



MINISTRY OF FISHERIES

Annual Report

Financial Year 2018/2019



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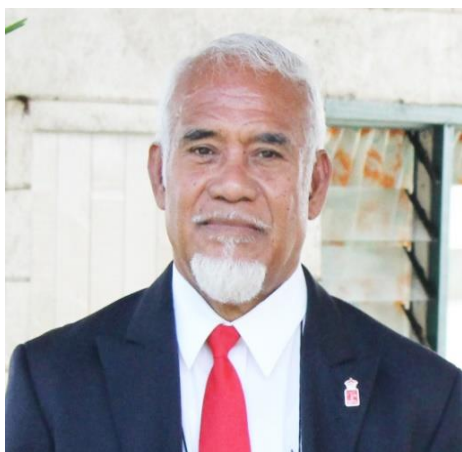
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Chapter 2 : List of Abbreviations and Acronyms

ACIAR	Australian Centre for International Agricultural Research
ADB	Asian Development Bank
AMP	Annual Management Plan
ANCORS	Australian National Centre for Ocean Resources and Security
AR	Annual Report
CP	Corporate Plan
CEO	Chief Executive Officer
CFEC	Certificate in Fisheries Enforcement and Compliance
CITES	Convention on International Trade in Endangered Species
CSU	Central Service Unit
DPD	Detailed Project Description
EEZ	Exclusive Economic Zone
EFY	End of Financial Year
ESMF	Environment Social Management Framework
FAD	Fishing Aggregate Device
FAO	Food Agriculture Organization of the United Nations
FCD	Fisheries Compliance Division
FFA	Forum Fisheries Agencies
FFC	Forum Fisheries Committee
FFC MIN	Forum Fisheries Committee Ministerial
FLOW	Fisheries Licensing Officer Workshop
FY	Financial Year
GDP	Gross Domestic Product
GPA	Government's Priority Agenda
HMAF	His Majesty Army Force
ICT	Information Communication Technology
IP	Internal Policy
IUU	Illegal, Unregulated and Unreported (fishing)
KPI	Key Performance Indicator
LAN	Local Area Network
MC	Ministerial Conference
MCS	Monitoring Control Surveillance
MSC	Master Stewardship Certificate
MDA	Ministries, Departments and Agencies
MFNP	Ministry of Finance and National Planning
MoF	Ministry of Fisheries
NFOSC	National Fisheries Officer Surveillance Course
NPOA	National Plan of Action
NTSA	Niue Treaty Subsidiary Agreement
NIWA	National Institute of Water and Atmospheric
NZ	New Zealand
OPM	Observer Program Management
PC	Pacific Community (formerly Secretariat of the Pacific Community (SPC))
PSC	Public Service Commission

PMS	Performance Management System
PNA	Parties to Niue Agreement
POI	Person of Interest
POM	Project Operations Manual
PMU	Project Management Unit
PROP	Pacific Regional Oceanscape Programme
PSMA	Port State Measures Agreement
PMSP	Pacific Maritime Security Program
QGIS	Quantum Geographic Information System
RIMSW	Regional Management System Workshop
ROCW	Regional Observer Coordinator Workshop
SAW	Stock Assessment Workshop
SDG	Sustainable Development Goal (United Nations)
SIDS	Small Island development State
SMA	Special Management Area
SOP	Standard OF Procedures
SPC	Secretariat of the Pacific Community
TC	Tropical Cyclone
TDW	Tuna Data Workshop
TFSP	Tonga Fisheries Sector Plan
TSDF II	Tonga Strategic Development Framework
TPFES	Tonga Passenger Food Export System
TOR	Term of Reference
UN	United Nations
UNCLOS	United Nations Convention on the Law of the Sea
UNDESA	United Nations Department of Economic and Social Affairs
WCPFC	Western and Central Pacific Fisheries Commission
WB	World Bank
WTO	world Trade Organisation
VMS	Vessel Monitoring System

Chapter 3 : Foreword from the Minister for Fisheries



I am pleased to present the Ministry of Fisheries Annual Report for the Financial Year 2018/19 which provides an overview of the Ministry's achievements, outputs and challenges encountered during the year.

One of the highlights of the year was the Ministry's participation in the Royal Agricultural & Fisheries Show 2019, which is a national event that takes place on annual basis, and it coincides with the celebration of His Majesty King Tupou VI's Birthday. The 2019 Royal Agriculture & Fisheries Show commenced in Tongatapu, then moved on to Ha'apai, Vava'u, Niuafu'ou, Niuatoputapu and ended in 'Eua.

The Ministry launched the National Fisheries Policy and the opening of the Vast Ocean Aquaculture Tonga at the Ministry's compound in December 2018.

Experts from the World Bank and Ministry of Fisheries staff worked closely throughout this financial year in the planning and preparation of necessary documentation processes to complete the Ministry's project proposal titled, "Halafononga ki ha Ngatai Tu'uloa" in Tongan, and known in English, as "Pathway to Sustainable Oceans (TongaFish Pathway)" to be submitted to the World Bank board in February 2019. However, the WB approved this project (Halafononga ki ha Ngatai Tu'uloa) with a total cost of USD \$10 million for 6 years then establishment of the Project Management Unit and recruitment of the staff were also completed in April 2019.

The Ministry was very fortunate to be part of a historic event, which was the royal visit of the Duke and Duchess of Sussex to Tonga and accompanied by Her Royal Highness Princess Latufiipeka Mata'aho Tuku'aho. The Ministry participated in the display of the Kingdom's marine natural resources for the Duke and Duchess of Sussex at Fa'onelua convention centre. Her Royal Highness Princess Latufiipeka Mata'aho Tuku'aho visited the Ministry on 25 June 2019. The main purpose of Her Royal Highness's visit was to discuss with Ministry staff and learn about the status of development and management of the country's tuna fishing industry and potential for farming of tuna fish species in Tonga's waters in the future.

As the Hon. Minister, I would like to acknowledge the effective leadership of the Chief Executive Officer of the Ministry of Fisheries Dr. Tu'ikolongahau Halafihi and the technical support provided by the Fisheries Adviser, Mr. Stephen Paul Dunn, which greatly contributed towards the timely completion of the Ministry's preparation of the Halafononga ki ha Ngatai Tu'uloa project proposal in February 2019.

In my capacity as the Hon. Minister of Fisheries participated in the Tonga delegation that presented the Partial Submission of Data and Information on the Outer Limits of the Continental Shelf of the Kingdom of Tonga to the United Nations- Division of Office Affairs and Law of Sea in April 2019.

The on-going support of development partners, regional and international fisheries organisations and agencies, in terms of providing financial and technical assistance to the

Ministry of Fisheries, have met the urgent development needs of fisheries sector stakeholders and contribute productively towards the advancement of the development of sustainable fisheries in Tonga.

I fully recognise that abundance of fisheries resources in the country's national waters is variable subject to the impacts of human activities and climate change. It is therefore the responsibility of the Ministry of Fisheries and all stakeholders in the fisheries sector to work together in the management of concerned human activities and climate change impacts to ensure the existence of sustainable fisheries to support the nation's prosperity. ‘

I place particular value on the Special Management Area (SMA) Program for the coastal communities, as the number of SMAs to be established will continue to increase in future years. This will empower coastal communities to have ownership and capacity to effectively engage in sustainable development and community-based fisheries management of coastal fisheries resources and marine environment.

Malo ‘aupito



Honourable Semisi Fakahau
Minister for Fisheries

Chapter 4 : Preface



This Annual Report for Financial Year 2018/19 presents the actual outputs achieved by the Ministry of Fisheries based on the Ministry's Corporate Plan 2018/19 – 2020/21 with indicators that can be used to measure and report on our progress.

During the financial year (FY) 2018/19 the Ministry of Fisheries experienced a great number of challenges and the impacts of climate change. Despite the challenges, including technical and financial resource limitations, the Ministry delivered on its mandate and achieved the goals of the 2018-19 Corporate Plan.

The key focuses of this financial year included the implementation of the Tonga Fisheries Sector Plan (TFSP) including preparation of the Halafononga ki ha Ngatai Tu'uloa project. These preparations included the development of the Detailed Project Description (DPD), Project Operations Manual (POM), Environment Social Management Framework (ESMF), Terms of References (TOR)s, Project Management Unit (PMU) recruitment, Budget and Procurement as requirements of the World Bank.

The Ministry held its third year of implementing the Performance Management System (PMS). There were 66 staff out of 77 who were eligible for reward under the end of the year PMS. The Ministry also received the first prizes out of five categories and second in two categories in End of the Year (EFY) submission of Results and for outer Islands Readiness for PMS category.

The Ministry's budget increased from \$3.667 million in 2017/2018 to \$4.2 million in 2018/19 and the actual spending was \$3.625 million. Revenue target for 2018/2019 was 3 million and the Ministry collected 3.4 million.

Under the TFSP, the Ministry focused on implementing the Special Management Areas (SMA) with 17 newly established SMAs in this financial year. This included the expansion of mabe pearl farming from 18 to 21 farms in this period.

Tonga still relies on wild fisheries stocks for food and income. The three-main export marine products from Tonga are tuna, deep-water snapper, and aquarium species.

The total marine product exported (not including aquarium products), during the period FY 2018/19 was 1,788 metric tons compared to 1,196 metric tons in 2017/18. This is a 49.5% increase from the total marine products exported in the last financial year due to substantial increase in the tuna export of tuna. The total FOB value for all fish exports in this financial year were valued at TOP\$9.4 million which is a 46% increase from the value of fish exported in the last financial year.

A total of 1,595 metric tons of tuna was exported in this financial year which is a 58% increase from the last financial year. Tuna was the main contributor to the total amounts of marine products exported, making up 89%. The total tuna exported within this period was valued at approximately TOP\$9.5 million, which is a 46% increase from the previous period.

The total aquarium products exported in this Fy 2018/19 was 256,517 pieces, and was valued at approximately TOP\$1.2 million. This was a 31% increase in quantities and associated with 167% increase in value from aquarium exports in the previous financial year. The aquarium export was dominated by low value invertebrates in terms on quantity as can be seen in figure 3. The main market for exported aquarium products is the United States.

A total of 73 metric tons of snapper was exported in this financial year, which is decrease by 17% from the last financial year and contributing 4% to the total quantities of marine products exported. It was valued at approximately TOP\$0.4 million. The export of snapper was dominated by flame snapper (*P. Tavake*).

Total catch of tuna and by catch species of license fishing vessels in our EEZ was 2,283.4 metric ton (mt). Total catch of deep-water snapper and by catch species was 187.5 mt.

Due to the decline in wild fisheries stocks from various reasons, including climate change and overfishing, the Ministry has made new initiatives to ensure productions from the fisheries sector meet the demand of the country for food and income. The Ministry managed to deploy fishing aggregating devices (FAD) around Tongan waters to increase production for artisanal fisheries. Aquaculture has been promoted by successful spawning of sea cucumber in December 2018. The trial for squid fisheries was very successful in the FY 2018/19 to promote diversification in order to lessen fishing pressure on deep-water snapper fisheries.

Another priority initiative was the introduction of a new program to address healthy livelihood, food security and combat non-communicable diseases (NCDs) which commenced with the selling of fish at an affordable price for the public at Tu'imatamoana market.

New initiatives in this financial year have been further developed in the next financial year to ensure fishery production in maintained in this sector.

It is my sincere hope that the implementation of the Tonga Fisheries Sector Plan and Corporate Plan for this financial year effectively contributed to the overall development of Tonga.

Last but not least I would like to acknowledge the effective support and cooperation provided by the Ministry's staff which greatly contributed to the achievements of the Ministry of Fisheries in FY 2018/19.

Malo 'aupito,



Dr. Tu'ikolongahau Halafihi

Chief Executive Officer, Ministry of Fisheries

Executive Summary of the Ministry of Fisheries overall performance

Output	Major Reform Activities	Summary Highlights
<p>Output 1: Better leadership for the Ministry of Fisheries, including at national, regional and international levels.</p>	<ul style="list-style-type: none"> ➤ Corporate Plan and Budget submission ➤ Annual report 2017-2018 submission ➤ 2018 Annual Ministerial Forum Fisheries Committee meeting (FFCMIN15)- 4-5 July 2018 ➤ 15th Regular Session of the WCPFC15- 10-14 Dec 2018 ➤ Partial submission of Data and Information on the Outer Limits of the Continental Shelf of the Kingdom of Tonga 	<ul style="list-style-type: none"> ➤ Corporate Plan and Budget were submitted on 5 April 2018 ➤ Annual report submitted according to deadline, 28 May, 2019 ➤ Appointment of FFA-Director General - Dr. Manu Matavai Tupou-Roosen during the FFCMIN15, 4 – 5 July 2018 ➤ Adoption of the target reference point (TRP) for the management of albacore tuna during the WCPFC15 ➤ Successful Partial submission of Data and Information on the Outer Limits of the Continental Shelf of the Kingdom of Tonga to the United Nations- Division of Office Affairs and Law of Sea – 28th Feb- 08 March, 2019
<p>Output 2: Better managed Ministry, with good working relations and communications, and with a focus on output deadlines.</p>	<ul style="list-style-type: none"> ➤ Annual CP, Budget, AMP, Annual cash flow, Annual Procurement Plan, Annual Training Needs submission. 	<ul style="list-style-type: none"> ➤ Annual CP, Budget, AMP, Annual cash flow, Annual Procurement Plan submitted in 31 July 2018 and annual Training Needs submitted on deadline 28 September 2018.

	<ul style="list-style-type: none"> ➤ Annual report 2017-2018 submission ➤ Mid-year and Annual PMS submission ➤ Monthly cash flow and expenditure submission ➤ Six-monthly report submission ➤ 15th Regular Session of the WCPFC15- 10-14 Dec 2018 ➤ Tongafish Pathway Project (Funded by World Bank) ➤ NIWA Project 	<ul style="list-style-type: none"> ➤ Annual report submitted 28 May, 2019 prior to deadline end of May 2019. ➤ Annual PMS for FY2017/18 submitted on deadline 24 August 2018 and Mid-year for FY2018/19 submitted on deadline 25 January 2019. ➤ Budget being monitored well and didn't exceed budget ➤ Two Six-monthly reports submitted according to deadline (July 2018 and January 2019) ➤ Adoption of the target reference point (TRP) for the management of albacore tuna during the WCPFC15 ➤ Approval of World Bank of project \$USD 10 million for 6 years (in April 2019) and the establishment of the Project Management Unit (PMU) again in April 2019 ➤ Development of squid and mini-longline fishing
<p>Output 3: Improved legal services and media communications supporting better management, decision making and communications.</p>	<ul style="list-style-type: none"> ➤ Gazette of Fisheries regulations ➤ Aquaculture Management Regulations 	<ul style="list-style-type: none"> ➤ Cabinet approved proposed amendments to the Fisheries (Coastal Communities) regulations on the 10th August, 2018. This adding of 12 new SMAs onto the existing list. ➤ Cabinet approved proposed amendments to the Fisheries (Coastal Communities) regulations on the 12th June, 2019. This adding of 5 new SMAs onto the existing list.

	<ul style="list-style-type: none"> ➤ Ratification of the 2016 Amendment to the Treaty on Fisheries between the Government of Certain Pacific Islands and the Government of the United States of America on behalf of the Government of the Kingdom of Tonga ➤ Legal trainings with staff and coastal communities ➤ RAFTT 2018 ➤ Press releases 	<ul style="list-style-type: none"> ➤ Hon. Minister approved commencement of legislative scoping and propose amendments to the Aquaculture Management Regulations to facilitate importation, processing and export of aquaculture fish which is not covered in the current regulations. ➤ His Majesty Tupou VI approved (22nd November 2018) the Ratification of the Amendment adopted in Nadi, Republic of Fiji on 3 December 2016, to the Treaty on Fisheries Between the Government of Certain Pacific Islands and the Government of the United States of America on behalf of the Government of the Kingdom of Tonga ➤ Provide training for staff on legal framework for fisheries in general. Legal framework for SMA ➤ Audio and video footage of RAFTT 2018 ➤ Commencement of Facebook platform for press releases
<p>Output 4: Better managed division, with good working relations and communications, and with a focus on output deadlines.</p>	<ul style="list-style-type: none"> ➤ Budget, Corporate Plan (CP), Annual Management Plan (AMP), Annual Procurement Plan (APP), Annual Report (AR). ➤ Annual Cash flow 	<ul style="list-style-type: none"> ➤ Budget, CP, AMP, APP completed and submitted on time to the Prime Minister’s Office (PMO, Planning Division and Ministry of Finance (MOF)) on the 31 July 2019 ➤ AR completed and submitted to Cabinet on the 31 May 2019 for FY2017/18 and to Legislative Assembly (LA) after approved from Cabinet on the 02 August 2019 ➤ Annual Cash flow completed and submitted to Ministry

		of Finance on the 31 July 2019.
Output 5: Improved administrative and human resources support for all ministry staff.	<ul style="list-style-type: none"> ➤ Annual JD review ➤ Recruitment/promotions 	<ul style="list-style-type: none"> ➤ Staff JDs reviewed and completed for PMS assessment FY 2018/19 in October 2018. ➤ During the FY 2018/19 the Ministry of Fisheries had 78 staff (33 females, 45 male) including 8 new staff recruited by the ministry and 2 staff who got promoted to a higher position. ➤ 3 vacant post available but two of them as resultant (and already fill in July 2019 and the Ministry has only one vacant post from 2018/19 to be interviewed.
Output 6: Increasingly effective training and capacity development for ministry staff.	<ul style="list-style-type: none"> ➤ Staff Training 	<ul style="list-style-type: none"> ➤ Internal induction training for newly appointed staff. ➤ Internal trainings for fisheries staff in various areas like compliance, scientific fisheries and extension. ➤ 58 overseas training events and 70 national training events were conducted and attended by Fisheries staff
Output 7: Constantly improving budget, planning and reporting activities for the ministry's activities.	<ul style="list-style-type: none"> ➤ Internal Policy (IP) ➤ CP, AMP, Budget ➤ Annual Report ➤ Performance Management System (PMS) 	<ul style="list-style-type: none"> ➤ 5 Internal policies approved ➤ Submission of final CP and Budget in both language (English/Tongan) to Ministry of Finance, Prime Minister's Office (Planning Section) and Legislative Assembly in accordance with the deadline March 2019 ➤ Completed the compiling of MoF Annual Report FY2017/18 and submitted to Minister, CEO, Cabinet and Legislative Assembly after approved from Cabinet. ➤ The Ministry submitted its Performance Management System (PMS) assessment for the Mid-Year Review for FY2018/19 on 25 January 2019 and End of Financial Year

		for FY2017/18 on 24 August 2018.
Output 8: Better financial services that comply with government standards.	<ul style="list-style-type: none"> ➤ Budget – expenditure ➤ Revenue 	<ul style="list-style-type: none"> ➤ Budget approved 4.2 million, actual spending 3.8 million ➤ Targeted revenue \$3.0 million, actual revenue collected \$3.4 million
Output 9: Better procurement and asset management that comply with government standards.	<ul style="list-style-type: none"> ➤ Asset ➤ Procurement 	<ul style="list-style-type: none"> ➤ Annual asset report submitted to Ministry of Finance in August 2018. ➤ 100% compliance with procurement policy as reported from the Procurement Division of the MFNP ➤ 5 procurement proposals out of 13 of the annual procurement plans were proposed, approved and completed.
Output 10: Upgraded information and communications technology to support effective ministry operations.	<ul style="list-style-type: none"> ➤ Databases ➤ E-government 	<ul style="list-style-type: none"> ➤ 99.99% availability and access of staffs to the Local Area Network and communications. ➤ Monitored of 15 national and 2 regional data bases. ➤ Continuously discussion of the migration of the Ministry’s communication to E-government network.
Output 11: Better managed division, with good working relations and communications, and with a focus on output deadlines.	<ul style="list-style-type: none"> ➤ Budget, Corporate Plan (CP), Annual Management Plan (AMP), Annual Procurement Plan (APP), Annual Report (AR). ➤ Annual Cash flow 	<ul style="list-style-type: none"> ➤ Budget, CP, AMP, APP completed and submitted on time to the Prime Minister’s Office (PMO, Planning Division and Ministry of Finance (MOF)) on the 31 July 2019 ➤ AR completed and submitted to Cabinet on the 31 May 2019 for FY2017/18 and to Legislative Assembly (LA) after approved from Cabinet on the 02 August 2019 ➤ Annual Cash flow completed and submitted to Ministry

