	★	★	★	★
Creel Outer Island (OIDCs)	★	★	★	★	★	★	★	★	★	★	★	★
Creel data entry	★	★	★	★	★	★	★	★	★	★	★	★
Creel Reports / Creel Report Cards											★	★
Data Collectors Annual Workshop											★	★
On-demand surveys/(NMG Sea mount UVC)	★	★	★	★	★	★	★	★	★	★	★	★
Ciguatera sampling, analysis & reporting		★			★			★			★	
Ciguatera cases	★	★	★	★	★	★	★	★	★	★	★	★
Boat & Canoe Survey(OIs & FUN)	★	★			★		★		★			
Regulations/community based fisheries Management plans (during Metro)					★		★		★			
Development/ Implementation of FAD & Island Fisheries Management Plans			★	★	★	★	★	★	★	★	★	★
LMMA Strategies /Monitoring				★	★		★		★	★		
FCA support (FCA UVC Survey)	★	★	★	★	★	★	★	★	★	★	★	★
Length at maturity / Recommended size limits (Funafuti)	★	★	★	★								
Development of National Sea cucumber management plan based on DBM analysis and report in 2020						★	★	★	★	★	★	
FRFSP Activity Report & Review (including from Kaupule, FOFA)						★	★				★	★
Patrols FCA (random) patrol & drone	★	★	★	★	★	★	★	★	★	★	★	★
Mariculture advice and assistance (OIs)	★	★	★	★	★	★	★	★	★	★		
Hatchery FUN	★	★	★	★	★	★	★	★	★	★	★	★
Awareness, school curricula, radio, video, community, FOFA	★	★	★	★	★	★	★	★	★	★	★	
Fisheries Management Plans, Compliance, Data management & e-data tools, GIS etc. (Virtual trainings)	★	★	★	★							★	★
RTMCF, HOF, etc.		★									★	

Metronome trips	★	★	★													
Database maintenance MIS	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★
IFA Consultant	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★
IT Consultant	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Administrative tasks (maintenance, reporting, planning)	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★	★

Dark blue = work to be done during metronome trips  
 Green = UVC surveys

### Oceanic Section

The intention for 2022 is to continue working on outstanding issues from last year (2021) noting that this is and will be the final year of the Department’s existing Corporate Plan. In the Corporate Plan, tasks specific to the Oceanic section include;

- \* Implementation of the Longline VDS and buying days
- \* Ensuring compliance with international fisheries agreement and regional arrangement
- \* Improving of MCS activities from foreign fishing vessel in Tuvalu fishery waters to combat IUU fishing
- \* Improving the management of the VDS
- \* Continue collecting data from oceanic fishery
- \* Maximising and sustainable government revenue
- \* Support and maintain transshipment in Funafuti port
- \* Continue to support employment of Tuvalu fisheries observers
- \* Continue supporting NAFICOT and monitored closely of JV fishing companies
- \* 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 programme to all relevant stakeholders involved all units.

With the winding up of the PROP in August, focus will be on the successful implementation of PROP funded activities before the closing date.

In terms of compliance and enforcement, the lack of a Fisheries Patrol Boat will continue to cripple our Maritime Surveillance/Response capability at the start of the year. However, we will endeavor to continue working closely with Partners (FFA and the QUADs) to secure some aerial surveillance, and will also use Manau I for some patrol activity.

Also, a trial of a new MCS tool (satellite imagery) has already begun since mid-December 2021 and is something we will continue to pay some special attention to in 2022.

We also anticipate 2022 to be a hectic year for the observer program, especially with the growing pressure for fisheries observers to resume duties on Purse seine vessels as soon as practicable. For this to happen, there are quite a number of important tasks that need to be fulfilled prior they can assume duty.

Work will be as usual for the other sub-units the Licensing and VDS/VMS.

The Table below provides the milestones planned for 2022.

