



Ministry of Fisheries

CORPORATE PLAN

Financial Year 2022/2023 – 2024/2025



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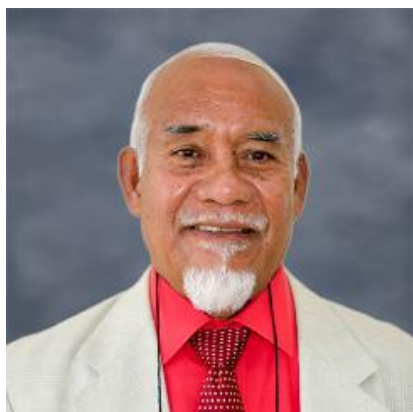
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List of Abbreviations and Acronyms

ACIAR	Australian Centre for International Agricultural Research
ADB	Asian Development Bank
CCA	Climate Change Adaptation
CP	Corporate Plan
CITES	Convention on International Trade in Endangered Species
CMM	Conservation and Management Measures
COVID 19	Corona Virus Disease 2019
CSU	Central Service Unit
CSD	Corporate Services Division
DPRR	Disaster Preparedness Response and Recovery
DRR	Disaster Risk Reduction
DRM	Disaster Risk Management
DPO	Development Policy Operation
FAO	Food Agriculture Organization of the United Nations
FFA	Forum Fisheries Agencies
FCD	Fisheries Compliance Division
FMDD	Fisheries Management and Development Division
FSED	Fisheries Science and Extension Division
FY	Financial Year
FRDP	Framework for Robust Development in the Pacific
GDL	Gob
GDP	Gross Domestic Product
GPA	Government's Priority Agenda
HACCP	Hazard Analysis Critical Control Point
HAMF	His Majesty Armed Forces
IDA	International Development Association
IUU	Illegal, Unregulated and Unreported (fishing)
JNAP 2	Joint National Action Plan 2
JPRM	Joint Policy Reform Matric
KPI	Key Performance Indicator
MCS	Monitoring Control and Surveillance
MDA	Ministries, Departments and Agencies
MDG	Millennium Development Goal
MEIDECC	Ministry of Meteorology, Energy, Information Disaster Management, Climate Change and Communication
MET	Minister Education Training
MoF	Ministry of Fisheries
MOF	Ministry of Finance
MOI	Ministry of Infrastructures
MOFA	Ministry of Foreign Affairs
MORC	Ministry of Revenue and Customs
MTBF	Medium Term Budget Framework
NFC	National Fisheries Council
NIIP	National Infrastructure Investment Plan

NTSA	Niue Treaty Subsidiary Agreement
NCD	Non-Communicable Disease
NZ	New Zealand
N/A	Not applicable
OCS	Operational Compliance Strategy
OIE	World Organisation for Animal Health
PC	Pacific Community (formerly Secretariat of the Pacific Community (SPC))
PMU	Project Management Unit
PSC	Public Service Commission
PSMA	Port State Measures Agreements
PROP	Pacific Regional Oceans Cape Programme
SDG	Sustainable Development Goal (United Nations)
SFDRR	Sendai Framework for Disaster Risk Reduction
SMA	Special Management Area
SPC	Secretariat of the Pacific Community
TFSP	Tonga Fisheries Sector Plan
TSDF II	Tonga Strategic Development Framework
TPFES	Tonga Passenger Food Export System
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
Y/N	Yes/No

Foreword from the Minister



The Corporate Plan 2022/2023 – 2024/2025 is the most significant planning document of the Ministry of Fisheries (MoF). It identifies our vision, mission and high level aspirations, and provides strategic direction for our work over the next three years.

The Corporate Plan focuses on the sustainable development and management of Tonga Fisheries, through the on-going roll-out of the implementation of the Tonga Fisheries Sector Plan (TFSP) for commercial fisheries and community-based fisheries management

and the implementation of the World Bank funded Project: “Tongafish Pathway Project” – “Halafononga ki ha Toutai Tu’uloa”.