		of Finance on the 31 July 2019.
Output 12: Higher standard of fisheries management and development planning, monitoring and review to support sustainable fishery resources and profitable industries.	➤ Management Plan	➤ National Aquarium Management and Development Plan 2018 – 2022 approved.
Output 13: Improving policy and regulatory framework to support effective fisheries management.	➤ Fisheries Policies	➤ Tonga National Fisheries Policy developed, approved and launched. ➤ National Plan of Action for Shark Reviewed.
Output 14: Higher quality economics reports support decision making and reporting.	➤ Export ➤ Economic analysis	➤ The total value of marine export exported including aquarium products during this financial year was estimated at TOP\$10.6 million. The total quantity of marine exported (not included aquarium products) was 1,788 metric tons during this period. ➤ Analysis of economic performance of snapper completed and presented to HOD
Output 15: Improving market access for all fisheries subsectors to boost export of marine products, support private sector development and healthy living for Tonga.	➤ National Market Survey	➤ Former marketing officer vacate the position at the beginning of the financial year. However, the National market survey continued to be conducted by officers in the division.
Output 16: Enhancing quality and accuracy of fisheries statistics to support decision making on fisheries management and development.	➤ Statistical data	➤ Statistical data are updated and reports are provided upon requests and in a timely manner.
Output 17: Better managed division, with good working relations and communications, and with a focus on	➤ Budget, Corporate Plan (CP), Annual Management Plan (AMP), Annual Procurement	➤ Budget, CP, AMP, APP completed and submitted on time to the Prime Minister’s Office (PMO, Planning Division and Ministry of Finance (MOF)) on the 31 July

output deadlines.	Plan (APP), Annual Report (AR). ➤ Annual Cash flow	2019 ➤ AR completed and submitted to Cabinet on the 31 May 2019 for FY2017/18 and to Legislative Assembly (LA) after approved from Cabinet on the 02 August 2019 ➤ Annual Cash flow completed and submitted to Ministry of Finance on the 31 July 2019.
Output 18: Increasingly targeted and focused aquaculture research and development that meets the needs of emerging industries.	➤ Aquaculture research and development	➤ 21 Pearl farmers; 40 Special Management Areas (SMAs)communities; 1 Sea cucumber farmer ➤ 21 Pearl farmers were provided with pearl oyster spats; 9 Special Management Areas communities provided with juvenile giant clams
Output 19: Expanding and Improving standard of Special Management Area (SMA) implementation and monitoring for coastal communities.	➤ Special Management Area (SMA)	➤ 40 existing SMAs in Tonga (2x 'Eua, 17 x Ha'apai, 13x Vava'u, 8x Tongatapu.) ➤ One SMA community removed from SMA regulation (refer Cabinet Decision)
Output 20: Higher standards of training and capacity development for SMAs, farmers and communities.	➤ Stakeholders capacity building	➤ Training and capacity development for SMA communities in Ha'apai, 'Eua and Vava'u were on data collection, compliance training and FAD training. ➤ Pearl farm training on seedling, grading, carving and grafting. ➤ NIWA project also provided material and training on mini longline and trial on deep water squid fishing including staff capacity building on using R statistics software.
Output 21: More effective extension and outer island services to support	➤ Extension and outer island	➤ Ministry of Fisheries continuously provided effective extension training and services for fisheries

coastal communities' fisheries.	services	<p>stakeholders like distributed of giant clams for SMA communities and quarterly meetings, pearl farmers to maintain their pearl line. Four fishing vessels in Ha'apai were repaired and maintenance. Training for fishermen on net mending and for the Youth on tie the knot for fishing gears techniques.</p> <ul style="list-style-type: none"> ➤ The 2019 Royal Agriculture commenced in Tongatapu, then moved on to Ha'apai, Vava'u, Niuafou'ou, Niuatoputapu and ended in 'Eua.
<p>Output 22: Increasingly focused Offshore and Inshore fishery resource research, monitoring, and assessment to support decision making.</p>	<ul style="list-style-type: none"> ➤ Offshore and Inshore fishery resource research, monitoring, and assessment 	<ul style="list-style-type: none"> ➤ Baseline survey conducted for sea cucumber fishery, 1x Tongatapu (Ha'atafu), 3x Ha'apai (Matuku, Mango, Fono) and 2x Vava'u (Holeva, Koloa). ➤ Ongoing of stock assessment for tuna under the SPC mandate, deep water snapper and deep-water squid under the NIWA project. ➤ Comply with WCPFC part 1 report. ➤ Total catch of tuna and by catch species of license fishing vessels in our EEZ was 2,283.4 metric ton (mt). ➤ Total catch of deep-water snapper and by catch species was 187.5 mt.
<p>Output 23: Better cyclone resilience and adaptive (rehabilitation) capacity for the Fisheries sector.</p>	<ul style="list-style-type: none"> ➤ Cyclone Gita Rehabilitation 	<ul style="list-style-type: none"> ➤ Total of T\$5,3271.00 worth of 100 fish fence wires were distributed to 25 fish fence holders (i.e. 4 wires per head @T\$532.71/wire) as Gita rehabilitation programme. ➤ Snapper fishery T\$100,000 for 12 vessels damages by Gita cyclone.
<p>Output 24: Better managed division,</p>	<ul style="list-style-type: none"> ➤ Budget, Corporate Plan (CP), 	<ul style="list-style-type: none"> ➤ Budget, CP, AMP, APP completed and submitted on

<p>with good working relations and communications, and with a focus on output deadlines.</p>	<p>Annual Management Plan (AMP), Annual Procurement Plan (APP), Annual Report (AR).</p> <ul style="list-style-type: none"> ➤ Annual Cash flow 	<p>time to the Prime Minister's Office (PMO, Planning Division and Ministry of Finance (MOF)) on the 31 July 2019</p> <ul style="list-style-type: none"> ➤ AR completed and submitted to Cabinet on the 31 May 2019 for FY2017/18 and to Legislative Assembly (LA) after approved from Cabinet on the 02 August 2019 ➤ Annual Cash flow completed and submitted to Ministry of Finance on the 31 July 2019.
<p>Output 25: More effective compliance and licensing services with effective regulatory programs encouraging legal fishing.</p>	<ul style="list-style-type: none"> ➤ Compliance and licensing services 	<ul style="list-style-type: none"> ➤ Operational Compliance Strategy (OCS) reviewed. ➤ 155 inspections and patrol provided. ➤ 100% covered data entry (export, aquarium harvest, home consumption and exempt duty) ➤ 100% registered of fishing vessels below 8 meters. ➤ Reviewed license terms and conditions.
<p>Output 26: Increasingly targeted surveillance programs of international and domestic fishing vessels to deter illegal fishing.</p>	<ul style="list-style-type: none"> ➤ Surveillance programs to deter illegal fishing. 	<ul style="list-style-type: none"> ➤ More than 100% observer's coverage on Foreign Fishing Vessels achieved ➤ 62% observer coverage on Local Fishing Vessels. ➤ More certified Observers debriefers trained ➤ On-going deployed of observers onboard US Treaty and Cook Islands vessels. ➤ On-going VMS snap shots on each licensed fishing vessels.
<p>Output 27: Effective governance oversight of Tonga Fisheries Sector</p>	<ul style="list-style-type: none"> ➤ Tonga Fisheries Sector Plan (TFSP) projects oversight and 	<ul style="list-style-type: none"> ➤ TWG finalised but waits for the WB additional revision. ➤ PROP operational manual, procurement plan and

Plan (TFSP) projects and project management.	management	budget completed but regularly reviewed
Output 28: Effective and efficient management of PROP PMU staff and financial resources to World Bank standards.	➤ PROP PMU staff and comply with World Bank standards.	<ul style="list-style-type: none"> ➤ Finalised of TOR for contractors (PMU) ➤ PROP budget effectively monitored to 100% comply with WB standards. ➤ Recruitment of PMU to begin in July 2019.

1. Overview of the Ministry of Fisheries

1.1 Introduction

This financial year 2018/19 marked the third year re-instate of the Ministry of Fisheries as a stand-alone government agency and also the reshuffle of the Hon. Minister, Semisi Fakahau in retaining the Fisheries portfolio only. The Chief Executive Officer, Dr Tu'ikolongahau Halafih'i's contract ended in June 2019 and extended for a further one year.

The planned national impact of the TSDF is a *“progressive Tonga supporting a higher quality of life for all”* which is supported by the whole of government.

The TSDF describes both national and organisational outcomes for the whole public sector. Those that are applicable to the Ministry of Fisheries are:

1.1.1 TSDF National Outcomes

- A: A more inclusive, sustainable and dynamic, knowledge-based economy.
- D: More inclusive, sustainable and responsive good governance with strengthened rule of law.
- F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.

1.1.2 TSDF Organisational Outcomes

Pillar 1. Economic Institutions:

- **Organisational Outcome 1.2:** Closer, more effective public/private partnerships with business, consumers and other community groups across the Kingdom to help better identify and address constraints to more inclusive, sustainable and resilient economic growth

Pillar 3. Political Institutions

- **Organisational Outcome 3.1:** More efficient, effective, affordable, honest and transparent public service with a clear focus on priority needs

Pillar 5. National Resources and Environment Inputs:

- **Organisational Outcome 5.2:** More equitable, inclusive, sustainable and appropriate management of the use of renewable and non-renewable natural resources to maintain a steady long-term flow of benefits rather than booms followed by bust and long-term recovery periods.

1.2 Legislation, Mandate, Stakeholders

The Ministry of Fisheries operated under the following legislative mandates;

1.2.1 Legislation

General	Specific to Ministry of Fisheries
<ul style="list-style-type: none"> • The Constitution of Tonga • Government Priority Agenda • Tonga Strategic Development Framework II • Government Act • Public Finance Management Act • Public Audit Act • Public Service Act • Remuneration Act • Procurement Regulations • Public Revenue Regulations • Internal Audit Charter • International Agreements 	<ul style="list-style-type: none"> • Aquaculture Management Act 2003 • Aquaculture Management (Amendment) Act 2005 • Aquaculture Management (Amendment) Act 2009 • Fisheries Management Act 2002 • Fisheries Management (Amendment) Act 2009 • Maritime Zone Act 2009 • Tonga Defence Services (Amendment) Act 2013 • Fisheries Management (Processing and Export) Regulations 2008 • Fisheries Management (Conservation) Regulations 2008 • Fisheries Management (Conservation) (Amendment) Regulations 2013 • Fisheries Management (Processing and Export) (Amendment) Regulations 2010 • Fisheries (Local Fishing) Regulations 2009 • Aquaculture Management Regulations 2008 • Fisheries Management Act 2002 Special Management Area Order (GS 20 of 2004) • Fisheries Regulations 1992 • Fisheries (Vessel Monitoring System) Regulations 2009 • Fisheries (Coastal Communities) Regulations 2009 • Fisheries (LimuTanga'u) Regulations 2009 • Special Management Area Order No.25/2013 • Stowage of Gear Regulations

1.2.2 Mandate

The mandate of the Ministry of Fisheries involves conserving, managing, developing, and sustainably utilising the Kingdom's aquatic resources to ensure food security, and to improve the social and economic well-being of the people of Tonga.

The Ministry of Fisheries operations are guided by the following:

1. Our National Constitution, whole-of-government Acts and Regulations, other general government policies and directives, the Tonga Strategic Development Framework 2015-2025, the Tonga Fisheries Sector Plan, the Tonga National Fisheries Policy, and Ministry specific legislation including the Fisheries Management Act 2002, the Aquaculture Management Act 2003, and the Maritime Zone Act 2009, and associated regulations.
2. A range of international treaties and conventions of direct relevance to sustainable fisheries including and derived from the United Nations Convention on the Law of the Sea (UNCLOS) that defines the territorial sea and oceanic boundaries of coastal states,

including the areas in which they may exploit marine resources. Of particular relevance to fisheries resource management, Tonga is a member of the Forum Fisheries Agency (FFA), the Pacific Community (SPC), and is a signatory to the Western and Central Pacific Fisheries Convention (WCPFC).

3. The United Nations Department of Economic and Social Affairs (UNDESA) Sustainable Development Goal (SDG) 14 to “conserve and sustainably use the oceans, seas and marine resources for sustainable development” advocates significantly reducing all kinds of marine pollution and minimizing ocean acidification by 2025, as well as sustainably managing and protecting marine and coastal ecosystems by as early as 2020. It also aims, by 2020, to regulate harvesting in an effective manner and to halt overfishing by ending illegal and unregulated fishing and destructive fishing practices. In addition, SDG 14 aims to prohibit specific types of subsidy to fisheries.
4. The Budget for the FY2018/19 theme is “Recovery with Greater Resilience”. Fisheries sector is one of the priority sectors including Agriculture and Tourism identified from the Government’s Priority Agenda (GPA) 2018-2021.
5. In particular, and of direct relevance to the Ministry of Fisheries, the TSDF II provides strong supporting language, stating:

“Appropriate management of our natural resources and our environment can help protect them and ensure that they provide benefits to current and future generations and ensure that we pass on our inheritance well preserved and improved”.

Ministry Vision and Mission

Our vision directs us in how we think about and plan for the future, with imagination and wisdom. Our mission gives us direction towards achieving that vision.

Our Vision: *“To achieve economically, socially and environmentally sustainable fisheries that contributes to better living standards for all Tongans.”*

Our Mission: *“Providing quality and timely services characterised by integrity, teamwork and professionalism.”*

1.2.3 Stakeholders

Stakeholder	Customer of MoF	Supplier to MoF	Partner with MoF	Oversight of MoF
Cabinet	Advice, Recommendations, Information	Decisions	Operating Effectiveness of Government	Direction
Parliament (Legislative Assembly)	Advice, Recommendations,	Decisions, Legislation		Direction

	Information			
Ministry/Department/Agencies (MFNP, PSC, AGO, MAFF, MEIDECC, MOFA, MET, MOI-Marine & Ports and HMAF)	Advice, Guidance, Instructions, Information	Information	Operating Effectiveness of Government,	Oversight by PMO, PSC - Policy, Operations
Public Enterprises	Advice, Guidance, Instructions, Information	Information	Operating Effectiveness of Government,	
NGO	Advice, Guidance, Instructions, Services, Information	Goods, Services, Fees, Charges	Community Work, Education, Health	Monitor, Petition
General Public	Advice, Guidance, Instructions, Services, Information	Goods, Services, Fees, Charges		Vote, Petition
Investors, fish farmers, processors and export	Provide service information		Provide Services	
Regional and international agencies	Provide information and services	Information	Provide funding Providing information and services	
Development Partners	Advice, Guidance, Instructions, Services, Information	Development Assistance and Advice	Delivery of Aid Funded Programs	Oversight of the Use of Development Funds, General Performance Management

The Ministry of Fisheries (MoF) relies on the Cabinet and Parliament for high level strategic direction, and for support for policy and legislation, and budget resources. MoF has close ties with a range of Ministries, Departments and Agencies. For example, seeking support and guidance on budget and planning from the Ministry of Finance and National Planning, working collaboratively with the Tonga Navy on fisheries patrols, Ministry of Land and Survey and the Attorney General office on Boundary Delimitation, Attorney General office on reviewed of fisheries regulations and with Tonga Customs on border controls for imports and exports of fish products.

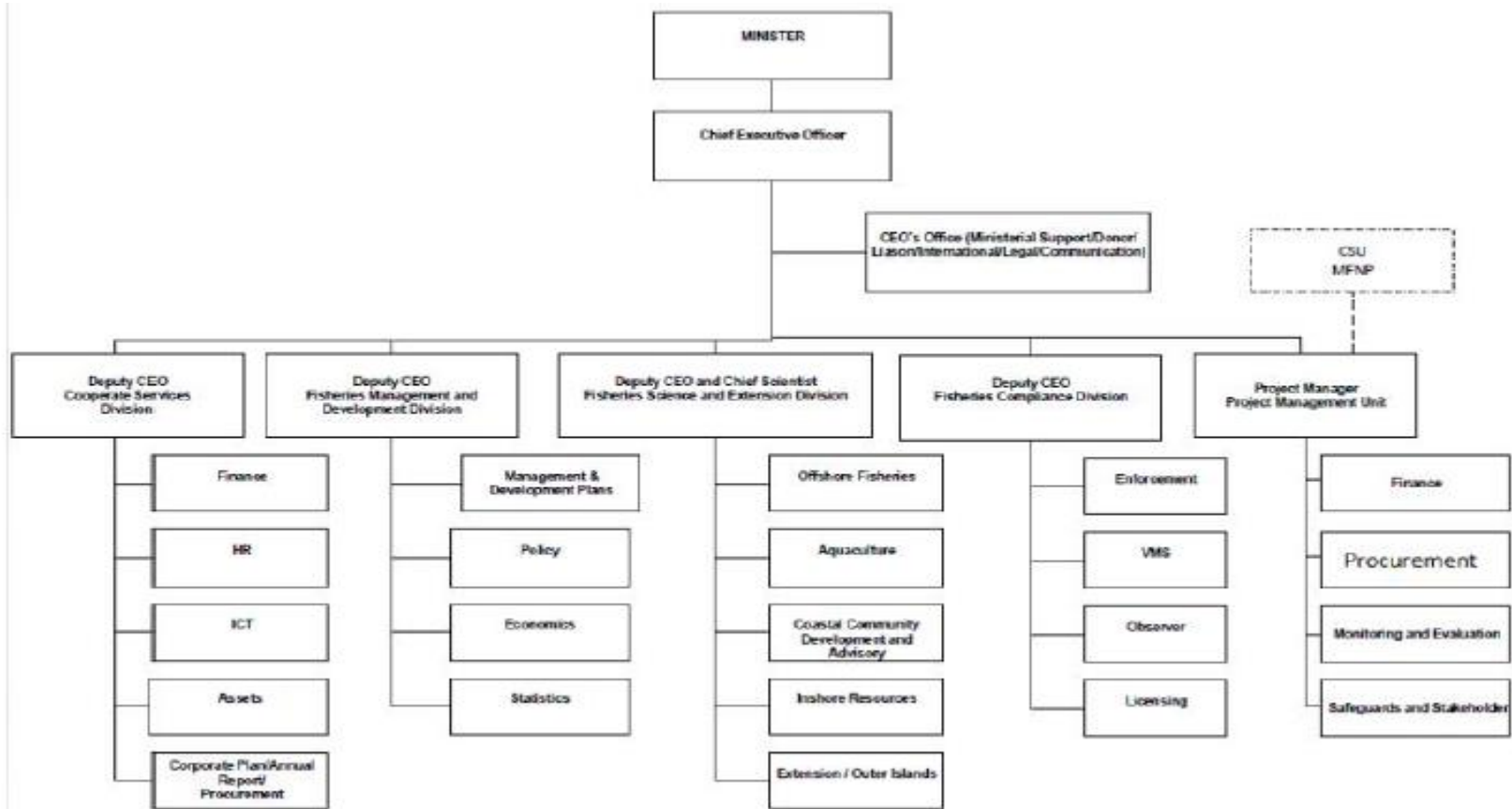
MoF works closely with key industry stakeholders towards sustainable fishery management, and with coastal communities on the establishment and administration of the Special Management Area Program. A range of species are being investigate for their potential for

aquaculture, both as alternate livelihoods for coastal communities and for their potential for larger scale and export level production.