*Table 1.10: Activity timetable for Oceanic section in 2022*

Oceanic Section	2022 milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
<b>Compliance &amp; Enforcement</b>												
Organize/facilitate Surface Patrol		★		★		★		★			★	
Organize/facilitate Aerial Surveillance Operations		★		★		★					★	
Organize Vessel Sighting Awareness Activities				★					★			
Conduct Inspection of TV flag vessels (MTU audit etc.)						★						
Support Satellite Imagery Trial (new MCS tool)	★	★	★	★	★	★	★					
Support Transshipment Operations and Monitoring	★	★	★	★	★	★	★	★	★	★	★	★
Support IUU_NPOA Implementation			★									
Settle compliance cases against Tu8 vessels	★	★										
Support monitoring of Tu8 vessels	★	★	★	★	★	★	★	★	★	★	★	★
WCPFC PART 2 report submission					★							
High Seas Boarding and Inspection training					★			★				
Participate in Regional Fisheries Meetings			★	★				★	★	★		★
<b>Observer Program</b>												
Facilitate renewal of work contract (Observer TA)	★							★				
Support Observer e-Reporting Implementation	★	★	★	★	★	★	★	★	★	★	★	★
Support WCPFC Observer Redeployment Plan		★	★	★	★	★	★	★	★	★	★	★
Facilitate adoption of Observer Insurance Policy		★	★									
Participate in the Observer's annual meetings		★										
Facilitate and Undertake Observer Trainings	★	★	★	★	★	★	★	★	★	★	★	★
Adopt and implement Gen3 SOP	★	★										
<b>Licensing</b>												
Facilitate Review of Access Agreement	★	★	★									
WCPFC Part 1 Report submission						★	★					
Participate in Regional Fisheries workshops/meetings			★					★				
Facilitate issuance of Fishing licenses	★	★	★	★	★	★	★	★	★	★	★	★
Support data submission and data entry (logsheet)	★	★	★	★	★	★	★	★	★	★	★	★
<b>VDS/VMS</b>												
Support PS&LL VDS Implementation	★	★	★	★	★	★	★	★	★	★	★	★
Participate in Regional Fisheries Meetings			★	★				★	★	★		
Support monitoring of Tu8 vessels	★	★	★	★	★	★	★	★	★	★	★	★
Support Operation of new Surveillance radar system for in-port transshipment monitoring	★	★	★	★	★	★	★	★	★	★	★	★
Develop National VDS/VMS SOPs	★											
Development of VDS invoicing tab on FIMs	★	★	★	★	★	★						
VSAT Maintenance			★									
<b>Cross-cutting Tasks</b>												
Reports submission			★			★			★			★
Budget submission							★	★				
Human resource development submission plan				★								
Staff Appraisal	★	★	★	★	★	★	★	★	★	★	★	★

## Operation and Development Section

Tuvalu residents depend heavily on marine resources as a primary source of food, income and employment opportunities. The majority of fish consumed by the local communities comes from the coastal fisheries, in which there is a huge fishing pressure on the resources with many fully or overexploited. Climate change has also contributed to these impoverished stocks along the coasts. The Department of Fisheries will develop plans to manage coastal fisheries in order to mitigate threats to our marine resources. However, a great effort is required from small-scale artisanal fishing to promote food security, nutrition and health as well as to improve socio-economic benefits for island communities.

As part of the National Sustainable Development Strategy 2021-2030 (Te Kete) and the Tuvalu Fisheries Master Plan 2020-2022, the same goal was set out;

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

### *Major Task*

The four main tasks are carried out under the Operations and Development section that is included.

- \* Livelihoods
- \* FAD Program
- \* Safety at Sea program
- \* Vessel operation

### *Task One: Livelihoods*

The system is the total combination of activities undertake a typical house to ensure a living, in relation to near shore fishing are promoted and taken in any target sites, including youth island community and others is to comprise a person's capabilities in activities required to procure the requirements of life

Income-generating activities related to inshore fisheries are promoted and target sites, particularly youth and women. This component is responsible for the following activities.