Being the Minister for Fisheries, my goal is to make sure that the progressive growth of the Fisheries sector is sustainable and continues to constantly make an increased contribution to both the National Economy and Gross Domestic Product. I want to see the export of marine products increased, more people in the fishing industry are employed, increased commercialisation and increased aquaculture development opportunities, including pearl oyster, sea cucumber, giant clams, prawns, mullet and seaweed farming.

This is a challenging year considering the impact of the volcanic eruption of the Hunga Tonga Hunga Ha’apai (HTHH) on 15th January 2022 followed by the community transmission of COVID-19 in the Kingdom. Recovery of the damages and losses to the fisheries sector from the HTHH volcanic eruption is a priority for this year. However, I do believe that the existing advanced social, political and economic development environment in the country will enable the Fisheries Sector to continue growing progressively, in particular the sustainable development and management of the fisheries sub-sectors namely, inshore fisheries, coastal fisheries, off-shore fisheries and aquaculture.

Working closely with all fisheries stakeholders and development partners is a priority, as the Ministry of Fisheries alone cannot drive the sustainable development and management of the fisheries sector to meet its required goals. Hence, cooperation and sharing of constructive ideas, knowledge, skills, resources and effort are the best strategic actions that will lead to success. At this financial year, the MoF and the National Fisheries Council (NFC) will continue working together to ensure the availability of fresh fish at the local markets to be sold at affordable prices to support food security and also promote fighting against Non-Communicable Diseases (NCD).

I look forward to working closely with the Chief Executive Officer and staff of the MoF, Project Management Unit (PMU) of the “Tongafish Pathway Project” – “Halafononga ki ha Toutai Tu’uloa”. and line Ministries to enhance the facilitation role of the Ministry by adopting a result-based in the implementation of the Corporate Plan to ensure the successful achievements of all expected outputs and outcomes stated clearly in the Tonga Strategic Development Framework II and the Tonga Fisheries Sector Plan.

Mälö 'aupito



Honourable Semisi Taelangi Fakahau
Minister for Fisheries



Message from the CEO



This Corporate Plan (CP) covers the period 2022/23 to 2024/25. It presents a snapshot of the Ministry's priority areas which should link into the Government Priorities and the relevant National Outputs and Organisational Outputs at the Tonga Strategic Development Framework II (TSDFI) for 2015 – 2025. The plan focuses on the higher-level outcomes expected from the Ministry's work and what we are working to achieve over the plan's three-year period, along with indicators that can be used to measure and report on our progress.

The CP incorporates the important components of the Tonga Fisheries Sector Plan (TFSP) which is one of the priority areas that the Ministry of Fisheries will continue to implement. Most of the activities in the TFSP are implemented and funded by the World Bank under the Tongafish Pathways Project (*Halafononga Ki Ha Ngatai Tu'ulua - Pathway to Sustainable Oceans*). The Tongafish Pathway Project has 4 components and it focusses on the development and monitoring of the MoF Special Management Area (SMA) Program, development and management of commercial fisheries, development of Aquaculture and the empowerment, and enforcement of the Fisheries Laws and Regulations.

This Corporate Plan is taking into consideration the impacts of the HTHH volcanic eruption, climate change and the national transmission of COVID-19 which affected the fisheries sector. Strategic plans and activities are outlined in the plan to ensure the rehabilitation and rebuilding of the fisheries sector is effectively achieved. Developing of new fisheries, aquaculture, and using of innovative ideas are used to make the sector more resilient to variations in natural disasters and climate change. The MoF will continue focusing on the preparedness and implementation of the COVID-19 Emergency Response Plan, including selling of fish at low prices to support food security.

The Plan also considers regional and international measures and obligations to be fulfilled by Tonga in relation to the management of tuna and tuna liked species that we share with other countries as well as the Conventions, Agreements and Treaties that the Kingdom of Tonga is a party to. Tuna fisheries has been the biggest fisheries for Tonga in terms of volume and value.