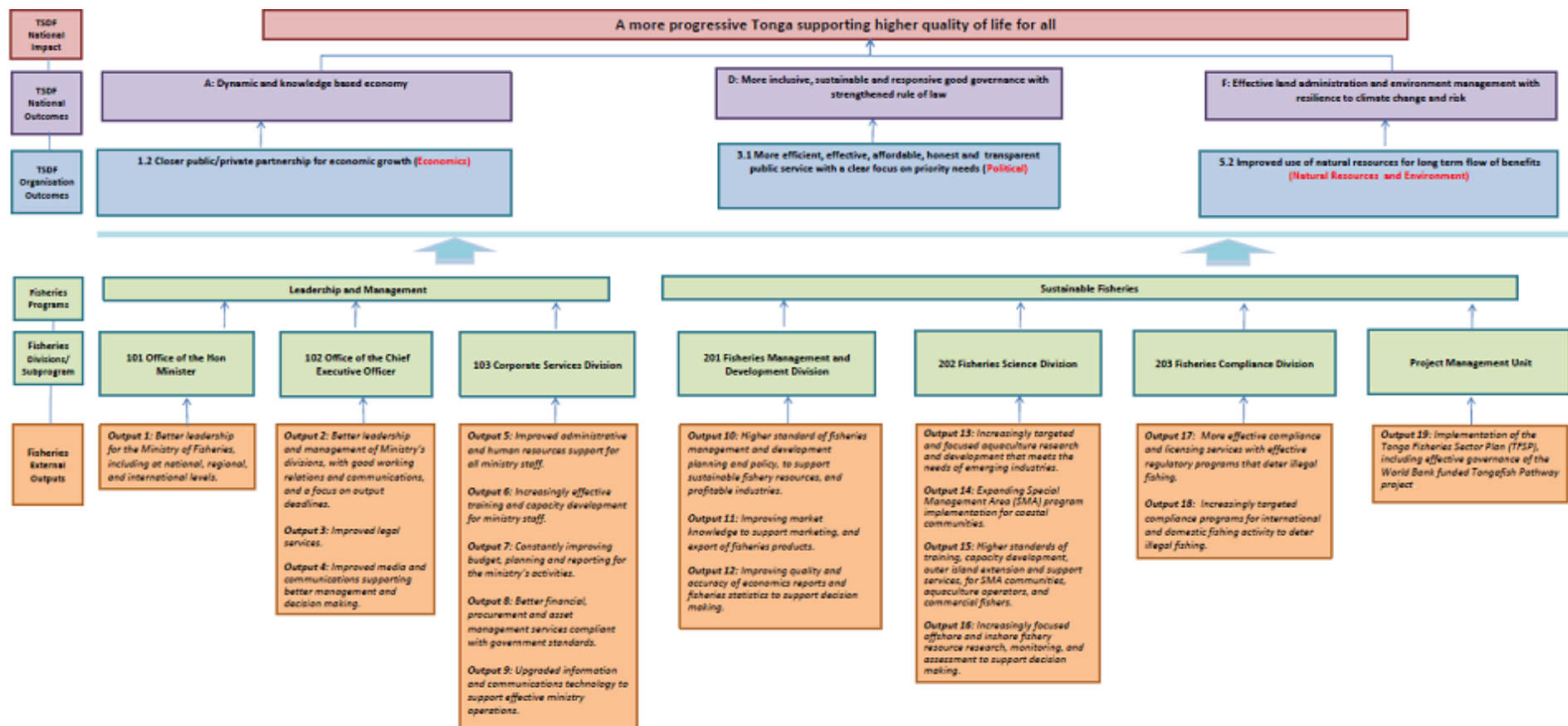
MoF has particularly close ties with two regional agencies, the Forum Fisheries Agency (FFA) and the Pacific Community (SPC), and regularly attends workshops, training events and meetings. Bi-lateral MOUs are in place for the provision of services to Tonga, such as support for management planning, compliance, resource assessment, and aquaculture development.

MoF works very closely with many development partners, in particular the World Bank, the NZ Ministry for Foreign Affairs and Trade, the NZ Ministry for Primary Industries, the Asian Development Bank, the Australian Centre for International Agricultural Research, and the Japan Trust Fund, and is extremely grateful for the generous support provided.

1.3 Operational Structure



1.4 Performance Management Framework – Results Map (Logframe)



2. Ministry of Fisheries Performance

2.1 Human Resource Management

During the FY 2018/19 we had 78 staff (33 females, 45 male) including 9 new staff recruited by the ministry and 2 staff who got promoted to a new position (2 x Principal Fisheries Officers). The project management unit recruited 5 new appointees as the core PMU consultants.

Established staff	78
New appointees	9
Unestablished staff	8
Promotions	2

Project Management Unit (PMU)

New appointees	5
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New Appointments

No.	Name	Post	Division	Date of Assumption of duty
1	Mr. Setaleki Mafi	Fisheries Trainee	Fisheries Science	2/07/2018

			Division	
2	Mr. Samisoni Finau	Driver	Fisheries Science Division	10/08/2018
3	Mr. Manase Fosita	Driver	Fisheries Science Division	13/08/2018
4	Mrs. Sisilia Tu'i'onetoa	Fisheries Assistant	Fisheries Science Division	15/11/2018
5	Ms. Makeleta Malimali	Fisheries Trainee	Fisheries Science Division	21/01/2019
6	Ms. Amanda Le'ota	Fisheries Officer	Fisheries Science	01/04/2019
7	Ms. Meletoli Fa'anunu	Fisheries Officer	Fisheries Science	01/04/2019
8	Ms. Vanessa 'Etika	Fisheries Officer	Fisheries Compliance	01/04/ 2019
9	Mr. Michael Po'uliva'ati	Fisheries Officer	Fisheries Development	04/06/2019

PMU appointments

No	Name	Post	Division	Date of Assumption of duty
1	Mrs. Olivia Fukofuka-Fulivai	Project Coordinator	Project Management Unit	29/04/2019
2	Mr. George Vete	Procurement Officer	Project Management Unit	23/04/2019
3	Dr Tevita Vea'ila	Safeguard and Stakeholder Liaison Officer	Project Management Unit	23/04/2019

4	Mrs Sisi'uno Leha'uli	Finance Officer	Project Management Unit	23/04/2019
5	Ms Simaima Bloomfield	Monitor and Evaluation Officer	Project Management Unit	23/04/2019

Promotions

No.	Name/Previous post	Post promoted to	Division	Date of assumption of duty
1	Mrs. Losaline Loto'ahea, Fisheries Officer	Principal Fisheries Officer	Fisheries Compliance	31/08/2018
2	Mrs. Martin Wesley Finau, Fisheries Officer	Principal Fisheries Officer	Fisheries Science	19/11/2018

Staff transfer

No.	Name/Previous post/Ministry	Post promoted to/lateral transferred	Ministry transfer to	Date of assumption of duty
1	Fotuika Vailea, Fisheries Officer, Ministry of Fisheries	Tourist Officer	Ministry of Tourism	02/10/2018

Retirement

No	Name	Post	Division	Date of appointment	Date of retired	Age
1	Mele Silika Ngahe	Senior Technical Officer	Fisheries Science Division- Vava'u	08/02/1989	28/03/2019	62
2	'Otinili Fisi'ikava	Technical Officer Grade II	Fisheries Science Division- Vava'u	10/05/1976	05/04/2019	60

This table shows the numbers of staff in each Band Level;

Band Level	Numbers
E	1
G	2
H	2
I	2
J	4
K	8
L	17
M	11
N	6
Q	4
R	15
S	6
Total	78

The table below shows the number of qualifications of the staff, we have 42 staff who already received a PhD, Masters, Bachelor Degrees and Diplomas, the rest of the staff they had a certificate from secondary school (Form 5, 6, 7) and other Fisheries Certificates.

Qualifications	Number
PhD	2
Master's Degree	9
Bachelor Degrees	23
Diplomas	8

Staff development and training

The Ministry planned 31 training events; training needs were taken from the staff PMS forms. This is the easiest way to identify the training that staff needs to build and strengthen their capacity and to improve their performance. During the FY2018/19 the Ministry

achieved 20 training events out of the planned 31. Insufficient funds prevented further training, in particular those that were conducted overseas.

The table below lists the training events, attachments and workshops that staff attended overseas during FY 2018/19.

FY 2018/2019	Training/workshops/attachments
July 2018	<ul style="list-style-type: none"> - NZ Diploma in Information Technology Technical Support at Wellington Institute of Technology, NZ - Pacific Maritime Security Programme (PMSP) Aerial Surveillance workshop at Solomon Island - Attachment in coastal finfish, invertebrates, habitat in water and creel assessment training at Majuro, Republic of Marshall Island
September 2018	<ul style="list-style-type: none"> - WTO Regional Short Trade Policy Course for the Pacific Countries - Regional Peer-to-Peer workshop on Marine Spatial Planning and Maritime Protected Areas in the Pacific at Nadi, Fiji
October 2018	<ul style="list-style-type: none"> - NZ Short Term Training Course at NZ - Pacific Regional Workshop on Fisheries and the Green Climate Fund
November 2018	<ul style="list-style-type: none"> - Certificate IV in Fisheries Enforcement and Compliance – Coastal Fisheries and Aquaculture - Training for Ocean Policy Management - Training on Aquaculture Management of Parasitic Disease - Fishery Training Course for Pacific Islands
December 2018	<ul style="list-style-type: none"> - Professional Writing Skill & Data Workshop
January 2019	<ul style="list-style-type: none"> - Pacific Fisheries Leadership Programme
February 2019	<ul style="list-style-type: none"> - 19th Regional Observer Coordinator Workshop (ROCW 19) - Project Essentials: Project Management Course - 18th Pacific Islands Maritime Boundaries Development Workshop Session - Commonwealth Ocean Acidification Action Group Workshop - Fisheries Licensing Officers Workshop (FLOW)

March 2019	<ul style="list-style-type: none"> - Port State Measure (PSM) Workshop - Governance Training Course for Fisheries Board Directors - 5th Regional Information Management System Workshop - Niue Treaty Information System (NTIS) workshop; Person of Interest (PIO) Workshop - MCS Officer Foundation Course
April 2019	<ul style="list-style-type: none"> - Quantum Geographic Information System (QGIS) training - Thirteen Tuna Data Workshop (TDW – 13) - 2019 Oceanic Fisheries Stock Assessment Training workshop
May 2019	<ul style="list-style-type: none"> - Training attachment on Aquatic Biosecurity and Compliance with international standards for aquatic commodities - Advance Stock Assessment workshop (SAW) - Attachment for general ICT and Database Development - Operation Tuimoana
June 2019	<ul style="list-style-type: none"> - Invitation to the Regional Workshop on the International Convention for the Control and management of Ships' Ballast Water and Sediment, The International Convention on the control of harmful anti-fouling systems on ship and the guideline for the control and management of ship Biofouling to minimize the transfer of invasive aquatic species - Pacific Community – SPC Short Course in Preparing and Drafting Coastal Fisheries Legislation - Training on seaweed farming and pest management in Fiji

Ministry of Fisheries staff Performance for FY2018/2019

The Ministry of Fisheries submitted its Performance Management System assessment for FY2018/19 to PSC on 23 August 2019 and the outcome of the assessment is due in October 2019.

PSC-PMS end of the year assessment award for all ministries was held in December 2018. There were 10 categories within the assessment for all the line ministries. Ministry of Fisheries received first prizes in 5 categories and second prizes in 2 categories.

1st prizes:

- 1st prize: Apr-Jun 2018 quarterly award.
- 1st prize: Jul-Sep 2018 quarterly award.
- 1st prize: Most Consistent Ministry Category.
- 1st prize: Outer Island Readiness Category.
- 1st prize: Most Compliant Ministry in End of Year (EFY) submission of Results.

2nd prizes:

- 2nd prize: Oct-Dec 2017 quarterly award.
- 2nd prize: Jan-Mar 2018 quarterly award.

2.2 Results Management (Reporting outputs and outcome)

2.2.1 Office of the Honourable Minister

TSDF II Outcomes					
<i>A: A more inclusive, sustainable and dynamic, knowledge-based economy.</i>					
<i>D: More inclusive, sustainable and responsive good governance with strengthened rule of law.</i>					
<i>F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.</i>					
Key Performance Indicators (KPIs)	Targets	Achievements (based on the targets and KPIs.)	Beneficiaries	Cross cutting implications	Future plans
Output 1: Better leadership for the Ministry of Fisheries, including at national, regional and international levels.					
MoF Corporate Plan and budget submitted to MoFNP in accordance with deadlines.	1	1	Ministry of Fisheries, PSC, Ministry of Finance, Cabinet, Legislative Assembly	The Government is well informed of fisheries activities	Inform key stakeholders and relevant ministries of policy and regulations
MoF annual report submitted to Legislative Assembly in accordance with deadline.	1	1	Ministry of Fisheries, PSC, Ministry of Finance, Cabinet, Legislative Assembly	The Government is well informed of fisheries activities	Maintain submission on time of the report
Number of International and regional meetings attended each year by the Minister to promote Tonga's interests.	5	5	Ministry of Fisheries, Ministry of Finance, PSC, Cabinet, Legislative Assembly	Improve Fisheries management	Attend all meetings

2.2.2 Office of the Chief Executive Officer

TSDF II Outcomes					
<p>A: A more inclusive, sustainable and dynamic, knowledge-based economy.</p> <p>D: More inclusive, sustainable and responsive good governance with strengthened rule of law.</p> <p>F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.</p>					
Key Performance Indicators (KPIs)	Targets	Achievements (based on the targets and KPIs.)	Beneficiaries	Cross cutting implications	Future plans
Output 2: Better managed Division, with good working relations and communications, and with a focus on output deadlines.					
Division contribution to Annual Corporate Planning, Budgeting and Management Plan.	6	6	Ministry of Fisheries, Ministry of Finance, PSC, Cabinet	Contribute to final Approval of Budget, CP, Annual Management Plan of the Ministry of Fisheries	Suggest a one-week training for preparation of the CP, budget and Management Plan
Division contribution to Annual Cash Flow Forecast.	1	1	Ministry of Fisheries, Ministry of Finance	Budget is well-monitored	Follow up with monthly cash flow
Division contribution to Annual Procurement Plan.	1	1	Ministry of Fisheries, Ministry of Finance	Contribute to final Approval of Annual Procurement Plan of the Ministry of Fisheries	First identify fisheries activities included in annual procurement plan
Division contribution to Annual Training needs.	1	1	Ministry of Fisheries, PSC	Contribute to final Approval of Annual Training Needs of the Ministry of Fisheries	First identify areas of training needs to be included in annual training needs.

Division contribution to Annual Report.	1	1	Ministry of Fisheries, Ministry of Finance, PSC, Cabinet	Contribute to final Approval of Annual Report of the Ministry of Fisheries	Improve the quality and contents of the reports
Number of Division/section contribution to Performance Management System Mid-Year Review and Annual	2	2	Ministry of Fisheries, PSC	Contribute to meet the deadlines for the submission of the Ministry of Fisheries PMS to PSC	Improve understanding and completion of PMS form
Division contribution to annual JDs review linked to CP/AMP outputs.	1	1	Ministry of Fisheries, PSC	Contribute to meet the deadlines for the submission of the Ministry of Fisheries annual JD review to PSC	Training for drafting of JDs
Division representation(s) at the HOD quarterly meetings (monthly mini-HOD).	4	4	Ministry of Fisheries	Better Ministry of Fisheries Management and Development according to planned activities in the CP and Annual Management Plan	Distribute minutes weekly, follow up status from HoDs and conduct more meetings
Number of Monthly Head of Division key issue meetings held with Minister.	12	<12	Ministry of Fisheries	Better Ministry of Fisheries Management and Development according to planned activities in the CP and Annual Management Plan	Distribute minutes weekly, follow up status from HoDs and conduct more meetings
Number of Division monthly meetings.	12	>12	Ministry of Fisheries	Better Ministry of Fisheries Management and Development according to planned activities in the CP and Annual Management Plan	Distribute minutes weekly, follow up status on actions needed to be taken and conduct more meetings

Number of Division's sections contribution to monthly cash flow	12	12	Ministry of Fisheries, Ministry of Finance	Budget is well-monitored	Follow up with monthly cash flow
Ministry Corporate Plan and Annual Report completed in accordance with deadlines.	2	2	Ministry of Fisheries, PSC, Ministry of Finance, Cabinet, Legislative Assembly	Contribute to final Approval of Budget, CP, Annual Management Plan of the Ministry of Fisheries	Maintain submission on time of the reports
Number of months in which Monthly expenditure is in line with approved MoF budget.	12	12	Ministry of Fisheries, Ministry of Finance	Budget is well-monitored	Follow up with monthly cash flow and expenditure
Output 3: Improved legal services and media communications supporting better management, decision making and communications.					
Number of Quarterly and six-monthly reports to PSC and MFNP in accordance with deadlines.	6	6	Ministry of Fisheries, Ministry of Finance, PSC	PSC and MFNP are well aware of fisheries activities and financial implications	Maintain submission on time of the reports and cancellation of quarterly report submission by MFNP
Number of Annual meetings of FFA and WCPFC attended by CEO to support regional and international engagement.	5	5	Ministry of Fisheries, FFA, WCPFC	Improve fisheries management	Attendance at future FFA and WCPFC meetings
Number of Quarterly consultation meetings with key stakeholder groups.	8	8	Ministry of Fisheries, Ministry of Finance, PSC, FFA, SPC, WCPFC, World Bank, FAO, ACIAR, MFAT,	Increased understanding of fisheries issues among stakeholders	Increase engagement with stakeholders, regional and national agencies

			DFAT, JICA, NFC, Pearl farmer Association		
Number of quarters Tonga Fisheries Sector Plan implementation schedule updated by due date.	4	4	Ministry of Fisheries	Improved implementation of TFSP activities	Update quarterly of the TFSP implementation schedule and follow up with HoDs of TFSP activities
Summary of legal issues and advice produce monthly	12	>12	Ministry of Fisheries, Cabinet, PSC, Crown Law	Ministry and Government of Tonga is well aware of legal requirements	Increase legal activities to improve public awareness
Number of Monthly media releases (TV and radio) provided in accordance with schedule.	12	>12	Ministry of Fisheries	The public is well informed of fisheries activities	Increase the number of media outputs

2.2.3 Corporate Services Division

TSDF II Outcomes					
<i>A: A more inclusive, sustainable and dynamic, knowledge-based economy.</i>					
<i>D: More inclusive, sustainable and responsive good governance with strengthened rule of law.</i>					
<i>F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.</i>					
Key Performance Indicators (KPIs)	Targets	Achievements (based on the targets and KPIs.)	Beneficiaries	Cross cutting implications	Future plans
Output 4: Better managed division, with good working relations and communications, and with a focus on output deadlines.					

Division contribution to Annual Corporate Planning (CP), Budgeting and Management Plan (AMP).	6	6	Ministry of Fisheries, Ministry of Finance, Prime Minister's Officer, Public Service Commission, Cabinet and Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.	Prompt compliance of Division's internal schedule.
Division contribution to Annual Cash Flow Forecast.	1	1	Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual cash flow.	Prompt compliance of Division's internal schedule.
Division contribution to Annual Procurement Plan.	1	1	Ministry of Fisheries and Ministry of Finance	New procurement item needs not identified in the initial Annual Procurement Plan.	Better planning and identification of procurement needs to reflect on the initial Annual Procurement Plan.
Division contribution to Annual Training needs.	1	1	Ministry of Fisheries and Public Service Commission	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual Training needs.	Prompt compliance of Division's internal schedule.
Division's sections contribution to monthly			Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule	Prompt compliance of Division's sections internal

cash flow	12	12		deadlines towards compilation of Division's contribution for the monthly cash flow.	schedule.
Division contribution to Annual Report.	1	1	Ministry of Fisheries, Cabinet, PSC, Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual Report.	Prompt compliance of Division's sections internal schedule.
Division representation(s) at the HOD quarterly meetings (monthly mini-HOD).	4	8	Ministry of Fisheries	Irrelevancy of reporting format.	Better reporting against the Ministry's outputs and KPIs.
Division monthly meetings.	12	12	Ministry of Fisheries	Better monitoring of the implementation of the Division.	Maintain the monthly meetings.
Division contribution to annual JDs review linked to CP/AMP outputs.	1	1	Ministry of Fisheries, PSC	Inconsistent in agreement of JD review between staff/supervisor	Consistency in agreement of JD review between staff/supervisor.
Division/section contribution to Performance Management System Mid-Year Review (YR) and End of Financial Year	2	2	Ministry of Fisheries, PSC, Ministry of Finance	1) Incomplete or partial complete of remarks within the PMS forms 2) Delays in meeting Internal schedule	1) Consistently undertake Train the Trainer program to address challenges within the PMS forms. 2) Prompt compliance of

Assessment (EFY)				deadlines towards compilation of Division's contribution for the Performance Management System.	internal schedule.
Output 5: Improved administrative and human resources support for all ministry staff.					
Briefings provided within 5 working days to CEO and staff.	24	30	Ministry of Fisheries, Public Service Commission, Ministry of Finance	Inconsistent in reminding the policies all staffs.	Undergo briefings for the staff and CEO
Number of posts advertised and interviewed.	4	9	Ministry of Fisheries, Public Service Commission, Ministry of Finance	Availability of panel members.	Advise in advance of interview dates to panel members.
Number of monthly staff attendance reports circulated to MOF staffs within the first 5 working days of the following month.	12	12	Ministry of Fisheries	Variance in understanding of the attendance internal policy for minor staffs.	Monthly regular and consistent circulation of attendance report and attendance internal policy.
Numbers of monthly staff leave reports circulated to MOF staffs within the first 5 working days of the following month.	12	12	Ministry of Fisheries, Public Service Commission, Ministry of Finance	Variance in understanding of the leave internal policy for minor staffs.	Monthly regular and consistent circulation of leave internal policy.