1. Training of people like young people, the island community on fish processing, fish handling, dried tuna, fish bottling, fish smoking and smoke box construction.
2. Develop a packaging and marketing strategy for national sales and export of new products to or from Tuvalu.
3. Investigate post-harvest tuna/pelagic production and undertake trials to evaluate economic viability.

### *Task Two: FAD program (Fish Aggregating Device)*

The FAD system is designed and constructed to attract pelagic fish, improve safety at sea and reduce fishing pressure on coastal resources. The FAD program aims at improving livelihoods through sustainable near shore fisheries in Tuvalu, and it is the principal solution for keeping the food production and livelihoods of the growing population of Tuvalu. The Operations and Development Section will carry out a dissemination awareness program to benefit the communities. The FAD construction will be demonstrated and constructed by the OD training

officer and train fishermen and fisheries community officer on the outer island, this is to enhance their capacity building and knowledge for the people on the island.

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

- \* Rig and deploy FAD and FADs including .5nm offshore FAD
- \* Maintenance and repair existing FADs
- \* Arranging for FAD fishing specialist to come to Tuvalu
- \* FAD fishing baseline study
- \* FAD management plan and development
- \* FAD fishing trials/training undertake
- \* Distribution fishing gear for training
- \* Signing of revised MOU for FADs

#### *Task Three: Enhanced Safety at sea program*

Sea safety is really important to the lives of every fisherman. Going out fishing is really risky to fishermen for various reasons, and to minimize the risk of fishermen being lost at sea, the department works and collaborates with donor partner to improve sea safety training and provide equipment. In 2017 sea safety grab bags were introduced to fishermen and Operation and Development section has responsibility for training in their use and also checks all grab bags annually with fishermen to maintain safety at Sea during fishing operations. Activities under these components include:

- \* Grab bags inspection
- \* Bags dissemination and sea safety training for new recipients
- \* Secure and arrange for TA to install VHF repeater
- \* VHF repeater installation on (Tepuka and Funafala)
- \* Procurement of Tools and spare parts (outboard motor)
- \* Outboard motor repair and maintenance training
- \* Securing four –stroke outboard motors specialist
- \* OI land base VHF maintenance and repair

#### *Task Four: Vessel Operation*

The Department of Fisheries now has two ships in operation. The research vessel Manau I donated in 1989 as part of the Japanese aid programme and the Manau II which was received in 2021. Manau II does not replace the Manau I, but it is for the purpose of ensuring a safe service to the department and a greater capacity to transport staff to the Outer Islands. Tuvalu's relationship with Japan has been further strengthened and the ship will boost the livelihoods of the people of Tuvalu. The OD section is immediately replacing the slipway rails, for vessel maintenance and under hull repaired for maintaining the vessels in a seaworthy condition. Activities related to this component include:

- \* Prepare and upload the Manau I & II schedule to MIS calendar
- \* Regular maintenance of Manau I
- \* Regular maintenance of Manau II
- \* Maintenance of the Manau cradle

- \* Manuai 1 and Manuai II Operations

### New Activities

The operation and Development Section takes a broad view to create new activities, apart from the current activities of the section. While continuing ongoing activities, looking for new options is a matter of positioning and developing new techniques to support livelihoods and provide local food production. Activities covered by this component include:

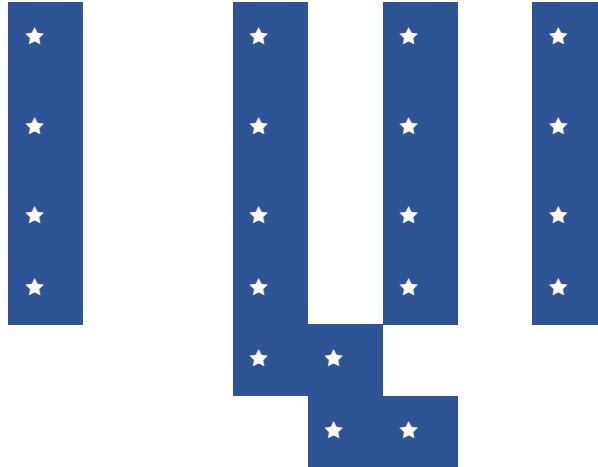
- \* Mending and making of fishing and scoop net
- \* Training on welding aluminum/stainless
- \* Arranging for fish trap technician specialist
- \* Quarterly visit to outer island