The impacts of human activities, illegal fishing and unsustainable harvesting of marine resources are also challenges faced by the MoF every day. Planned activities for the Compliance Division are outlined to address these issues through close collaborations between the MoF and all stakeholders, regional and international organisations to strengthen the enforcement of Fisheries Laws and Regulations.

Review of existing management plans for commercial fisheries like Tuna, Deepwater Snapper, Sea Cucumber, Marine Aquarium and Seaweed are ongoing as well. However, extra effort is needed for developing and managing of inshore commercial fisheries, building on the work already done.

Extra effort will be put on new opportunities for development of aquaculture like farming of pearl, giant clams, sea cucumber, mullets, tilapia, mud crab, seaweed, prawns and aqua bio security. MoF will work together with fishing communities and investors to identify potential commodities that are viable for farming to contribute to food security and the economy of Tonga.

Development of new fisheries like squid fishery, artisanal fisheries, Fisheries Aggregative Devise (FAD), including fisheries assessments which are also important for the sustainable development and management of fishery resources.

Last but not the least, the Ministry will strive to use its staff and financial resources strategically and effectively to achieve its goals. Building the capacity of the Ministry of Fisheries in terms of infrastructure and staff are also crucial for the development of fisheries.

Gratitude is extended to the Government of Tonga and development partners for all supports, contributing to the development of fisheries in Tonga. These include the World Bank, the New Zealand Ministries of Foreign Affairs and Trade, and Primary Industries; the Australian Department of Foreign Affairs and Trade, the Australian Centre for International Agricultural Research (ACIAR), the Secretariat of the Pacific Community (SPC), the Forum Fisheries Agency (FFA), the Western and Central Pacific Fisheries Commission (WCPFC), the Food and Agriculture Organisation (FAO) of the United Nations, the Government of Japan, and the Government of China.

It is my sincere hope that this Corporate Plan will guide and help us to tackle fisheries management challenges and deliver improved and quality services to the people of Tonga.

Mälö 'aupito



Dr. Tu'ikolongahau Halafihi

Chief Executive Officer, Ministry of Fisheries



1. Executive Summary

This Corporate Plan is a part of the national planning framework administered by the Planning Division of the Prime Minister's Office. The plan is driven by the Tonga Strategic Development Framework II (TSDF II) and assists Tonga to implement UN Sustainable Development Goal (SDG) 14. It is linked through the TSDF II's national and organisation outcomes that are relevant to the Ministry's outputs. The corporate plan is built on this supporting framework along with the sector specific Tonga Fisheries Sector Plan (TFSP).

The aim of this Corporate Plan is to provide both a foundation and the justification for the budget, to support and guide the work of the Ministry, and to provide an insight into the work of the Ministry for stakeholders and the community in general.

1.1. Mandate and Key Legislation, Policy Decisions and Conventions

Mandate

Our mandate is determined 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. 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 subsidies to fisheries.
4. 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 remain as: *“To achieve economically, socially and environmentally sustainable fisheries that contributes to better living standards for all Tongans.”*

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

Key Legislation, Policy decision and Convention

There are key legislation, Policies and Convention which they support the Ministry in delivered its Mandate. Referred to Annex 2 and 3.

1.2. Stakeholders

Table 1: Stakeholders and their Relationship with the Ministry of Fisheries

Stakeholder	Customer	Supplier	Partner	Oversight
Cabinet and Parliament (Legislative Assembly)	X		X	X
Central Ministries, Departments and Agencies (MDAs especially MOF, PSC, AGO, MAFF, MEIDECC, MOFA, MET, MTED, MORC, MOI, Tonga Police, MOH – Marine/Ports and HMAF)	X	X	X	X
Fishing industry participants and organisations	X		X	
Coastal communities with access to fishery resources	X		X	
Investors, fish farmers, processors, and exporters	X		X	
Regional and international agencies	X	X	X	X