Number of Monthly file reports submitted to CEO within the first 5 working days of the following month.	12	12	Ministry of Fisheries	Minor inconsistent of brief updates on master file to HODs and CEO.	Consistency in updating on master file to HODs and CEO in every month.
Submission and approval of the Ministry's annual Job Descriptions review by the Chief Executive Officer.	1	1	Ministry of Fisheries	Inconsistent in agreement of JD review between staff/supervisor	Consistency in agreement of JD review between staff/supervisor.
Number of monthly staff database reports submitted to CEO within the first 5 working days of the following month.	12	12 Recorded manually in excel format	Ministry of Fisheries	Database not upgraded to enable update of staff additional record.	HR team and ICT team to work together to improve staff database record.
Number of monthly updates on working environment checklist provided within the first 5 working days of the following month.	12	12	Ministry of Fisheries	Inconsistent in ensuring environment activities are completed.	Work closely with the responsible staff to ensure consistency in completing the environment activities
Output 6: Increasingly effective training and capacity development for ministry staff.					
Number of internal staff PMS trainings to be conducted according to plan.	4	4	Ministry of Fisheries	1) Incomplete or partial complete of remarks within the PMS forms.	1) Consistently undertake Train the Trainer program to address challenges within the PMS forms.

				2) Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Performance Management System.	2) Prompt compliance of internal schedule.
Number of internal ICT trainings to be conducted according to plan.	5	1	Ministry of Fisheries	Staffs absent (1 staff on intern and 1 staff on short term study)	Staff presence.
Number of internal and external compliance trainings to be conducted according to plan.	8	4	Ministry of Fisheries	Need improvement the capacity of the ministry's staffs.	Maintain target and additional training.
Number of internal scientific training to be conducted according to plan.	2	3	Ministry of Fisheries	Improve the capacity of the ministry's staffs.	Maintain target and additional training.
Number of fisheries policy development training to be conducted according to plan.	2	2	Ministry of Fisheries	Availability of experts to undertake training	Advance plan and notification of training needs.
Number of fisheries extensions training to be conducted according to plan.	1	1	Ministry of Fisheries	Improve the capacity of the ministry's staffs.	Maintain target and additional training.
Number of human resource management	4	8	Ministry of Fisheries	Improve the capacity of the ministry's staffs.	Maintain target and additional training.

training to be conducted according to plan.					
Number of internal inductions to be conducted according to plan.	1	8	Ministry of Fisheries	Improve the capacity of the ministry's staffs.	Maintain target and additional training.
Number of Planning week to be conducted in preparation of the Ministry's draft CP, AMP and budget according to plan.	1	1	Ministry of Fisheries, Ministry of Finance, PSC and Cabinet	<ol style="list-style-type: none"> 1) Delay in receipt of budget envelope for upcoming financial year and tight timeframe towards preparation of the Ministry's Corporate Plan, Annual Management Plan and Budget. 2) Delays in meeting internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan. 	<ol style="list-style-type: none"> 1) Appropriate and sufficient time management for preparation of the Ministry's Corporate Plan, Annual Management Plan and Budget. 2) Prompt compliance of internal schedule.
Output 7: Constantly improving budget, planning and reporting activities for the ministry's activities.					
Submission of the			Ministry of Fisheries, PMO,	1) Delay in receipt of	1) Appropriate and sufficient

Ministry's draft CP and budget to CEO according to deadline.	3	3	PSC, Ministry of Finance and National Planning	<p>budget envelope for upcoming financial year and tight timeframe towards preparation of the Ministry's Corporate Plan, Annual Management Plan and Budget.</p> <p>2) Delays in meeting internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.</p>	<p>time management for preparation of the Ministry's Corporate Plan, Annual Management Plan and Budget.</p> <p>2) Prompt compliance of internal schedule.</p>
Submission of the Ministry's CP and Budget (Tongan/English) to CEO, Minister and Ministry of Finance and National Planning according to deadline.	3	3	Ministry of Fisheries, Ministry of Finance and National Planning	Delays in meeting internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.	Comply with internal schedule set
Submission of the Ministry's revised CP to	3		Ministry of Fisheries, Ministry of Finance,	1) Reduce of selective	1) Reshuffle of funds or push forward to next financial year

Ministry of Finance and National Planning after the Legislative Assembly approval according deadline.		3	Prime Minister's Office (Planning Division)	activities. 2) Delays in meeting internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.	depending on priority. 2) Comply with internal schedule set.
Submission of the Ministry's annual monitoring and evaluation report submitted to Ministry of Finance and National Planning according to deadline.	1	1	Ministry of Fisheries, Ministry of Finance and National Planning, PMO and Public Service Commission	1) Incomplete schedule from Ministry of Finance on the Ministry's outcome report of its monitor and evaluation report submitted. 2) Delays in meeting internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.	1) Undertake schedule accordingly with Ministry of Finance on the Ministry's outcome report of its monitor and evaluation report submitted. 2) Comply with internal schedule set.
Submission of the Ministry's final draft Annual Report to CEO according to deadline.	1	1	Ministry of Fisheries.	Delays in meeting internal schedule deadlines towards compilation of Divisions contribution	Prompt compliance of the internal schedule.

				for the Corporate Plan, Budget and Annual Management Plan.	
Submission of the Ministry's Annual Report (English/Tongan) to CEO, Minister and Legislative Assembly according to deadline.	1	1	Ministry of Fisheries, Cabinet, Legislative Assembly, MFNP, PSC and key stakeholders.	Delays in meeting internal schedule deadlines towards compilation of Divisions contribution for the Corporate Plan, Budget and Annual Management Plan.	Prompt compliance of the internal schedule.
Number of Internal Policies to be approved and drafted according to deadline.	3a/3d	4a/5d	Ministry of Fisheries, Public Service Commission	Variance in understanding on internal policies.	Regular refresh of these policies and the flexibility to adjust with justifications accordingly.
Number of ministry quarterly staff PMS report submitted on time to CEO.	4	4	Ministry of Fisheries, Public Service Commission and MFNP	Addition of new activities from PSC – PMS team without wide consultation.	Undertake wide consultation on new activities to Performance Management System.
Submission of the Ministry's PMS mid-year review report and annual assessment report to the Public Service Commission according to deadline.	2	2	Ministry of Fisheries, Public Service Commission, Ministry of Finance	1) Incomplete or partial complete of remarks within the PMS forms. 2) Delays in meeting Internal schedule deadlines towards compilation of Division's contribution	1) Consistently undertake Train the Trainer program to address challenges within the PMS forms. 2) Prompt compliance of internal schedule.

				for the Performance Management System.	
Submission of Excellence assessment to PSC according to deadline.	1	0	Ministry of Fisheries, Public Service Commission	Note, as advised by CEO per PMO email received on Tuesday 25th for all Excellence activities to “put on hold”.	
Output 8: Better financial services that comply with government standards.					
Submission of the Ministry's annual cash flow forecast to Ministry of Finance and National Planning according to deadline.	1	1	Ministry of Fisheries, Public Service Commission, Ministry of Finance	Delays in submitting internal cash flow deadlines.	Create auto reminder to CEO/HODs/HOSs and OICs on annual cash flows.
Number of monthly cash flow forecast revised and submitted to Ministry of Finance and National Planning according to deadline.	12	10	Ministry of Fisheries, Ministry of Finance	Delays in submitting internal cash flow deadlines.	Create auto reminder to CEO/HODs/HOSs and OICs on annual cash flows.
Number of monthly financial report on the Ministry's revenue and expenditure (recurrent and development) distributed to CEO and HODs according to deadline.	12	10	Ministry of Fisheries, Ministry of Finance	Offline of the Sun system.	Consult with Ministry of Finance to promptly communicate and advise our Ministry when Sun system is planned to go offline to ensure the Ministry is prepared to work offline.
Submission of mid-year financial report on revenue and expenditure (recurrent and	1	2 Note: 1 in January	Ministry of Fisheries, Ministry of Finance and PSC	Better monitoring of the Ministry's revenue and expenditure.	Maintain the consistency in submission of the Ministry's revenue and expenditure

development) to Ministry of Finance and Planning according to deadline.		(July-December) and 1 in July (January – June)			report.
Submission of annual financial report on revenue and expenditure (recurrent and development) to Ministry of Finance and Planning according to deadline.	1	1 Note: FY2017/18	Ministry of Fisheries, Ministry of Finance and Tonga Office of the Auditor General.	Better monitoring of the Ministry's revenue and expenditure.	Maintain the consistency in submission of the Ministry's revenue and expenditure report.
Number of reports on staff register submitted to Ministry of Finance and Planning according to deadline.	12	12	Ministry of Fisheries, Ministry of Finance and Tonga Office of the Auditor General.	Better monitor and accuracy of staffs' salary.	Maintain the consistency in submission of the Ministry's staff register reports.
Number of reports on expenditure vouchers developed (recurrent and development) according to deadline.	12	12	Ministry of Fisheries, Ministry of Finance and Tonga Office of the Auditor General.	Duplication in registration of vouchers in purchase order register.	Develop an internal database to capture all vouchers.
Number of salary adjustment (including overtime and acting) submitted to Ministry of Finance and Planning according to deadline.	12	26	Ministry of Fisheries, Ministry of Finance and Tonga Office of the Auditor General.	Delays in receipt of advice copies of leave and acting from HR section and overtime from HOSs.	Punctual receipt of advice copies of leave, acting and overtime.
Number of reconciliation forms submitted to	12		Ministry of Fisheries, Ministry of Finance and	Delays in receipt of transaction from	Monthly internal schedule to retrieve financial reports from

Ministry of Finance and Planning according to deadline.		12	Tonga Office of the Auditor General.	Ministry of Finance.	Sun system at the end of the month.
Number of CT and Payee report submitted to Ministry of Revenue and Customs (Inland Revenue) according to deadline.	12	12	Ministry of Fisheries, Ministry of Finance	Better monitor and accuracy of staffs' CT and Payee.	Maintain the consistency in submission of the Ministry's staffs' CT and Payee.
Output 9: Better procurement and asset management that comply with government standards.					
Number of monthly asset reports submitted to Ministry of Finance and National Planning (Asset) according to deadline.	12	12	MOF and MFNP	Delays in receipt advise of request purchase orders (asset)	Advise Asset Officer of assets above \$500 towards reports.
Submission of annual asset reports to Ministry of Finance and National Planning (Asset) according to deadline.	1	1 Note: Submit annual report for FY2018/19 on 31 July 2019	MOF and MFNP	Meeting deadline.	Undertake consultation with MFNP for a deadline opportunity from June to July given priority activities such as RAS in June.
Number of asset repair and maintenance monthly reports submitted to CEO	12	10	MOF	Delay in receipt of monthly report.	Undertake monthly reminder to staff of the deadline.

according to deadline.					
Submission of the Ministry's Annual Procurement Plan to Ministry of Finance and Planning (Procurement) according to deadline.	1	2	MOF and MFNP	New procurement item needs not identified in the initial Annual Procurement Plan.	Better planning and identification of procurement needs to reflect on the initial Annual Procurement Plan.
Number of procurement proposals submitted to Ministry of Finance and Planning (Procurement) according to plan.	13	5	MoF and MOF	Proposals submitted within the APP with no confirmation of funding.	Proposals submitted in need requirement of confirmation of funds.
Output 10: Upgraded information and communications technology to support effective ministry operations.					
Availability of Local Area Networks (LAN)	100%	99.99%	Ministry of Fisheries (MoF)	New Servers required with fault tolerance	Integrating with Cloud Technology
Number of Local databases developed, monitored, modified and maintained	15	15	Government Line Ministries Private Sectors Fishing Communities	Cisco technology	Web online application
Number of Regional databases quarterly monitored and maintained	1	2	Public International and Regional Agencies, SPC, FFA, WCPFC, FAO, SPREP, USP, etc.	Database commercial and Enterprise Products (SQL DBMS)	Maintain regional databases
Quarterly Availability of	100%		Government Line	Site to Site VPN	A stable and steady internet

email, website and Internet access		99.99%	Ministries Private Sectors Fishing Communities Public International and Regional Agencies, SPC, FFA, WCPFC, FAO, SPREP, USP, etc.	development.	connection
Number of Publication updated online (website)	16	21	Government Line Ministries Private Sectors Fishing Communities Public International and Regional Agencies, SPC, FFA, WCPFC, FAO, SPREP, USP, etc.	<ol style="list-style-type: none"> 1. Short of staff (Database Development) 2. Internet redundancy required. 3. Limitation of the internal ICT policy. 4. Budget limitation. 	Internal Host

2.2.4 Fisheries Management and Development Division

TSDF II Outcomes

A: A more inclusive, sustainable and dynamic, knowledge-based economy.

D: More inclusive, sustainable and responsive good governance with strengthened rule of law.

F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.

Key Performance Indicators (KPIs)	Targets	Achievements (based on the targets and	Beneficiaries	Cross cutting implications	Future plans
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		KPIs.)			
Output 11. Better managed division, with good working relations and communications, and with a focus on output deadlines.					
Division contribution to Annual Corporate Planning, Budgeting and Management Plan.	6	6	Ministry of Fisheries, Ministry of Finance, Prime Minister's Officer, Public Service Commission, Cabinet and Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.	Prompt compliance of Division's internal schedule.
Division contribution to Annual Cash Flow Forecast.	1	1	Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual cash flow.	Prompt compliance of Division's internal schedule.
Division contribution to Annual Procurement Plan.	1	1	Ministry of Fisheries and Ministry of Finance	New procurement item needs not identified in the initial Annual Procurement Plan.	Better planning and identification of procurement needs to reflect on the initial Annual Procurement Plan.
Division contribution to Annual Training needs.	1	1	Ministry of Fisheries and Public Service Commission	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the	Prompt compliance of Division's internal schedule.

				Annual Training needs.	
Division's sections contribution to monthly cash flow	12	12	Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the monthly cash flow.	Prompt compliance of Division's sections internal schedule.
Division contribution to Annual Report.	1	1	Ministry of Fisheries, Cabinet, PSC, Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual Report.	Prompt compliance of Division's sections internal schedule.
Division representation(s) at the HOD quarterly meetings (monthly mini-HOD).	4	8	Ministry of Fisheries	Irrelevancy of reporting format.	Better reporting against the Ministry's outputs and KPIs.
Division monthly meetings.	12	12	Ministry of Fisheries	Better monitoring of the implementation of the Division.	Maintain the monthly meetings.
Division contribution to annual JDs review linked to CP/AMP outputs.	1	1	Ministry of Fisheries, PSC	Inconsistent in agreement of JD review between staff/supervisor	Consistency in agreement of JD review between staff/supervisor.

Division/section contribution to Performance Management System Mid-Year Review (YR) and End of Financial Year Assessment (EFY)	2	2	Ministry of Fisheries, PSC, Ministry of Finance	1) Incomplete or partial complete of remarks within the PMS forms 2) Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Performance Management System.	1) Consistently undertake Train the Trainer program to address challenges within the PMS forms. 2) Prompt compliance of internal schedule.
Output 12: Higher standard of fisheries management and development planning, monitoring and review to support sustainable fishery resources and profitable industries.					
Number of fishery management and development plans for fisheries sub-sectors (Tuna, Snapper, Sea cucumber, Seaweed, Aquarium and Aquaculture investment plan, Aquatic bio-security strategy) reviewed and approved before the 30 of June each year.	3	>3 National Aquaculture Management and Development Plan 2018-2022	Ministry of Fisheries and relevant stakeholders (Aquaculture License holders)	Liaising with SPC and HODs within the Ministry on the implementation schedule and license conditions on the Aquaculture Plan	Continue to work in the remaining Management Plans that need to be approved.
Number of awareness program completed in	2	2	Ministry of Fisheries and	Consultations on the new regime for	Continue consultations with the remaining communities that have

each financial year		Sea Cucumber Consultations - 'Eua - Remaining Communities in Vava'u	collaboration agencies that include SPC Noumea Office and local communities.	sea cucumber with communities in the island groups of Tonga	not participated in the sessions
Number of fishery management plan activities/projects completed over all approved plans in each year accordance with implementation schedule	5	>5	Ministry of Fisheries and collaborating agencies that include Ministry of Primary Industries (NZ), SPC Noumea Office, National Fisheries Council (NFC), NIWA and local communities.	Liaising with SPC, Ministry of Primary Industries, NIWA and staff members within the Ministry of Fisheries on the implementations schedule of the Deep-water Plan and Marine Aquarium Plan and other queries regarding these plans.	Continue to work on the remaining Management Plans that need to be approved.
Number of progress reports on performance of each approved fishery management plan completed in each year	5	>5	Ministry of Fisheries and collaborating agencies that include Ministry of Primary Industries (NZ), SPC Noumea Office, National Fisheries Council	Liaising with SPC, Ministry of Primary Industries, NIWA and staff members within the Ministry of Fisheries on the implementations schedule of the Deep-water Plan	Continue to work on the remaining Progress reports.

			(NFC), NIWA and local communities.	and Marine Aquarium Plan and other queries regarding these plans.	
Output 13: Better formulated fisheries policy and regulatory framework to support effective fisheries management and development.					
Number of fisheries policies develop and reviewed in each year	2	2 i) National Plan of Action for shark 2018 - 2022 (Reviewed) ii) Tonga National Fisheries Policy (Developed and approved)	Ministry of Fisheries and collaborating agencies that includes FFA, SPC and foreign stakeholders	Liaising with FFA, SPC, HODs within the Ministry and Foreign Stakeholders in developing the policy.	i.) National Plan of Action for sharks approved 2018 - 2022. ii) Tonga National Fisheries Policies has been approved.
Number of awareness program completed in each financial year	2	2 i) Updating and unloading the Policies on Facebook ii) TV and radio programs of the Ministry, updating the public regarding the policies and plans of the Ministry of	Ministry of Fisheries, collaborating agencies, Public	The public is well informed of Fisheries Policies and activities.	Continue on with the awareness program of the Fisheries Policies.

		Fisheries. iii) Ensuring that every stakeholder have a copy of the policies.			
Number of fisheries policy activities completed over all approved policy before the 30 June each year	2	2 i) Monitoring and Evaluation the Performance of Implementation of the National Plan of Action for shark 2018 - 2022. ii) Consultation on Tonga National Fisheries Policy. iii) Developing and formulation of Foreign Investment Policy	Ministry of Fisheries and collaborating agencies that includes FFA, SPC and foreign stakeholders.	i) Liaising with HODs, collaborating agencies on monitoring and evaluating the performance of the implementation of the National Plan of Action for Shark. ii). Liaising with HODs, collaborating agencies and MPI on consultation process with the communities.	i) Following up on the implementation of the National Plan of Action for Shark. ii) Follow up on activities of the approved Tonga National Fisheries Policy and Foreign Investment Policy.
Output 14: Higher quality economics reports support decision making and reporting.					
One (1) quarterly economics and statistics bulletins produced within 3 weeks of each quarter.	4	1 One quarterly bulletin report already published however, HODs	Ministry of Fisheries, Statistics department, National Reserve Bank.	Data that are used for the quarterly bulletin report are collected from other divisions	The Ministry will continue to provide quarterly bulletins.

		and line Ministries are updated with statistical report upon requests.		within the Ministry.	
Number of economic analysis reports completed by 30 June each year.	3	1 Analysis on the economic performance of deep-water vessels completed.	Ministry of Fisheries and Deepwater Fishermen	Survey conducted to collect information from Deepwater Fishermen for the analysis of economic performance of snapper fishery.	Economic section will continue to report on economic analysis required by the Ministry.
Number of economic analysis report provided to relevant Line Ministries on GDP calculation.	2	3 Data analysis is provided to line ministries as well as other stakeholders with the approval of CEO	Ministry of Fisheries, Statistics Department, National Reserve Bank.	Data are collected from relevant stakeholders and from the Ministry of Fisheries database.	Economic section will continue to provide economic data to relevant stakeholders.
Output 15: Improving market access for all fisheries subsectors to boost export of marine products, support private sector development and healthy living for Tonga.					
Number of market research plan developed in each year.	2	2	Ministry of Fisheries and Stakeholders.	New Marketing Officer started end of this financial year to continue this work.	Consultation with stakeholders plus the use of internet for market research.