Table 1.11: Activity table for Operation & Development Section in 2022

Operation & Development Activity/Task ↓ Month →	2022 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
<b>Livelihood</b>												
Baseline study on post-harvest product and access economic viability			★			★		★		★		
Post-harvest/Tuna Jery/Bottling/Packaging and Labelling Training			★			★		★		★		
<b>FAD Program</b>												
Rig and deploy FAD 8 FADS including >5nm offshore FAD)			★	★		★				★		
Maintenance and repair existing FADS				★	★		★			★		
Arranging for FAD fishing specialist to come to Tuvalu						★	★					
FAD fishing baseline study								★	★			
FAD management plan and development									★	★		
FAD fishing trials/training undertake					★							
Distribution fishing gear for training					★							
Signing of revise MOU for FADS					★							★
<b>Awareness</b>												
Radio awareness raising			★			★			★			
FAD awareness raising	★				★				★			
Work with coastal team for running outreach programmes/training			★			★		★		★		
<b>Sea Safety</b>												
Grab bags inspection mission			★			★		★		★		
Bags dissemination and sea safety training for new recipients			★			★		★		★		

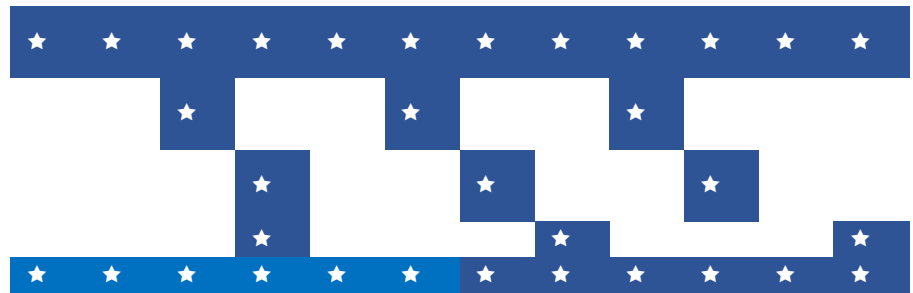


Secure and arrange for TA to install VHF repeater  
 VHF repeater installation on Funafuti (Tepuka and Funafala)  
 Procurement of Tools & spare parts (outboard motor)  
 Outboard motor repair and maintenance training  
 Securing Four-stroke outboard motors specialist  
 OI Land base VHF maintenance and repair



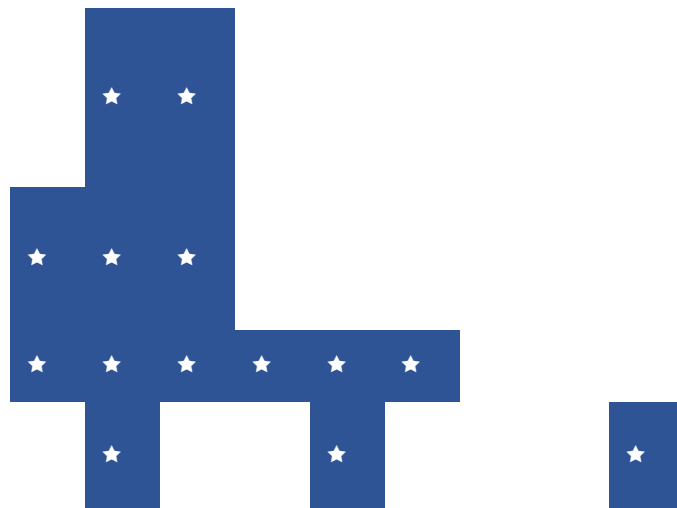
**Vessel Operation**

Prepare and upload boat I & II to MIS calendar  
 Regular maintenance of manau I  
 Regular maintenance of Manau II  
 manau cradle maintenance  
 Manau I & II operations



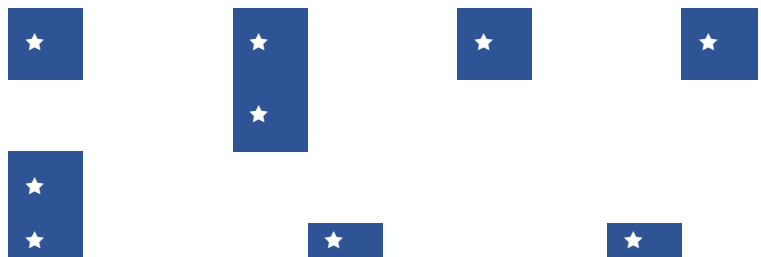
**Other Tasks**

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 projects implementation



**New Activities**

Mending & making of fishing and scoop net  
 Training mig welding alluminium/stainless  
 Arranging for fish trap technique specialist  
 Quarterly visit to outislands



## 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). Project reports will be prepared as required by NZ MFAT, World Bank and FAO, 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.

## Attachment – Work Plans of Advisers

### Fisheries Adviser

The contract of the Tuvalu Fisheries Adviser (TFA) has been extended by a further (fourth) year through 2022. 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 2021, as planned, was dominated by the start-up and implementation of the TFSP2 project; support for FAO and PROP project activities; and helping maintain fisheries revenue, with emphasis on facilitating operation of the new Tuvalu-flag fleet. Regional meetings also consumed a lot of time.

The main priority for 2022 will again be supporting the efficient implementation of development projects, with the Tuvalu Fisheries Support Programme Phase 2 (TFSP2) now fully operational. The FAO programme providing support to small scale fisheries to address the impacts of TC Tino and COVID19 will be completed in the first quarter; while support to ensure that the PROP project achieves its objectives in the last 8 months will be important. It is hoped that a second phase of this programme – PROPER – will be approved and can start soon after PROP is completed.

The work plan is laid out under the following headings:

- ❖ Capacity Building
- ❖ Staffing and Finance
- ❖ TFSP 2 Implementation
- ❖ Other Project Activities
- ❖ Management of access arrangements
- ❖ Crewing Initiative
- ❖ NAFICOT
- ❖ Support for the Tuvalu flag fleet
- ❖ Fish Supply and Marketing
- ❖ International meetings

Fisheries Adviser Activity/Task ↓ Month →	2021 Milestones											
	J	F	M	A	M	J	J	A	S	O	N	D
<b>Capacity Building</b>												
Participate in SMT meetings	★	★	★	★			★	★	★	★	★	★
Advice and support to Minister	As requested											
<b>Staffing and Finance</b>												
Support for Inshore Fish. Adviser	As requested											
IT adviser – support & 2 <sup>nd</sup> contract	★						★					
Support for manpower planning								★				
Assist with revenue estimates							★				★	
Support Authority study	★	★	★	★								
<b>TFSP 2 Implementation</b>												
Continue procurement activities	★	★	★	★								