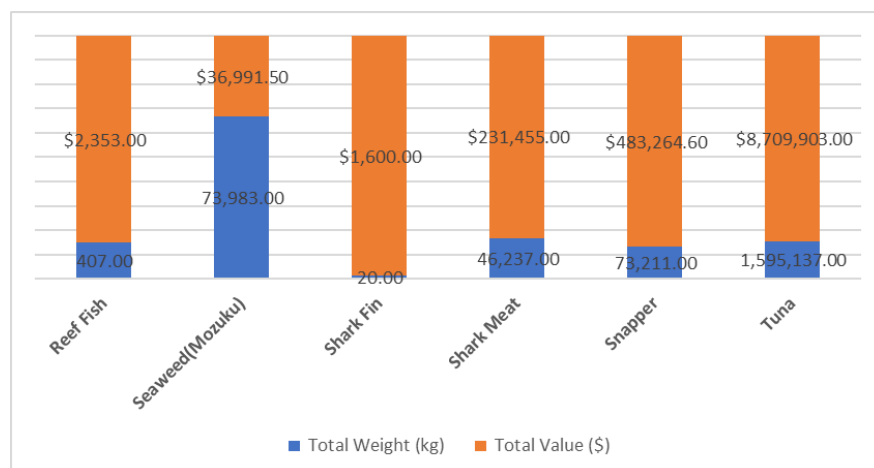
Number of fisheries products that access to new market each year.	4	4	Ministry of Fisheries and Stakeholders	New Marketing Officer started end of this financial year to continue this work.	Consultation with stakeholders plus the use of internet for market research.
Four quarterly market reports produced on market price of seafood sold at the local markets completed in March, June, September and December each year.	4	4	Ministry of Fisheries and Fisheries Industries as they now have collected statistics on prices of fish in the market.	Reports are submitted to the PFO to incorporate into quarterly bulletins.	Market survey is conducted every Saturday in every fish market in Tongatapu and in Outer Islands.
Number of training conducted for fishers, exporters and farmers each year.	4	4	Ministry of Fisheries and Stakeholders	New Marketing Officer started end of this financial year to continue this work.	Liaise with stakeholders on types of training needed and can be provided as well as confirm schedule of training.
Output 16: Enhancing quality and accuracy of fisheries statistics to support decision making on fisheries management and development.					
Number of statistical reports produced each year.	4	4	Ministry of Fisheries, Statistics department, National Reserve Bank and public as a whole as bulletins are uploaded on the Ministry's website.	Data that are used for the quarterly bulletin report are collected from other divisions within the Ministry.	The Ministry will continue to provide quarterly bulletins.
Number of economic	4	>4	Ministry of	Survey conducted	Economic section will continue to

analysis report completed by 30th of June each year.		Analysis on the economic performance of deep-water vessels completed.	Fisheries and Deepwater fishermen	to collect information from Deepwater Fishermen for the analysis of economic performance of snapper fishery.	report on economic analysis required by the Ministry.
Data enter completed and the end of survey every month.	12	12 Data are entered every month and can be reported upon requests by CEO.	Ministry of Fisheries and Fisheries industries as they now have collected statistics	Market survey data are conducted every Saturday in every fish market in Tongatapu and in Outer Islands.	Market survey report will continue to be provided on a quarterly basis.

Export Performance

The total marine product exported (not including aquarium products), during the period was 1,788 metric tons. This is a 49.5% increase from the total marine products exported in the last financial year which was predominantly due to substantial increase in the tuna export of tuna. All fish exports in this financial year were valued at TOP\$9.4 million which is a 46% increase from the value of fish exported in the last financial year.

Figure 1: Total weight and value of Marine Export from July 2018 – June 2019



Tuna Fishery

A total of 1,595 metric tons of tuna was exported in this financial year which is a 58% increase from the last financial year. Tuna was the main contributor to the total amounts of marine products exported, making up 89%. The total tuna exported within this period was valued at approximately TOP\$9.5 million, which is a 46% increase from the previous period.

Table 1: Total Tuna Export by weight (tons) and value (\$) from July 2018 – June 2019.

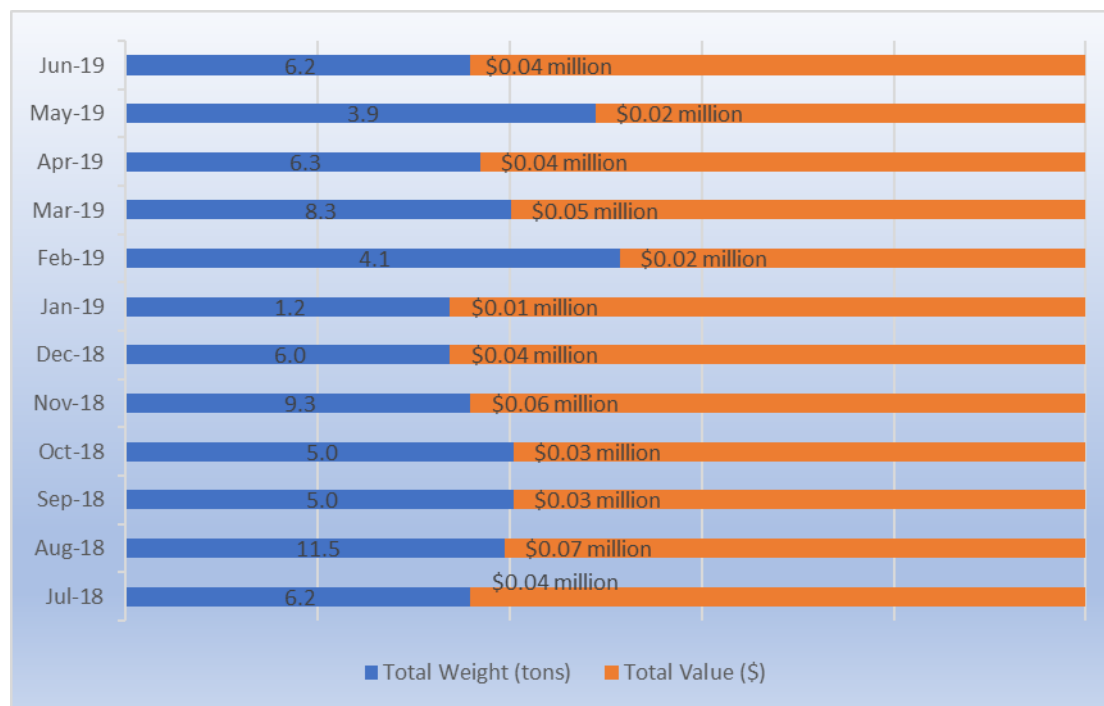
	Total Weight (tons)	Total Value (\$)
Jul-18	143	\$ 0.77
Aug-18	84	\$ 0.46
Sep-18	71	\$ 0.37
Oct-18	16	\$ 0.92
Nov-18	50	\$ 0.31
Dec-18	100	\$ 0.58
Jan-19	112	\$ 0.60
Feb-19	195	\$ 1.10
Mar-19	256	\$ 1.40
Apr-19	158	\$ 0.88
May-19	101	\$ 0.55
Jun-19	309	\$ 1.60
Grand Total	1,595	\$ 9.54

Deepwater Fishery (Snapper)

A total of 73 metric tons of snapper was exported in this financial year, which is decrease by 17% from the last financial year and contributing 4% to the total quantities of marine products

exported. It was valued at approximately TOP\$0.4 million which is decrease by 17% from the last financial year. The export of snapper was dominated by flame snapper (P. Tavake).

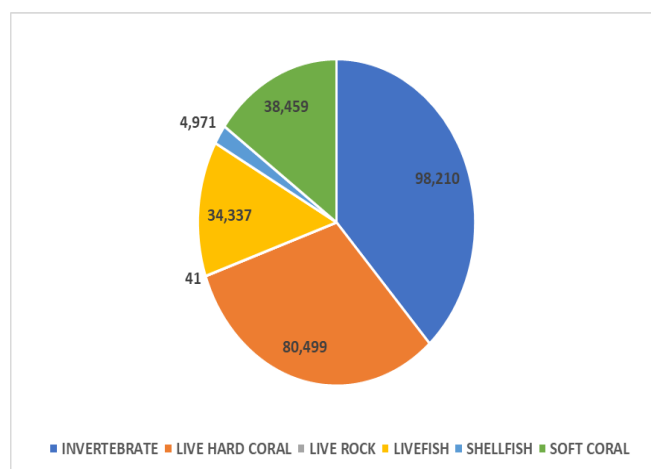
Figure 2: Snapper Export by weight and value by month from July 2018 – June 2019.



Aquarium Fishery

The total aquarium products exported in this period was 256,517 pieces, and was valued at approximately TOP\$1.2 million. This was a 31% increase in quantities and associated with 167% increase in value from aquarium exports in the previous financial year. The aquarium export was dominated by low value invertebrates in terms on quantity as can be seen in figure 3. The main market for exported aquarium products is the United States.

Figure 3: Aquarium exports by pieces from July 2018 – June 2019



Domestic Market Survey

A market survey is conducted once every week in a local fish market with the purpose to

gather information based on marine resources market price and estimated volume sold in local markets. This survey includes Vava'u, Ha'apai and four main fish markets in Tongatapu. A total of 110 metric tons of marine resources was recorded in this financial year which is approximately valued at \$TOP 0.97 million.

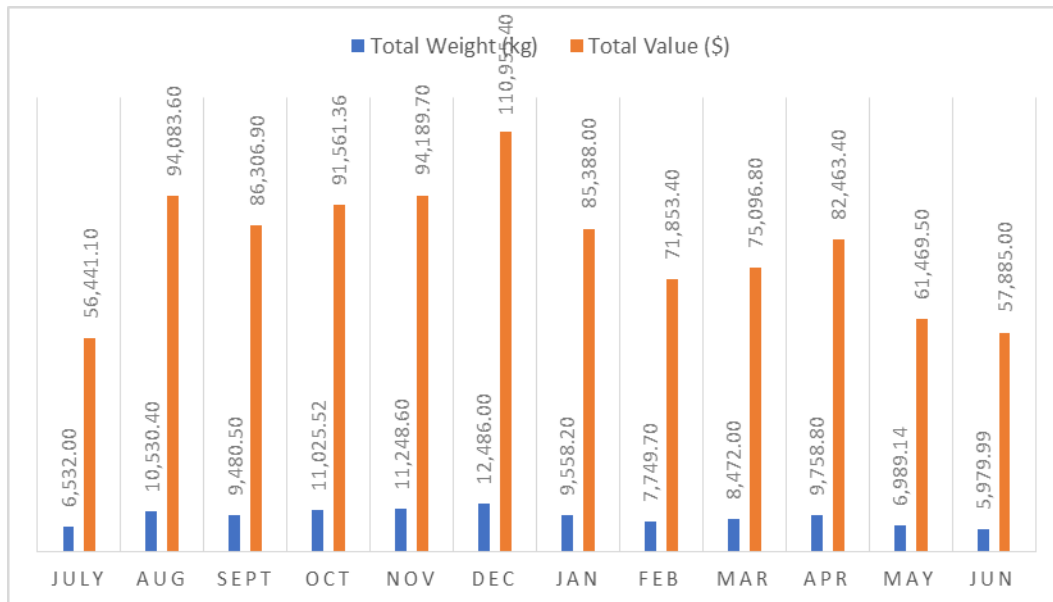
The average market price of fin fish was at range of \$8 to \$9 per kilogram and sold at price of \$20, \$30, \$50 and up to \$ 60 and \$70 per bag. The market price of other species varied according to production cost and a change in fish market price were determined by the quantity of marine products available in the market in a particular time. However, middle men also influence the price of marine products depending on the quantity available in the market especially the main fish market at Faua and Vava'u. The detail of average price is detailed on the table below, with a general indication of stable or increasing prices.

Table 1: Average price (\$)/species as of July 2018 – June 2019

Product	2017 (Price/kg)	2018 (Price/kg)
Algae	3.33	3.33
Anadara	4.38	4.60
Crab	22.41	28.26
Crayfish	15.63	15.
Crustaceans	22.43	19.01
Cryptoplax	43.51	29.36
Dried fish	26.36	17.24
Dried octopus	103.47	181.35
Fin Fish	6.88	9.05
Fried octopus	16.67	16.90
Giant clam	16.85	17.22
Mix holothuria	13.34	17.37
Mix shellfish	25.00	25.00
Octopus	13.47	16.00
Other bivalve	5.61	5.34
Other mollusc	11.07	11.66
Other pelagic fish	8.01	6.45

Pelagic fish	9.07	9.30
Sea anemone	12.97	15.13
Sea Hare	8.94	8.23
Sea weed	7.50	3.82
Tuna	5.06	10.71
Turtle	18.82	21.33
Urchin	13.93	11.74

Figure 6: Total volume and Value of marine product sold in domestic market as of July 2018 – June 2019.



Launched of the National Fisheries Policy



2.2.5 Fisheries Science Division

TSDF II Outcomes

A: A more inclusive, sustainable and dynamic, knowledge-based economy.

D: More inclusive, sustainable and responsive good governance with strengthened rule of law.

F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.

Key Performance Indicators (KPIs)	Targets	Achievements (based on the targets and KPIs.)	Beneficiaries	Cross cutting implications	Future plans
Output 17: Better managed division, with good working relations and communications, and with a focus on output deadlines.					
Division contribution to Annual Corporate Planning, Budgeting and Management Plan	6	6	Ministry of Fisheries, Ministry of Finance, Prime Minister's Officer, Public Service Commission, Cabinet and Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.	Prompt compliance of Division's internal schedule.
Division contribution to Annual Cash Flow Forecast.	1	1	Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual cash flow.	Prompt compliance of Division's internal schedule.
Division			Ministry of	New procurement	Better planning and

contribution to Annual Procurement Plan.	1	1	Fisheries and Ministry of Finance	item needs not identified in the initial Annual Procurement Plan.	identification of procurement needs to reflect on the initial Annual Procurement Plan.
Division contribution to Annual Training needs.	1	1	Ministry of Fisheries and Public Service Commission	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual Training needs.	Prompt compliance of Division's internal schedule.
Division's sections contribution to monthly cash flow	12	12	Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the monthly cash flow.	Prompt compliance of Division's sections internal schedule.
Division contribution to Annual Report.	1	1	Ministry of Fisheries, Cabinet, PSC, Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual Report.	Prompt compliance of Division's sections internal schedule.
Division representation(s) at the HOD quarterly meetings (monthly	4	8	Ministry of Fisheries	Irrelevancy of reporting format.	Better reporting against the Ministry's outputs and KPIs.

mini-HOD).					
Division monthly meetings.	12	12	Ministry of Fisheries	Better monitoring of the implementation of the Division.	Maintain the monthly meetings.
Division contribution to annual JDs review linked to CP/AMP outputs.	1	1	Ministry of Fisheries, PSC	Inconsistent in agreement of JD review between staff/supervisor	Consistency in agreement of JD review between staff/supervisor.
Division/section contribution to Performance Management System Mid-Year Review and Annual	2	2	Ministry of Fisheries, PSC, Ministry of Finance	1) Incomplete or partial complete of remarks within the PMS forms 2) Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Performance Management System.	1) Consistently undertake Train the Trainer program to address challenges within the PMS forms. 2) Prompt compliance of internal schedule.
Output 18: Increasingly targeted and focused aquaculture research and development that meets the needs of emerging industries.					

Number of spawning events conducted successfully	6	13 The spawning events include: Pearl oysters (2) Giant clams (2) Sea cucumber (9)	17 Pearl farmers 40 Special Management Areas (SMAs) communities 1 Sea cucumber farmer	Sustainable economic development Sustainable environment management and resilience to climate change Sustainable and good governance	1) Preparedness for next cyclone seasonal. 2) To expand the hatchery and improve the laboratory equipment 3) To recruit aquaculture staffs 4) To conduct an on-going monitoring with spawning activities
One new commercial trial for an aquaculture commodity commenced every two years	2	2 (Sea cucumbers, Sea urchins)	Ministry of Fisheries	Sustainable economic development Sustainable environment management and resilience to climate change Sustainable and good governance	To improve capacity building on sea cucumber and sea urchins spawning and sea ranching system. To develop spawning event and sea ranching system guidelines for Aquaculture team to use.
Number of new aquaculture permits/licences issued	5	5 (1 sea cucumber farm, 1 Seaweed farming, 3 Pearl farmers)	Sea cucumber, Pearl, Seaweed farmers	Sustainable economic development Sustainable and good governance	1) To improve the system and process for processing of the license 2) To declare and expand the area for Aquaculture site by law.
Number of SMA communities/farme				Sustainable economic	1). Provide support to community and improve their

rs supported with spat/seedlings/juveniles	30	31 22 x Pearl farmers were provided with pearl oyster spats 9 x Special Management Areas communities provided with juvenile giant clams	22 pearl farmers, 9 SMA communities	development Sustainable environment management and resilience to climate change Sustainable and good governance	capacity and commitments 2) work collaboratively with the airlines 3) Provide technical supports on pearl line maintenance
Output 19: Expanding and improving standard of Special Management Area (SMA) implementation for coastal communities.					
Number of new SMAs established.	15	17 (12 New gazette SMA, 5 New SMA submitted to Cabinet)	40 existing SMA communities 1 SMA community removed from SMA Regulation-Cabinet decision	Sustainable economic development Sustainable environment management and resilience to climate change Sustainable, good governance and Food Security	1) Recruit more staff to the SMA section and outer island. 2) Improve working together with the communities. 3) Work closely with the AG office
Number of SMAs activities implemented and monitored.	168	144 2 x new SMA communities	2 SMA Communities in 'Eua:	Sustainable economic development Sustainable environment	1) Recruit more staff.to the SMA section and outer island 3) Improve working together with the communities

		<p>implemented & monthly monitored in 'Eua = 24</p> <p>9 x existing SMAs quarterly monitored & Ongoing=36</p> <p>Implementation of activities for 8 new SMA communities in Ha'apai=8</p> <p>24 Monitoring and CCMC from 8 existing SMA (Ha'apai)=24</p> <p>Quarterly (4) monitoring in 13 Vava'u SMA=52)</p>	<p>17 SMA communities in Ha'apai</p> <p>13 SMA communities in Vava'u</p> <p>8 SMA communities in Tongatapu</p>	<p>management and resilience to climate change</p> <p>Sustainable, good governance and Food Security</p>	
Output 20: Higher standards of training and capacity development for SMAs, farmers and communities.					
Number of Training events conducted for SMAs and Coastal Communities each year.	30	<p>22</p> <p>(SMA Data collection training 1 (Ha'apai))</p> <p>'Eua</p> <p>1 x Compliance Training with farmers.</p>	<p>SMA communities in Ha'apai</p> <p>15 communities Houma and</p>	<p>Sustainable economic development</p> <p>Sustainable environment management and resilience to climate change</p>	<p>1) Recruit more staff.to the SMA section and outer island</p> <p>2) Improve working together with the communities.</p>

		<p>15 x Compliance Training for SMA in every community</p> <p>SMA Catch data collection training were conducted for 2 new SMA communities in 'Eua</p> <p>Vava'u SMAs Compliance Training (2)</p> <p>FAD Training to local fisher community (1)</p>	<p>Tufuvai SMA</p> <p>Conduct 2 training to existing SMAs Legislative review & compliance training.</p> <p>Quarterly follow up SMAs CCMC working progress.</p> <p>Senior Technical Officer support local fishermen use FAD to reduce fishing pressure at coastal & inshore areas.</p>	Sustainable and good governance	
Number of Extension service training conducted for industry into fishery value-adding each year.	10	<p>7</p> <p>Pearl farm training (4) (Vava'u) including seeding, grading, carving, crafting</p> <p>Seeding and grading training for pearl oysters in Ha'apai (2)</p> <p>grading training of</p>	<p>11 x existing Pearl Farmers</p> <p>4 x Training conduct for Pearl Farmers and Artisans (Carve & Design, Marketing & Sales, Conduct Cruise ship survey)</p> <p>Ha'apai pearl</p>	<p>Food security</p> <p>Sustainable economic development in community level</p>	<p>1) To improve technical skills and capacity of the Fisheries staff in particular with proper pearl harvesting, grading and carving through further trainings with the ACIAR project consultant in order to assist the pearl farmers to do the work on their own</p>

		pearl oysters in 'Atata (1)	farmers (3) 'Atata Pearl Farmer		successfully. 2) To improve equipment and facilities in order the assist pearl activities. 3) Need to improve financial supports from government in order to assist smoke fish activities throughout the islands in Tonga.
Number of Extension service technical training conducted for inshore and offshore fisheries each year.	6	2 Offshore: Niwa Project • Project provide materials for training on mini-longline gear construction • 5 full set for 300 hooks minilongline • 5 reels can cater 3.2mm Ø of 16000m/reels	5 x Deepwater snapper fishing boats – Mini-longline gear Boats skippers 4 x Deepwater snapper fishing boats – squid gear Offshore staff	Sustainable economic development Sustainable environment management and resilience to climate change Sustainable and good governance	1) Strengthening and enhance the fisheries data at all level needed. 2)Recruit data collection staffs

		<ul style="list-style-type: none"> • Mini-longline fishing demonstration • Training on deep-water squid gear construction and catch method to continue further exploration • Training attachment on data analysis and reporting using R-Statistics software 			
Output 21: More effective extension and outer island services to support coastal communities' fisheries.					
Number of Individual extension-service support engagements with fish farmers, communities and stakeholders.	120	<p style="text-align: center;">175</p> <p>Vava'u Pearl Farmers (11) engaged in 2 meetings = 22</p> <p>Approved Existing SMA-13</p> <p>SMA (13) quarterly meeting and monitored=4</p>	<p>11 x existing SMAs & 2 x newly gazette SMAs with a total of 13</p> <p>3 x SMAs distribute of 120 each of juvenile clams.</p> <p>7 x Local Fishermen and 6 is member of the Council.</p>	<p>Sustainable economic development</p> <p>Sustainable environment management and resilience to climate change</p> <p>Sustainable and good governance</p>	<p>1)Recruit staffs</p> <p>2) Continue the engagement and improve on engagement planning.</p>

		<p>3 x SMA communities were distributed 360 giant clams=3</p> <p>Local Fishermen (7) talk with them 6 times=42</p> <p>Organization (6) work with them 5 times=30</p> <p>Confirm interest SMAs (2)</p> <p>National SMA Conference for 155 participants (1)</p> <p>Consultation interested SMA=3</p> <p>Ha'apai Pearl Farmers: 24</p> <p>Checking and cleaning of 3 pearl farm</p> <p>Deliver 100 juvenile clams to each of the 2 SMA</p> <p>Meeting/Training/wor</p>	<p>7 x Organization support and fund the communities via Fisheries Vv (VEPA, ADB, World-Bank, ACIAR, Tonga Skills, Australia High Commissioner & Tonga Health)</p> <p>3 x Pearl Farmers</p> <p>PMS Training</p> <p>First Aid Workshop 30 participants both farmers and fishermen</p>		
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		<p>kshop = 6</p> <p>'Eua Discussion with fishermen on Fisheries issues('Eua) =10</p> <p>5 times meeting with farmers including fishermen in forming up again their association. Assisted in forming their association constitutions.</p>			
Number of Individual extension-service technical assistance to support fisherman and farmers.	20	<p>20</p> <p>Vava'u 6 technical assistance to fishermen</p> <p>Ha'apai 14 technical assistances to fishermen</p>	<p>Technical assistance to Pearl farmers to maintenance their pearl line.</p> <p>4 Mohokoi Vessel from Lofanga</p> <ul style="list-style-type: none"> • Estimated materials • Fibre • Paint • Maintenance <p>4 Tonga Houeiki</p>	<p>Sustainable economic development</p> <p>Sustainable environment management and resilience to climate change</p> <p>Sustainable and good governance</p> <p>Sustainable food security & promote health care.</p>	<p>1)Develop a technical assistance and training plan to fishermen and farmers</p> <p>2)Capacity building and preparedness</p> <p>3)Upgrading of Workshop Building</p>

			<p>vessels</p> <ul style="list-style-type: none"> • Estimated • Cleaning & maintenance • Fibre • Paint <p>Sitaleki Vessel</p> <ul style="list-style-type: none"> • Maintenance and estimated • Fibre • Paint <p>1 Loseli vessel</p> <ul style="list-style-type: none"> • Fibre and maintenance <p>2 Taufu Vaka's Net</p> <ul style="list-style-type: none"> • Amend net <p>1 Fishing Gear</p> <ul style="list-style-type: none"> • Taught 8 youth how to tie knot for fishing 		<p>Ongoing conduct training, report and checking with Pearl farms.</p> <p>Ongoing Conduct Monitoring, CCMC with the 8 existing SMA and planning for the 8 New SMA.</p> <p>Conduct more Clams training and Site Selection with all 16 SMA</p> <p>Ongoing prepare and submit all report on time</p> <p>Conduct more in-house training in Compliance and Enforcement with the communities</p> <p>Conduct more technical support with fishermen</p>
<p>Output 22: Increasingly focused Offshore and Inshore fishery resource research, monitoring, and assessment to support decision making.</p>					

Number of inshore resources assessment conducted each year according to deadline.	6	7 (1 baseline survey for sea cucumber fishery, 1 for SMA in Tongatapu (Ha'atafu), 3 SMA in Haapai (Matuku, Mango, Fonoi) and 2 SMA in Vava'u (Holeva, Koloa))	SMA communities	Sustainable economic development Sustainable environment management and resilience to climate change Sustainable and good governance	1) Recruit more staff; 2) Time management.
Number of scientific reports each year according to deadline	6	7 (Scientific reports submitted)	Ministry of Fisheries and SMA communities	Sustainable economic development Sustainable environment management and resilience to climate change Sustainable and good governance, Food Security	1) Recruit more staff;
Number of offshore stock assessment conducted each year according to deadline	4	4 (Tuna, Deep water snapper, Bluenose, Deepwater squid)	Ministry of Fisheries Offshore fisheries (Tuna, Deep Water Snapper, Bluenose and deep-water squid)	Sustainable economic development Sustainable environment management and resilience to climate change	1) Recruit new port samplers and data entry officers 2) Improved data management (migration of deep-water snapper database into TufMan2 online database)

			Stakeholders (fishing companies, fishermen Government of Tonga	Sustainable and good governance, Food Security	3) SPC training on ONSHORE & ONBOARD system, and TAILS application for data collection (tuna port sampling & artisanal respectively) 4) Training of new port samplers and skipper for implementation of onboard system 5) Bait fishing trials under NIWA project
Number of Scientific reports and information submitted to regional and international bodies in accordance with deadlines	2	2 (Timely submitted of Annual Report Part 1 & Annual Catch Estimates to WCPFC and SPC respectively, Annual and Quarterly reports of stock status for snapper, tuna, bluenose, deep water squid and artisanal fishery)	Tuna fisheries worldwide (Tuna Commission, FFA and SPC); Ministry of Fisheries and line Ministries; Offshore fisheries stakeholders (fishermen and fishing companies)	Sustainable economic development Sustainable environment management and resilience to climate change Sustainable and good governance, Food Security	Training needs i. R training for data analysis reports ii. Quantum GIS mapping iii. Biological data analysis Generate of quarterly report for tuna and snapper stock status using R.
Output 23: Better cyclone resilience and adaptive (rehabilitation) capacity for the Fisheries sector.					

Number of fishermen supported under Gita rehabilitation scheme	404	<p>Gita rehabilitation schemes were only offered to fishermen who were seriously damaged their fishing gears, boats, nets etc. during cyclone Gita.</p> <p>23 x fish fences distributed to fishermen</p> <p>16 x Snapper fishing vessels supported by Gita rehabilitation schemes</p>	Fishermen in Tonga and Ministry of Fisheries	<p>Sustainable economic development</p> <p>Sustainable environment management and resilience to climate change</p> <p>Sustainable and good governance,</p> <p>Food Security</p>	Improve more training on cyclone resilience and adaptive (rehabilitation) capacity for Fisheries sector.
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Table 2: The total catch (mt) and effort (hooks, no. of vessels and no. of trips) estimates for the National Fleets (Tonga flagged longline vessels), by primary species for the period July 2018 to June 2019. (Source: Dorado –Tufman Database Reports)

Flag	Year	Month	Vessels	Trips	Fishing Days	100s of Hooks	Tuna species					Marlin species				Monthly Total	Total CPUE
							ALB	BET	YFT	PBF	SKJ	BLM	BUM	MLS	SWO		
TO	2018	Jul	3	8	42	684	1.9	1.4	3.5	-	0.1	0.2	0.7	0.1	4.5	12.3	17.9
		Aug	4	13	74	1241	3.6	3.4	14.4	-	0.7	0.7	0.7	0.5	5.2	29.2	23.5
		Sep	4	12	49	823	2.0	1.5	5.0	-	0.1	0.7	0.2	0.7	7.5	17.8	21.6
		Oct	4	12	44	734	1.0	1.3	4.8	-	0.0		1.3	1.1	8.6	18.2	24.9
		Nov	4	15	88	1450	2.8	3.2	24.5	-	0.6	0.9	3.5	6.6	8.9	51.0	35.1
		Dec	4	15	82	1409	3.1	1.8	33.2	-	0.5		2.2	1.5	3.8	46.2	32.8
	2019	Jan	4	15	81	1316	3.6	2.3	39.5	-	0.4	0.0	5.4	0.5	5.4	57.2	43.5
		Feb	4	11	52	859	1.6	1.4	16.8	-	0.1	0.2	3.7		1.3	25.2	29.3
		Mar	4	13	61	1046	2.3	3.0	15.6	-	0.1		4.0		2.1	27.2	26.0
		Apr	4	10	48	728	1.3	0.8	7.2	-	0.0	0.4	2.3	0.0	0.4	12.3	17.0
		May	4	12	56	837	2.1	1.2	6.8	-	0.1	0.1	3.8		1.8	15.9	19.0
		Jun	4	12	47	747	2.4	1.3	7.8	-	0.0		2.5	1.1	2.1	17.1	22.9
2018-2019 TOTAL				148	724	11874	27.7	22.6	179.1	0.0	2.8	3.3	30.4	12.0	51.7	329.5	26.1

Figure 7: Historical catch (mt) and effort (kg in 100 hooks), by primary species for Tonga flagged vessels active in Tonga EEZ for the period of July 2018 – June 2019

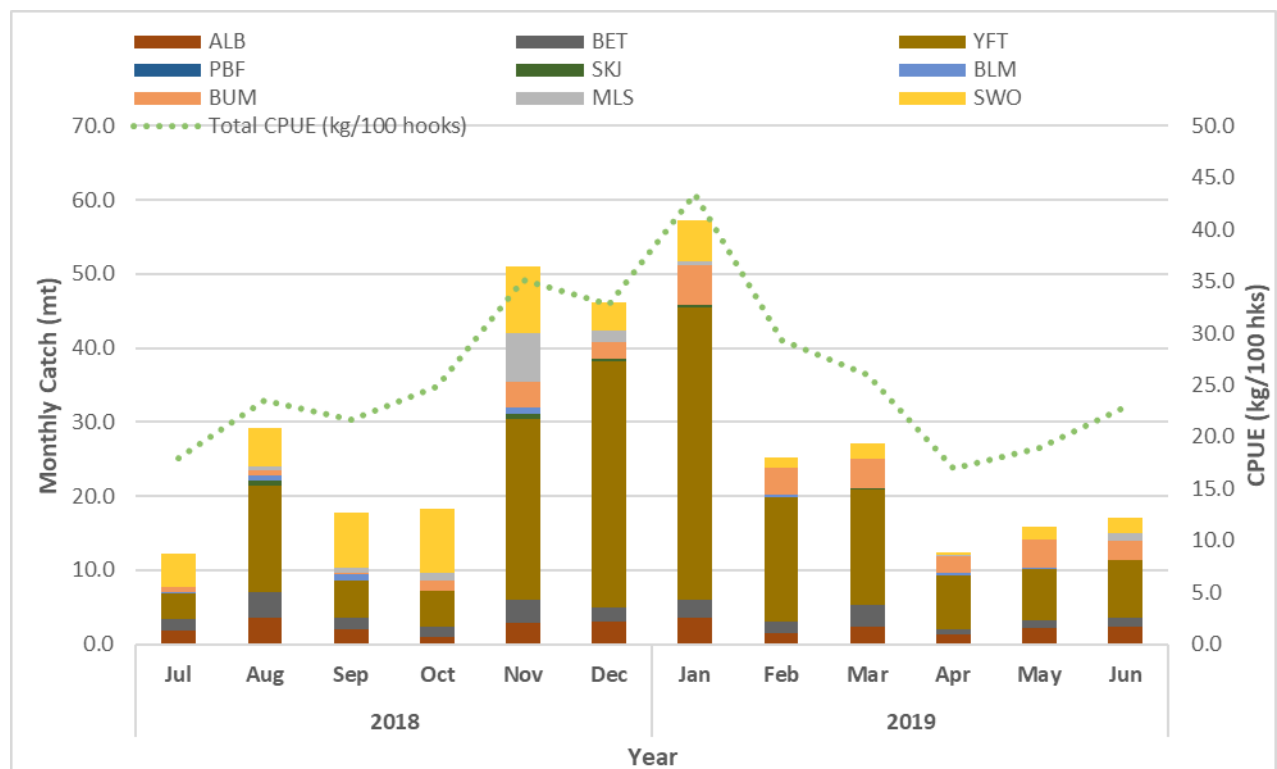


Table 3: The estimated catches (mt) of non-target and by-catch species, including sharks, by the National longline Fleets, in the Tonga EEZ, for years 2018/19 FY (Source: Dorado reporting tool, report 12)

	Non-Target Species	2018						2019						Total
		Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
Tonga	Shortbill spearfish	0.2	0.3	0.5	0.6	0.6	0.1	0.2	0.0	0.5	1.0	0.8	0.5	5.3
	Mahimahi	2.4	10.4	6.2	7.7	32.5	21.6	10.4	5.9	7.3	4.7	6.7	4.1	120.0
	Sailfish	0.0	1.3	0.4	0.1	0.4	1.1	2.9	2.1	1.7	1.1	1.3	1.5	14.0
	Wahoo	0.1	0.7	0.7	0.2	0.8	1.9	1.4	1.1	0.8	0.4	0.5	0.2	8.8
	Mako Sharks	1.5	3.5	1.8	1.8	1.7	0.7	0.3	0.3	0.1	0.0	1.2	1.2	14.3
	Barracuda		0.1	0.2	0.2	0.5	0.6	0.5	0.4	0.2	0.2	0.1	0.0	3.0
	Otherfish	0.0		0.1		0.1					0.1			0.3
	Monthly Total	4.3	16.3	9.8	10.6	36.5	26.1	15.7	9.8	10.7	7.5	10.7	7.6	165.6

Table 4: Catches (mt) and effort (hooks) of the primary species for Foreign Fishing Vessels during the period of July 2018 – June 2019. (Source: Dorado –Tufman Database Reports)

Flag	Year	Month	Vessels	Trips	Fishing Days	100s of Hooks	Tuna species					Marlin species				Monthly Total	Total CPUE
							ALB	BET	YFT	PBF	SKJ	BLM	BUM	MLS	SWO		
FFV	2018	Jul	4	8	65	1591	85.1	4.7	13.0		1.2	0.2	2.8	0.9	0.1	108.2	68.0
		Aug	4	5	71	1753	70.4	3.9	18.3		1.3		2.3	1.1	0.8	98.2	56.0
		Sep	4	4	54	1275	27.9	2.5	7.7		0.4		1.6	2.5	0.4	43.1	33.8
		Oct	3	4	52	1386	37.6	4.3	3.4		0.1		2.5	1.3	0.6	49.8	35.9
		Nov	4	5	96	2798	86.5	4.5	12.7	0.1	1.1		3.2	0.6	0.8	109.5	39.1
		Dec	4	6	97	2936	131.3	3.8	22.2		1.1		3.5	1.6	1.3	164.8	56.1
	2019	Jan	7	8	143	4129	137.1	7.3	76.2		2.0		7.0	0.5	1.6	231.6	56.1
		Feb	7	10	136	3872	88.1	5.6	61.2		1.4		4.8	0.3	0.5	161.9	41.8
		Mar	7	11	169	4890	127.2	7.4	51.6		1.6	0.1	5.2	0.1	1.1	194.3	39.7
		Apr	9	11	156	4356	94.3	9.6	32.6		0.7	0.6	4.1	0.6	1.1	143.7	33.0
		May	8	9	201	5899	153.4	13.2	48.2		1.5	0.6	4.7	3.2	1.9	226.8	38.5
		Jun	7	8	118	3388	84.9	6.9	24.4		1.1	0.5	2.3	1.3	0.9	122.2	36.1
2018-2019 TOTAL			89	1358	38273	1123.7	73.8	371.7	0.1	13.5	2.0	44.1	14.1	11.2	1654.2	44.5	

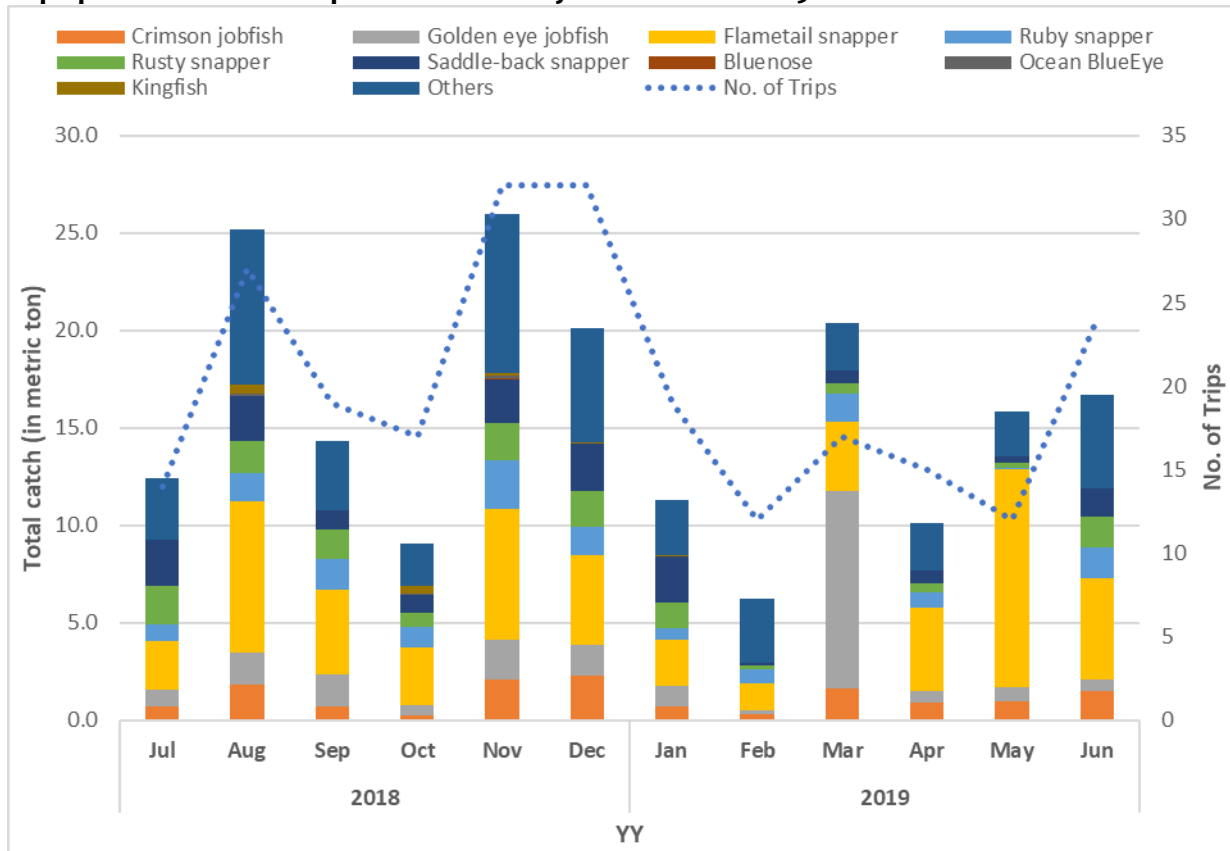
Table 5: Catches (mt) for non-target species for the Foreign Fishing Vessels for the period of July 2018 – June 2019