Fisheries Adviser	2021 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
Recruitment of Project Manager		★	★									
TOR and recruitment of TA			★				★		★			
Oversee completion of Seawall	★											
Fishing trials – deepsea and longline			★	★						★	★	
Support CFOs and arrange training	★			★					★	★		
Project reporting			★			★			★			★
<b>Other Project Activities</b>												
Complete FAO TC Tino/COVID19 projects	★	★	★									
Support PROP activities to completion	★	★	★	★	★	★	★					
Support preparations for PROPER (?)							★			★	★	★
<b>Management of access arrangements</b>												
Advice on arrangements in 2022								As requested				
Review of agreements for 2022								★				
Support for negotiation									★			★
<b>Crewing Initiative</b>												
Follow up on Australian LL opportunities		★	★									
Arrange further P/S training at TMTI		★	★									
Support crew placement for TV flag vessels							★	★				
<b>NAFICOT and Domestic Fleet Development</b>												
Advice to NAFICOT Board - Fishing trials	★								★			
<b>Tuvalu Flag Fleet</b>												
Assist management of reflagged fleet	★	★					★			★		
Work on market access – CA, MMPA	★	★	★				★	★	★		★	
<b>Fish Supply and Marketing</b>												
Support to FOFA	★											
Develop bycatch plan – NAFICOT		★										
<b>International meetings</b>												
Participate in PNA, UST & WCPFC mtgs		★	★					★				★
Briefs/advice for other mtgs				★			★		★	★	★	
<b>Other activities</b>												
To be detailed in quarterly reports			★			★			★			★
Home leave					★	★						

## Inshore Fisheries Adviser

The Inshore Fisheries Advisor (IFA) officially commenced her role on 31 August 2021. The IFA has been contracted to provide specialist technical assistance and to support the implementation of coastal fisheries activities being undertaken by the TFD.

In 2021, the IFA conducted a preliminary Training Needs Assessment (TNA) for the Coastal Fisheries Section (CFS). The aim of the TNA was to identify the skills and knowledge required by the staff to enable successful implementation of the Corporate Plan and TFD's future goals. The TNA will help tailor the support and advice provided to TFD, as well as target the assistance requested from regional development partners. The IFA provided ongoing support to the team, including during the 4<sup>th</sup> SPC RTMCFA and the FAO SDG Indicator 14 Data workshop. The IFA also delivered a data analysis workshop focussed on the use of fisheries data in fisheries management.

The main priority for 2022 will be the development of plans to more efficiently manage outer islands fisheries, FADs, and sea cucumber resources. Another priority is the end-of-term review of the Funafuti Reef Fisheries Stewardship Plan (FRFSP), and the development of a new one. Implementation of the current FRFSP will continue throughout the year, and this includes the introduction of minimum size limits for key species. The Coastal Fisheries Section (CFS) hopes to move to a new method of collecting and managing data, through the SPC app, Iksavea. Training and support in 2022 will focus on priority areas to ensure successful implementation of activities.

The work plan is laid out as follows:

- ❖ Capacity Building
- ❖ Outer Island Fisheries Management
- ❖ FRFSP
- ❖ Fishery Resource Monitoring and Analysis
- ❖ Research
- ❖ International meetings

Table : Activity table for Inshore Fisheries Adviser in 2022

Inshore Fisheries Adviser	2022 Milestones											
Activity/Task ↓ Month →	J	F	M	A	M	J	J	A	S	O	N	D
<b>Capacity Building &amp; Training</b>												
Advice and support to the PFO	★	★	★	★	★	★	★	★	★	★	★	★
Training, workshops, and mentoring	★	★	★	★	★	★	★	★	★	★	★	★
Review CFS Job Descriptions as per TNA	★											
<b>Outer Island Fisheries Management</b>												
Management Plan development & implementation	★	★	★	★	★	★	★	★	★	★	★	★
Advice on mariculture/aquaculture								As requested				
LMMA Strategic Plan				★	★				★	★	★	
Community Management Plans - Advice								As requested				
<b>FRFSP</b>												
Review of FRFSP						★	★	★			★	★
Size limits - advice & implementation	★	★	★	★	★	★	★	★	★	★	★	★
Development of new FRFSP		★	★							★	★	★
<b>Fishery Resource Monitoring &amp; Analysis</b>												
Review of Creel Report Cards	★	★									★	★
Data management and analysis			★	★	★					★	★	
<b>Research</b>												
Advice & support (Environmental monitoring)								As requested				
<b>International meetings</b>												
Advice & support at HOF and RTMCFA		★									★	
<b>Other activities</b>												
To be detailed in quarterly reports			★			★			★			★