FFV	Non-Target Species	2018						2019						Total
		Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	
	Shortbill spearfish	1.8	2.0	1.1	0.2	0.3	0.5	0.3	0.1	0.5	1.2	0.9	0.5	9.5
	Mahimahi	0.8	1.3	1.1	0.6	0.6	0.9	0.8	0.8	0.5	0.6	0.4	0.5	9.0
	Sailfish	0.5	0.5	0.5	0.3	0.2		0.6	0.4	0.5	0.5	0.4	0.8	5.0
	Wahoo	2.0	3.2	2.6	2.4	2.9	3.7	6.7	4.9	2.1	2.4	3.2	2.7	38.9
	Mako Sharks	1.3	1.5	1.3	0.9	1.1	0.8	0.3	0.3	0.3	0.7	0.8	0.6	9.8
	Barracuda				0.1	0.6	0.7	0.3	0.1	0.2				1.9
	Blue Sharks	2.0	2.2	1.6		0.6	0.1	3.9	3.1	7.1	5.5	7.8	2.6	36.4
	Moonfish	0.7				0.2				0.1	0.0	0.0	0.1	1.1
	Otherfish	1.2	2.0	2.7	1.5	1.7	1.9	1.8	1.6	1.6	2.2	2.5	1.9	22.4
	Monthly Total	10.1	12.6	10.9	6.0	8.1	8.6	14.7	11.3	12.8	13.2	16.1	9.8	134.1

Table 6: Total monthly catches main Deepwater snapper species and bycatch, for the period of July 2018 – June 2019. (Source: Deepwater Snapper Database)

Year	Month	No. of Trips	Crimson jobfish	Golden eye jobfish	Flametail snapper	Ruby snapper	Rusty snapper	Saddle-back snapper	Bluenose	Ocean BlueEye	Kingfish	Others	Monthly Catch Total
2018	Jul	14	0.7	0.8	2.5	0.8	2.0	2.3	0.0	0.0	0.0	3.2	12.4
	Aug	27	1.8	1.6	7.8	1.4	1.7	2.3	0.0	0.1	0.5	7.9	25.1
	Sep	19	0.7	1.6	4.4	1.6	1.5	1.0	0.0	0.0	0.0	3.6	14.3
	Oct	17	0.2	0.5	3.0	1.0	0.7	0.9	0.0	0.1	0.4	2.2	9.1
	Nov	32	2.1	2.0	6.8	2.5	1.9	2.2	0.1	0.1	0.1	8.2	26.0
	Dec	32	2.3	1.6	4.6	1.5	1.9	2.4	0.0	0.0	0.1	5.9	20.1
2019	Jan	19	0.7	1.1	2.3	0.6	1.3	2.4	0.0	0.0	0.0	2.8	11.3
	Feb	12	0.3	0.2	1.4	0.7	0.2	0.2	0.0	0.0	0.0	3.2	6.2
	Mar	17	1.6	10.2	3.5	1.5	0.5	0.7	0.0	0.0	0.0	2.4	20.4
	Apr	15	0.9	0.6	4.2	0.8	0.5	0.6	0.0	0.0	0.0	2.4	10.1
	May	12	1.0	0.7	11.2	0.1	0.2	0.3	0.0	0.0	0.0	2.3	15.8
	Jun	24	1.5	0.5	5.2	1.6	1.6	1.4	0.0	0.0	0.0	4.8	16.7
Species Total			13.8	21.5	56.9	14.1	14.0	16.8	0.1	0.4	1.1	48.9	187.5

Figure 8: Monthly total catches (mt) for main deep-water snapper species and number of trips per month for the periods from July 2018 to June 2019.



Royal Agriculture Show (RAS)

Royal Agriculture Show 2019 with the theme of “To’ukai mo hono lohu” commenced in Tongatapu, Ha’apai, Vava’u, Niuafo’ou, Niuatoputapu and ‘Eua.



Aquaculture Sea Cucumber Spawning



Table 7: Sea Cucumber Spawning Events 2018-19 Summer Season

Date	Species	No of Brood stocks	Juveniles
1/12/2018	Golden sandfish (Nga'ito)	44	300,000pcs
15/12/2018	Golden sandfish “	20	300,000pcs
25/12/2018	Golden sandfish “	22	300,000pcs (est)
1/1/2019	Curry fish (Lomu)	38	10,000pcs (est)
17/02/2019	Golden sandfish	102	10million eggs
18/02/2019	Golden sandfish	102	10million eggs
16/04/2019	Golden sand fish	5 brood stock from the polo'a Aqua area on 16 March and 23 brood stock on	100 million eggs again

		Niutao area	
31/05/19 date for getting brood stock	Golden sandfish	60	
1/06/2019	Golden sandfish		50 million

Pearl Oyster Spawning



Table 8: Pearl Oysters Spawning Events 2018-19 Summer Season

Spawning Date	Pearl Oysters
7/11/2018	1000 spats
7/02/2019	10 million larvae

Giant Clam Spawning



Table 9: Giant Clams Spawning Events 2018-19 Summer Season

Spawning Date	Species	No. of eggs
28/12/2018	<i>Squamosa</i>	2.200000 (2 tanks)
28/12/2018	<i>Derasa</i>	1.200000 (2 tanks)

Released 17.4 KG of Juvenile to the Polo'a area and the coordinate of the GPS is S21.05'51.57" and W175.14'37.79".

Trial for squid fishery



Table 10: Total catch (kg) and effort (number of hooks) for Diamond Back (DBS_W) and Neon Flying (NFS_W) squid for 2018/19 FY.

Year	Month	Soak Time (hrs)	VLL_No	Number of hooks	DBS	DBS_W	NFS	NFS_W
2018	August	12	51	204	12	150	118	690
2019	March	16	20	80	16	190	0	0
	May	30	30	120	6	60	9	22
	June	50	50	200	7	95	30	148

2.2.6 Fisheries Compliance Division

TSDF II Outcomes					
<p>A: A more inclusive, sustainable and dynamic, knowledge-based economy.</p> <p>D: More inclusive, sustainable and responsive good governance with strengthened rule of law.</p> <p>F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.</p>					
Key Performance Indicators (KPIs)	Targets	Achievements (based on the targets and KPIs.)	Beneficiaries	Cross cutting implications	Future plans
Output 24: Better managed division, with good working relations and communications, and with a focus on output deadlines.					
Division contribution to Annual Corporate Planning, Budgeting and Management Plan.	6	6	Ministry of Fisheries, Ministry of Finance, Prime Minister's Officer, Public Service Commission, Cabinet and Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Corporate Plan, Budget and Annual Management Plan.	Prompt compliance of Division's internal schedule.
Division contribution to Annual Cash Flow Forecast.	1	1	Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual cash flow.	Prompt compliance of Division's internal schedule.
Division contribution to Annual Procurement Plan.	1	1	Ministry of Fisheries and Ministry of Finance	New procurement item needs not identified in the initial Annual Procurement	Better planning and identification of procurement needs to reflect on the initial

				Plan.	Annual Procurement Plan.
Division contribution to Annual Training needs.	1	1	Ministry of Fisheries and Public Service Commission	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual Training needs.	Prompt compliance of Division's internal schedule.
Division's sections contribution to monthly cash flow	12	12	Ministry of Fisheries, Ministry of Finance	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the monthly cash flow.	Prompt compliance of Division's sections internal schedule.
Division contribution to Annual Report.	1	1	Ministry of Fisheries, Cabinet, PSC, Legislative Assembly	Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Annual Report.	Prompt compliance of Division's sections internal schedule.
Division representation(s) at the HOD quarterly meetings (monthly mini-HOD).	4	8	Ministry of Fisheries	Irrelevancy of reporting format.	Better reporting against the Ministry's outputs and KPIs.
Division monthly meetings.	12	12	Ministry of Fisheries	Better monitoring of the implementation of the Division.	Maintain the monthly meetings.
Division contribution to annual JDs review linked to CP/AMP outputs.	1	1	Ministry of Fisheries, PSC	Inconsistent in agreement of JD review between staff/supervisor	Consistency in agreement of JD review between staff/supervisor.

Division/section contribution to Performance Management System Mid-Year Review and Annual	2	2	Ministry of Fisheries, PSC, Ministry of Finance	<p>1) Incomplete or partial complete of remarks within the PMS forms</p> <p>2) Delays in meeting Internal schedule deadlines towards compilation of Division's contribution for the Performance Management System.</p>	<p>1) Consistently undertake Train the Trainer program to address challenges within the PMS forms.</p> <p>2) Prompt compliance of internal schedule.</p>
Output 25: More effective compliance and licensing services support effective regulatory programs.					
Operational Compliance Strategy (OCS) reviewed and updated each year.	1	4	Ministry of Fisheries and Task Force Team	<p>Failure of staff to follow the standard of procedure when investigating illegal fishing, boarding a vessel and play their role as an authorized officer.</p> <p>Lack of providing accurate and timely information hence keeping good records on activities being done and what is left to be done and improved.</p> <p>Need more trainings on compliance operation procedures</p>	Involved all the FCD staff on developing the OCS so that they understand the policy.
Numbers of inspections and patrols conducted in	80	155	Ministry of Fisheries, Ministry of Police, Vessels	Inconsistency of inspection method and timeframe of doing this task as such that	Every case brought into the attention of the division should be considered and

accordance with OCS targets.			masters and Tonga Navy (HMAF)	the SOP is not followed accordingly; this can be due to shortage of staff hence lack of mini-training internally to train them in a proper manner	prioritise whether it is a low/medium risk or high-risk offence, so that decision and enforcement act apply to the case is reasonable and managed accordingly in terms prosecution or official warning.
Percentage of license and permits processed and issued within 3 working days of application	100	80%	Ministry of Fisheries Vessel masters Licensee (vessel masters, exporters – aquatic farmers/aquarium/fish company operators, fish fence owners) Tourists (locals/foreigners) Researchers	Prolonging time for processing of license due to no proper form of standard operating procedure documented for the staff to follow hence filing of licensee’s file for proper follow-up when it is needed. Record keeping for both soft and hard copies need improvements.	Consultations with licensees or short brief reminders days before their license expired is needed to avoid pressures and avoid holding their fishing business or shipment because there’s no valid license to continue this action. In-house License training for staff including Tongatapu, Vava’u, Ha’apai & the Niua are needed to include in the work plan proposal because this can counteract the issues with shortage of staff and officer is out of the office for certain reasons like taking annual leave or overseas/domestic travels; and yet work is still completed on time for any license related issue. Staffs from other sections to

					be trained well with assistances relevant to this task so that work is still done when licensing officer is away on health problem or work trip or some other reasons.
Percentage of certificate for home consumption and tax exemption issued within 3 working.	100	100%	Ministry of Fisheries Aquaculture farmers Vessels Masters Fishermen boat owners	No issues faced during the period of report.	Ensure the licensee entitled for this certificate is comply with the term and conditions and for the purpose of using this document as such.
Review License's terms & conditions for all Fisheries.	1	90%	Ministry of Fisheries Researchers Licensee (vessel masters, exporters – aquatic farmers/aquarium/fish company operators, fish fence owners)	Some Terms and conditions for specific license were not fully specific for such species (specimen of a species) to be restricted – this includes shark fins of sharks listed under CITES. Enforcement activities failed to ensure that such conditions are being followed by the operators and this includes harvesting of corals for aquarium exports, harvesting areas stated on the license from being issued, and fishing/safety gears used by	Annual review of terms and conditions for specific license should be included in the section's work plan to be achieved. Consult with the public especially the licensee to aware of such terms and conditions and it's important to comply noting the penalties of breaching such conditions in relevancy to the Fisheries Act and Regulations.

				<p>the staff for harvesting activities.</p> <p>HACCP Plan is one of the conditions for specific license needs to be formulated for the Ministry to use as a template for the licensee when license is being issued.</p>	
Percentage of registered fishing vessels for inshore fisheries below 8 meters	100	100%	Local Fishers and the Ministry of Fisheries	Need to incorporate register form into MCS database under SPC Coastal Fisheries Monitoring program. Currently, data enter into excel form.	Work still on-going but need to consider other Line Ministries program especially Marine Department small vessel registration program.
Data entry (export & aquarium harvest, home consumption, and exempt duty)	100	100%	Fisheries stakeholders included communities and the Ministries of Fisheries.	Currently the database needs to be updated to match data analysis requirement in term of share information with other line Ministries included CITES Non-detrimental Finding report.	Aquarium data now update to CITES export permit to facilitate reporting requirement to the CITES Secretariat to fulfil Tonga obligation as a member state to this convention.
Output 26: Increasingly targeted surveillance programs to deter illegal fishing.					
Number of trips with observers deployed on foreign fishing vessels.	12	23	Ministry of Fisheries Observers Fishing	Target received, there was an increase in number of observer deployments due	Recruit more observers to gather for Foreign fishing vessels observer coverage which is 100% coverage.

			Companies/Agents	to increase in number of licensed Longline Tuna vessels	Sometimes observers are offloaded to participate in some trainings and workshops
Number of trips with observers deployed in local vessels.	24	15	Ministry of Fisheries Observers Fishing Companies/Agents	Target was not achieved due to lack of observers and increase in number of foreign fishing vessels. It is prioritised to deploy observers on FFV and the remaining observers for LFV.	Observer recruitment is needed to gather for both Local and Foreign Fishing vessels.
Percentage of trip covered by observers on US treaty and Cook island vessels.	100	100	Ministry of Fisheries Observers Fishing Companies/Agents FFA People of the Pacific	Always provided observers when requested by FFA and Cook Island. Observers are encouraged to collect good quality data so they can be deployed on these vessels. These vessels are paid on a higher rate.	Need to develop an MOU with FFA like previous years, where there are fixed number of trips for our Observers which is far higher than waiting for observer request. The more observer trips given more income for observers
Number of observer's debriefing data in accordance with procedures.	36	38	Ministry of Fisheries Observers Debriefers SPC and FFA	Target achieved, more certified debriefers have been trained and certified to do debriefing	Seek fund for debriefers to attend regional trainings and workshops to develop their skills and knowledge
Number of observers participating in approved regional and sub-regional	3	9	Ministry of Fisheries Observers		Seek fund to conduct more basic observer trainings to recruit more observers to gather for increase in number

training.					of licensed fishing vessels, also for observers to participate and exposed more on regional and sub-regional trainings
Number of observer data entered accurately and in accordance with agreed deadlines.	36	30	Ministry of Fisheries SPC and FFA Vessel Operators	Currently there is only one person responsible for entering observers' data. So, all FFV data are scan and send to SPC for them to enter and only LFV data are entered here at the office	Recruitment of one or two staff to assist with data entry.
Number of Vessel Monitoring system snapshot provided for each vessel.	55	68	Ministry of Fisheries Vessel Owners, Vessel Masters and Agents	Target achieved and more snapshots provided due to the increase in number of licensed foreign fishing vessels	Standalone Internet connection for VMS
Percentage of monitor/ process/ record all IUU and CITES fishing activities	100	75	Ministry of Fisheries License holders Vessel masters Aquarium operators Exporters Local fishers Local communities	There is no formal legislation for CITES to follow at the moment except for the Fisheries Management Plan, terms and conditions issued with the license are used to effectively enforced the CITES to the public. The public especially the License holders are not aware of this convention record-keeping for CITES cases and reports	Drafting of CITES legislation for the Ministry to follow and easy to refer to when such cases arise New CITES formatted permit being proposed for the Ministry of Fisheries to use Broadcasting program for the public to be aware of CITES and its benefit to Tonga in terms of export/import and conserving our endangered

					marine species for the future generation.
Number of national and regional surveillance operations	7	9	Ministry of Fisheries Public	Target achieved. There were more surface patrols and aerial surveillance conducted funded by AUSAID and NZAID	Closely collaborate with line Ministries and related agencies especially the donors from overseas which funded patrols and aerial surveillance.

2.2.7 PROP Project Management Unit (PMU)

TSDF II Outcomes					
<i>A: A more inclusive, sustainable and dynamic, knowledge-based economy.</i>					
<i>D: More inclusive, sustainable and responsive good governance with strengthened rule of law.</i>					
<i>F: A more inclusive, sustainable and effective land administration, environment management, and resilience to climate and risk.</i>					
Key Performance Indicators (KPIs)	Targets	Achievements (based on the targets and KPIs.)	Beneficiaries	Cross cutting implications	Future plans
Output 27: Effective governance oversight of Tonga Fisheries Sector Plan (TFSP) projects and project management.					
PROP procedures manual implemented, regularly reviewed and annually audited.	Y/N	Y	Line Ministries and Sector	Although TWG finalised and CEO approved, this awaits additional revision by WB.	Once all WB feedback received, consider and reflect agreed recommendations for finalising during WB Project Support Mission 8 - 11 Oct.
Number of cross			PMU, Ministry of	Ongoing minimum	Include more Divisional staff in

divisional PROP coordination team meetings held monthly.	12	3 (Apr-Jun)	Fisheries	once a month meeting with divisional HODs and HOSs; weekly team meetings held	discussions for wider input and awareness
Number of approved procurement actions completed within an average 4 months of approval.	3	7	PMU, Line Ministries	Consultancy procurement prior to PMU establishment, vehicles & printer-copier actioned within 3 months of approval	Shorter timeframes with earlier planning and approval
Number of PROP reports to World Bank submitted on deadlines.	12	-	Line Ministries	Formal reporting period begins July 2019 (or commencement of implementation) as per mandated deliverables. A trial monthly report (for format and content) submitted to Ministry in May 2019.	From July, monthly reports to CEO/HODs due second week of the following month. From August, quarterly Finance, Procurement and M&E Report submission begins.
Output 28: Effective and efficient management of PROP PMU contract staff and financial resources to World Bank standards.					
Percentage of contractor recruitment actions finalised within 4 months of post being approved.	100	-	PMU, Line Ministries	To begin July 2019 as per PMU Workplan	Maintain the target according to the work plan.

Terms of reference for contract staff monitored annually in accordance with PMS guidelines.	2	Y	PMU, Line Ministries	Weekly action reports submitted by PMU staff to track work against objectives. PMS guidelines revised for PMU and adopted, to be used in the performance review phase Dec '19 - Jan '20.	TORs to be reviewed (updated if necessary) no later than May 2020.
PROP budgets effectively planned, reported and monitored with zero over expenditure, and in accordance with World Bank and Ministry deadlines.	Y/N	Y	PMU, Line Ministries	Monthly financial reports (including budget reconciliation) timely and up to date; with regular review by CSU/Finance. Project Preparatory Advance in this phase reflects accurate entry of expenditure flows and records; expenditure well within budget.	First Interim Unaudited Financial Report (Quarterly) due to Ministry and World Bank on 15 August 2019.

*Y/N (yes/no)

2.3 Financial Management

2.3.1 Budget

The total Budget for Expenditure increased from \$3,667,300 in 2017/18 to \$4,260,200 in 2018/19. Revenue collected from target sources increased by \$576,416 from \$2,823,542 in 2017/18 to \$3,399,958 in 2018/19.

The salary allocation accounted for FY 2018/19 is the largest share of the budget accounting for 47.1% of the approved budget; the operating budget accounted for the remaining portion i.e. 52.9%. The details of the budget allocation are provided in Table below.

Fund Comparison by major component for FY 2017/18 – FY 2018/19

Expenditure by Major Component	2017/18 (T\$)	2018/19	Variance
Established staff (10)	1,819,300	2,007,400	188,100
Un-established staff (11)	-	42,600	42,600
Travel and Communication (12)	541,500	624,000	82,500
Maintenance and Operations (13)	387,000	413,500	26,500
Purchase of Goods and Services (14)	628,700	798,000	169,300
Grants and Transfers (15)	116,300	121,300	5,000
Assets (20)	174,500	253,400	78,900
Total	3,667,300	4,260,200	592,900

2.3.2 Revenue Performance

Total revenue reported was \$3,399,958, of which \$2,374,664 (69.8%) was received as proceeds from the Multilateral Treaty on Fisheries with the USA; \$360,275 (10.6%) was received from Fishing Licenses, \$606,328 (17.8%) received from Rental and the remaining 1.8% (\$58,691) from the sale of produces and products.

Revenue Performance for Target sources

Sources	Budget 2018/19	Collecting as at 30 June 2019	Plus/minus balance	Percentage (%)
FFA treaty	1,351,400	2,374,664	1,114,486	176%
Sales of produces & products	60,000	58,691	140,369	98%
Rental	907,300	606,329	- 66,045	67%
License	681,300	360,275	- 81,268	53%
Grand Total	3,000,000	3,399,958	944,215	113%

Revenue Performance from non- target sources and development projects

Sources	Revote / Collecting from 2017/18	New Fund 2018/19	Budget Revised	Actual	Collecti ng 2018/19	Remain balance as at 30 th June 2019	Percent age (%)
CT	79,929				109,187	-	
Fish bond	1,300				1,600	-	
Development project	1,378,131	389,154	1,780,03 7	465,295		1,314,74 2	
Grand Total	1,117,883	389,154	1,780,03 7	465,295	1,10,787	1,314,74 2	73.8%

Comparison of Budget and Actual Amount collected FY2017/18 and FY2018/19

Revenue Sources	FY2017/18	FY2018/19	Variances
Target Sources	1,706,000	3,000,000	1,294,000
Sales of produce and product	215,369	58,691	-156,678
FFA (US Treaty)	2,034,586	2,374,664	340,078
Rentals	443,955	606,329	162,374
Licences	129,632	360,275	230,643
S/Total	2,823,542	3,399,958	576,416
Consumption Tax	79,929	109,187	29,258
Fish Bond	1,300	1,600	300
Development projects	1,036,564	1,780,037	743,473
S/Total	1,117,793	1,890,824	773,031
G/Total	3,941,335	5,290,782	1,349,447

2.4 Procurement

Financial Year	No. of Received Proposals	No. of Endorsed Proposals	No. of Compliance	No. of Non- compliance	% of Compliance	% of Non- Compliance
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2017 - 2018	19	14	14	0	100%	0%
2018 - 2019	5	4	4	0	100%	0%

Method of Procurement	2017 – 2018 FY	2018 – 2019 FY
Request for Quotation (RFQ)	10	3
Limited Bidding	3	1
Single Source	0	0
Restricted Bidding	0	0

2.5 Assets Management

Ministry of Fisheries Asset Registry as of 30 June 2019

Fixed Asset Registry Items	FY 2017/18 Cost	FY 2018/19 Cost	Notes
Building and Infrastructure	\$12,971,125.29	\$12,502,247.09	The Fisheries hatchery was renovated due to roof damages caused by the Cyclone Gita and the Ministry's new car park.
Vehicles	\$325,561.36	\$427,092.77	The cost increased due to normal quarterly services of 10 vehicles.
Computer Software	-	-	Not Applicable
Computer Hardware	\$103,429.00	\$111,380.32	The cost increased due to increase of staff recruitment and ICT infrastructure upgrade.
Other Plant and Equipment (i.e. Printers, Scanners, Office equipment)	\$140,373.70	\$218,464.12	The cost increased due to increase of staff recruitment and ICT infrastructure upgrade.
Furniture & Fittings (i.e. Desk, Shelves)	\$36,140.27	\$50,329.17	The cost increased due to increase of staff recruitment and replacement of old office furniture.
Equipment	\$140,373.70	\$218,464.12	The cost increased due to increase of staff recruitment.

Total Cost	\$13,717,003.32	\$13,527,977.59	Decrease by 6.45%
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3. Significant issues/challenges

3.1 Issues/Challenges

Division	Challenges	Way forward
Cross cutting issue	Implementation of the current Performance Management System	Consultations with PSC regarding the flexibility in quarterly report format and additional criteria to traffic lights
	Shortage of staff	Prepare MoF staff proposal but pending of submission to no fund
	Budget limitation	Increase the Ministry's Budget allocation with strong justification
	Lack of quality technical equipment (boat and vehicle)	Seeking additional funds to donors
	Lack of Project Development and Management skills/experience	Provide training on project development and management
	Lack of capacity building training (short-term and long-term)	Provide Annual Training needs for MoF
	Lack of infrastructure such as office buildings	Seeking additional funds to donors and increase the Ministry's Budget allocation with strong justification
CEO office	Technical equipment for media	Seeking additional funds to donors and increase the Ministry's Budget allocation with strong justification
	Training techniques relevancy for communities	Develop appropriate training techniques
Fisheries Science Division (FSD)	Effective legislation for SMAs and commercial fisheries.	Revised the SMA Regulation
	Expand hatchery facilities including Vava'u to accommodate two species per hatchery run at a time.	Need funding and land space
	Improving live algae production for better larval survival rate.	Building capacity of staff and improve laboratory equipment for algal culture.
	Increasing giant clam production to accommodate demand from	Need more staff for aquaculture

	aquarium markets.	section
	Monitoring the progress of SMA communities with regular meetings.	Need more staff for SMA section and extension services and Outer island meetings.
	Continue commitment to the establishment of new SMAs.	Need more staff for SMA section
	Ensuring quality of fisheries data collected.	Improve skills and conduct training to Science Division for fisheries data collection.
	Expanding the FAD network.	Improve human capacity of the Ministry
	Improved support for pearl oyster production, development and marketing.	Need to conduct more training on pearl design and marketing
	Improved support for seaweed aquaculture including for seedlings.	Liaise with SPC for technical assistance
	Identify potential for training and capacity building for stakeholders in co-management, fish handling, fisheries management, and business management.	Need a training analysis for the fisheries sector and Ministry of Fisheries
	Low percentage of data coverage for scientific data collection both for tuna and snapper fisheries.	Recruit more port samplers
	Low levels of data on artisanal and other coastal fisheries	Recruit port samplers
	Lack of biological samples (gonads and otoliths) from snapper species to enhance stock assessments	Improve the collaboration between MoF with the snapper vessel owner. Need more funds to buy the fish samples
Fisheries Compliance Division (FCD)	Infrastructure is a key challenge in terms of monitoring coastal areas (i.e. vessels for enforcement) especially target illegal fishing (i.e. dynamite fishing, using SCUBA and hookah diving air apparatus, etc.).	More emphasis towards conducting the enforcement duties, that is carry out accordingly despite challenges faced when dealing with illegal fishing and breaching of the regulations guided by the FCD to the public.
	Need to certify inspection and boarding officers for High Seas.	Providing training to Compliance officer
	Need more effective enforcement procedures for coastal areas.	Request for more Technical Assistance trainings to help in the review and development of the SOP

Seeking public support for reporting of illegal fishing activities.	Increasing the number of consultations with communities and encourage the public awareness on illegal fishing activities, maybe incorporate in the school syllabus for effective learning of students hence keeping in mind that every information given by an individual involved on voluntary compliance is strictly confidential.
Ensuring authorised officers have capacity in enforcement and prosecution.	Staff also needs to be trained well for more advance knowledge not only what's stated on their job descriptions but to other sections too hence in perfecting and build up alternative career paths for themselves too when improving their performances. This way the FCD division is well developed and achieve excellent performance thus, better accomplishment for the Ministry's goals also.
Established task force for implementing the Port State Measures Agreement.	Regular meeting with the Task Force to advance their capacity on MCS
Develop National Plan of Action (NPOA) for Illegal Unreported Unregulated fishing (IUU).	A work plan should be made when monitoring all license fishing vessels activities within Tonga EEZ by using satellite base system (VMS), so that the office is well updated and record the data beforehand then cross check it when the observer's data comes in makes it easier and save time.
Enforcement of licensing terms and conditions for fishing vessels, fish fences, exporters of tuna and snapper and aquarium.	Establish more simple and creative methods to broadcast the license activities and awareness through brochures, pamphlet, television program and posters to advertise our service to the public and tourists.
Information regarding marine products allowed to export or import to Tonga is vague and not clear to the public	Establish a strong networking with other biosecurity border control overseas as a way to improve our service to our customers especially the licensees in considering their needs, complaint, and challenges and continue to serve them in a great professional manner.

	Need to build up collaboration with other Ministries with a mandate to conduct enforcement as a way forward for more effective compliance activities.	There is also a need for more technical assistance skills to capture by the team in enhancing more effective cooperation when working with the Line Ministries such as Tonga Navy for patrolling in Tonga Water and air surveillance provided by NZ and Australia Defence, Police Maritime Rescue Division in term of conducting operation activities to enforce Fisheries Acts & Regulations.
	Develop SOP under PSMA in term of Boarding & Inspection for the Task Force.	Regular meeting with the Task Force to advance their capacity on MCS. Need to train task force team in term of boarding & Inspection for both Foreign & Domestic Licensed vessels.
	Develop National Plan of Action (NPOA) for Illegal Unreported Unregulated fishing (IUU).	A work plan should be made when monitoring all license fishing vessels activities within Tonga EEZ by using satellite base system (VMS), so that the office is well updated and record the data beforehand then cross check it when the observer's data comes in makes it easier and save time.
Observer	Train observers to be certified MSC observers.	Received fund from JTF and training schedule to be conducted on the 2 nd – 4 th of October 2019
VMS	Need VMS unit for Local fishing vessels	Seek fund to purchase VMS unit for local fishing
	Unstable internet connection	Stand-alone internet connection for VMS

3.2 Risks and risk management

Ministry of Fisheries Strategic Output	Risk	Risk Management
All divisions	<ul style="list-style-type: none"> Natural disaster such as cyclone, tsunami, flooding 	<ul style="list-style-type: none"> Ensure staff are aware of risks and disaster management plan in place and practiced.
All divisions	<ul style="list-style-type: none"> Duty travel accident, injury, stranding 	<ul style="list-style-type: none"> Ensure staff are aware of risks and what to do in and emergency, carry insurance, and know not to take risks

All divisions	<ul style="list-style-type: none"> Local travel such as vehicle travel 	<ul style="list-style-type: none"> Ensure vehicles well maintained and operated at speed limit
All divisions	<ul style="list-style-type: none"> Illness - tropical disease, infection, and illness 	<ul style="list-style-type: none"> Encourage vaccinations, seriously ill staff to not attend work, good practice hygiene at work
All divisions	<ul style="list-style-type: none"> Sunburn and exposure 	<ul style="list-style-type: none"> Wear sunscreen and protective clothing, carry fresh water
Fisheries operations (science, compliance and extension)	<ul style="list-style-type: none"> Vessel use, diving, maintenance and repair 	<ul style="list-style-type: none"> Ensure staff are properly trained and safety equipment carried Good practice of diving procedures
Fisheries science	<ul style="list-style-type: none"> Use of chemicals 	<ul style="list-style-type: none"> Ensure staff are properly trained and safety equipment used
Fisheries Science (Port sampler)	<ul style="list-style-type: none"> Trips, slips and falls 	<ul style="list-style-type: none"> Ensure proper foot ware and risks assessed of slippery or loose surfaces such as fish markets, rocks, and steps
Fisheries compliance	<ul style="list-style-type: none"> Attack or injury 	<ul style="list-style-type: none"> Training, patrol planning, never working alone

4 Disclosures and legal compliance

4.1 Audit statements

The last audit report covered the period of June 2014 to June 2016.

4.2 Ministerial and Cabinet directives

Decision date	Cabinet Decision number	Purpose
06.07.2018	384	Proposed amendments to the Fisheries (Coastal Communities) (Amendment) Regulations 2009 and its amendments.
27.07.2019	503	Memorandum of Understanding between the Ministry of Fisheries and Vast Ocean (Tonga) Aquaculture Company Limited.
	504	Submission seeking Cabinet's consideration and approval to ratify the Amendment 2016 to the Treaty on Fisheries with the United States.
27.07.2019	514	Report on the outcomes of the Annual Ministerial Forum Fisheries Committee Meeting (FFCMIN 15), Rarotonga, Cook Island, 4th - 5th July 2018
10.08.2018	582	Proposed amendments to the Fisheries (Coastal Communities) Regulations 2009 and its amendments. Ref CD No.384 of 6th July 2018.
27.08.2018	690	Research Vessel SONNE to conduct Marine Scientific Research in the Jurisdiction of the Government of the Kingdom of Tonga.
29.08.2018	705	Fisheries Pack House at Tu'imatamoana - SINO UNION ECONOMIC TRADING LTD.
07.09.2018	762	Hon. Cabinet Ministers to consider and approve the National Fisheries Policy, as a key precursor activity to the implementation of Tonga Fisheries Sector Plan 2016 - 2024
02.11.2018	1008	High Level Meeting held at the United Nations in New York on 25th Sept 2018, to prepare for the Sustainable Blue Economy Conference scheduled to be held in Nairobi, Kenya on 26th - 28th November 2018, and attended by the Minister for Agriculture, Food, Forests and Fisheries, Hon Semisi Tuelangi Fakahau.

16.11.2018	1062	2018 Annual Western and Central Pacific Commission Meeting (WCPFC15), Honolulu, Hawaii, 10th - 14th December 2018.
28.11.2018	1113	Result of the Performance Management System. Ref CD No. 1052 12th November 2018.
12.12.2018	1145	Approval for Diplomatic Clearance of the Forum Fisheries Agency (FFA) regional King Air 200 Aircraft to overfly and land in Tonga from 13 - 20 December 2018. Approved by circulation on 7/12/2018.
09.01.2019	3	Delegation Report: Global Sustainable Blue Economy Conference in Nairobi, Kenya, from 26th - 28th November 2018.
23.01.2019	67	Report on the outcomes of the Fifteenth Regular Session of the Western and Central Pacific Commission (WCPFC15).
06.02.2019	111	Fisheries (Coastal Communities) (Amendment) Regulations 2019.
	136	Invitation from the United Nations Commission on the Limits of the Continental Shelf the Partial Submission of Data and Information on the Outer Limits of the Continental Shelf of the Kingdom of Tonga in respect of the eastern portion of the Kermadec Ridge Pursuant to Part VI of and Annex II to the United Nations Convention on the Law of the Sea.
08.02.2019	143	Patangata Market Shed.
15.02.2019	178	Revision to the Public Procurement Regulations 2015. Ref CD No.158 of 13th February 2019.
15.02.2019	177	Budget Strategy and Funding Envelope for 2019/2020 - 2021/2022.
22.02.2019	235	The Royal Agriculture Show for 2019.
08.03.2019	309	Allocate Areas at Tu'imatamoana Wharf for Building of National Centralization Processing and Packing Facility.
26.04.2019	523	Draft Budget Estimates and Draft Budget Statement 2019/20 - 2021/22.
08.05.2019	573	Update on the work done on National Fisheries Policy and seek the approval of Hon. Cabinet Ministers for the Ministry of Fisheries to release the " Tonga Investment Policy on Fisheries and Related Industries".
12.06.2019	646	Proposed amendments to the Fisheries (Coastal Communities) (Amendment) Regulations 2009 and its amendments.
	657	Annual Report 2017/2018 of the Ministry of Fisheries.

Ministerial Decision

58 overseas travelled approved

56 number of overseas trip report submitted and approved

1 number of Management Plan approved

7 number of daily paid contract approved

4.3 Governance disclosures

International Agreements and Treaties

Tonga is a party to, and has obligations under, a range of international agreements and treaties that support the sustainable harvest of our fisheries resources.

FFA Tonga is a member of the Honiara, Solomon Islands based Pacific Islands Forum Fisheries Agency (FFA), as a signatory to the 1979 Convention. The FFA supports its 17-member countries to manage, conserve and use the tuna resource through enhancing national capacity and strengthening regional solidarity.

SPC Tonga is a member of the Noumea, New Caledonia based Pacific Community (PC) (formerly the Secretariat to the Pacific Community (SPC)) which aims to develop the technical, professional, scientific, research, planning and management capability of Pacific Island people and directly provide information and advice, to enable them to make informed decisions about their future development and well-being.

WCPFC The Western and Central Pacific Fisheries Convention aims to ensure, through effective management, the long-term conservation and sustainable use of highly migratory fish stocks in the western and central Pacific.

UNCLOS The United Nations Convention on the Law of the Sea 1982 (UNCLOS), is an international agreement that defines the rights and responsibilities of nations with respect to their use of the world's oceans, establishing guidelines for businesses, the environment, and the management of marine natural resources.

UNFSA The United Nations Fish Stocks Agreement (UNFSA) (relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fish Stocks) sets out principles for the conservation and management of those fish stocks and establishes that such management must be based on the precautionary approach and the best available scientific information. Signatory States should cooperate to ensure conservation and promote the objective of the optimum utilization of fisheries resources both within and beyond the exclusive economic zone.

CODE OF CONDUCT the Code of Conduct for Sustainable Fisheries is a non-binding though internationally agreed instrument that states fisheries management rules should be based on the precautionary approach which it prescribes is typically implemented in concrete management rules through such provisions as minimum spawning biomass, and maximum fishing mortality rates.

CITES the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), is a multilateral treaty to protect endangered plants and animals. Its aim is to ensure that international trade in specimens of wild animals and plants does not threaten the survival of the species in the wild. It provides varying degrees of protection to more than 35,000 species of animals and plants.

US Treaty the Multilateral Treaty on Fisheries between Certain Governments of the Pacific Island States and the Government of the United States of America (US Treaty) provides for multilateral access by USA-flagged tuna purse-seine fishing vessels to Pacific Island Parties Waters the US Treaty was agreed in 1987 and has moved through several phases.

Niue Treaty The “Niue Treaty Subsidiary Agreement ratified in 2015 as a regional effort to strengthen our current surveillance and enforcement mechanisms to fight against Illegal, unregulated and unreported fishing (IUU fishing) as an ongoing global challenge.

OIE the World Organisation for Animal Health (OIE). The OIE is the intergovernmental organisation responsible for improving animal health worldwide. The need to fight animal diseases at global level led to the creation of the Office International des Epizooties through the international Agreement signed on January 25th 1924. In May 2003 the Office became the World Organisation for Animal Health but kept its historical acronym OIE. Tonga is not a signatory but as a member of SPC follows the policies and practices of OIE with respect to aquatic species.

Port State Measures Agreement Port States Measures to Prevent, Deter and Eliminate IUU Fishing, ratified by the Government of Tonga in early 2016.

4.4 Government policy requirements

The Ministry fully support and promote the public service code of conduct under the Public Service Act 2002.

The Ministry has an obligation under the Western and Central Fisheries Pacific Convention (promulgated under the United Nations Convention on the Law of the Sea) to submit reports to the tuna Commission. The Ministry can report that both its reports were in full compliance for the reporting period.

The Ministry has been progressively reviewing its policies and procedures since becoming a stand-alone Ministry after its separation from the Ministry of Agriculture, Forestry, Food and Fisheries.

A significant effort has been made to comply with the government’s new policies for corporate planning and for staff performance management.

A range of training events have been held (mentioned above) with the aim of improving effectiveness and efficiency.

The Ministry of Fisheries is supporting the Forum Fisheries Agencies (FFA) Gender Equity Framework 2016 was adopted and approved by the FFC Ministers to promote equality in the work place and to help removed barriers to women’s involvement in all aspects of Fisheries sector.

4.5 Board and Committee Remuneration

Fisheries Management Act 2002 section 8, The Minister shall establish a Fisheries Management Advisory Committee which shall advise him on such matters relating to the conservation, management, sustainable utilization and development of fisheries in the Kingdom.

The committee shall comprise the following members listed below. The members other than ex officio members shall be appointed for a period of 3 years.

Fisheries Management Advisory Committee (FMAC)

Position	Name
<i>Chair</i>	<i>CEO for Fisheries</i>
<i>Member</i>	<i>Secretary for Lands or his nominee</i>
<i>Member</i>	<i>Secretary for Labour, Commerce and Industry or his nominee</i>
<i>Member</i>	<i>One member representing commercial fisheries interest nominated by Tongan Fish Exports Association</i>
<i>Member</i>	<i>One member representing women’s interests nominated by the Minister</i>
<i>Member</i>	<i>Two members representing local fishermen nominated by the Minister</i>
<i>Member</i>	<i>One member representing Coastal communities nominated by the Prime Minister</i>
<i>Member</i>	<i>Such other persons not exceeding two whom the Secretary may think fit to appoint</i>

Ministry of Fisheries Internal Committee

- Technical Management Committee
- Data Working Group
- Tuna Management Committee
- Deep Water Snapper Management Committee
- TFSP Committee

- Project Management Group (New Zealand funded project for Deep water snapper fisheries)
- Aquarium Management Committee

Chapter 5 : Conclusion

This financial year 2018/19 marked the third year re-instate of the Ministry of Fisheries as a stand-alone government agency and also the reshuffle of the Hon. Minister, Semisi Fakahau in retaining the Fisheries portfolio only.

Our fisheries resources are under constant pressure from the risks of overfishing, climate change, ocean acidification, sea level rise and global warming. There are still challenges that affect our fisheries resources and ecology and the work of the Ministry with our key stakeholders remains of paramount importance to ensuring we strive for our vision to achieve economically, socially and environmentally sustainable fisheries that contribute to better living standards for all Tongans.

The biggest achievement of the Ministry moving was securing funding for the implementation of the Tonga Fisheries Sector Plan through the World Bank grant of US\$10 million for the Halafononga ki ha Ngatai Tu'uloa project.

We thank our Minister for his support and relentless commitment to improving fisheries, and all our stakeholders for their support, hard work, and commitment.