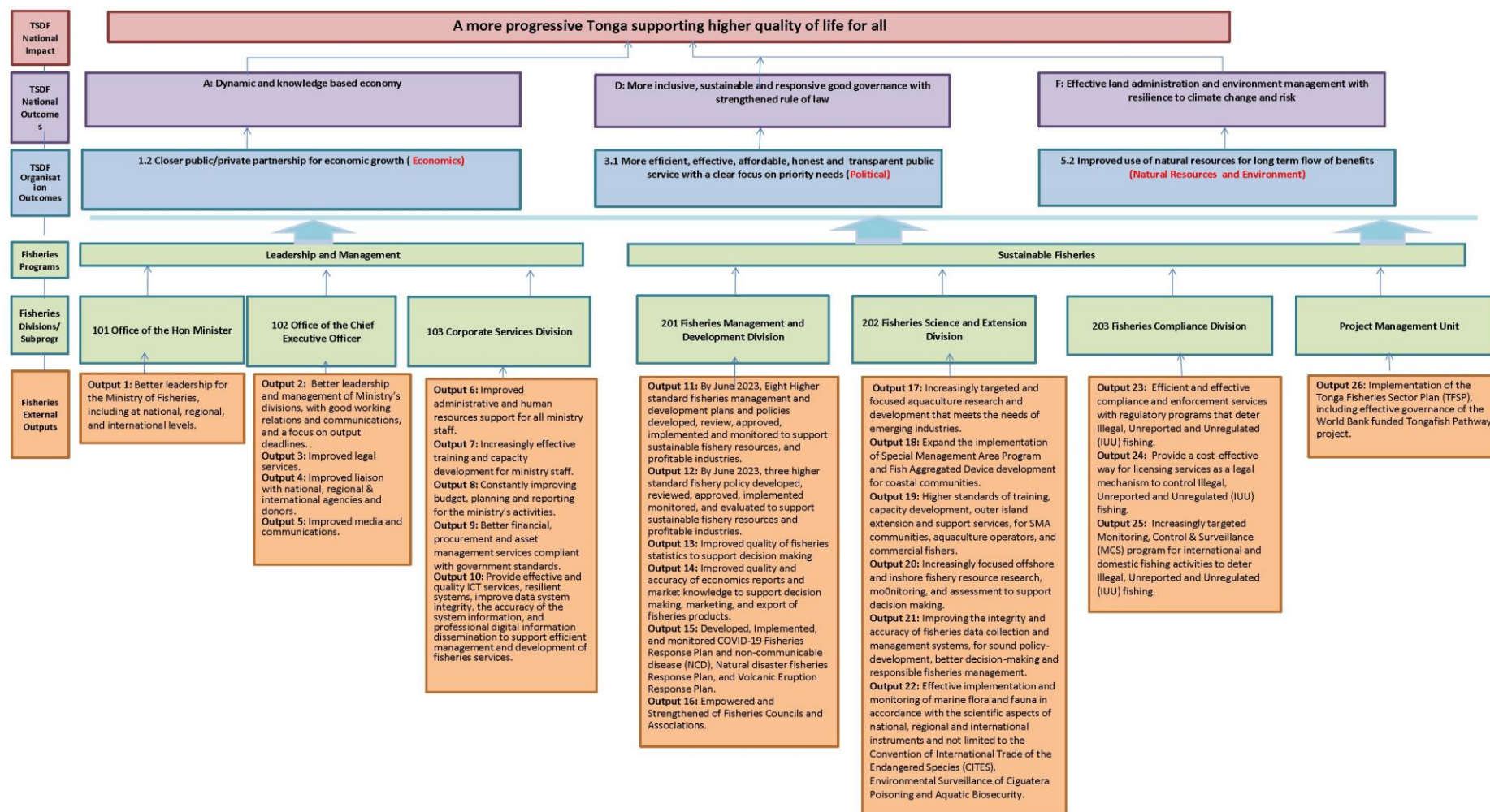
Development partners		X	X	
World Bank		X	X	X

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 Prime Minister's Office, working collaboratively with HMAF, Tonga Navy on fisheries patrols, and with MORC on border controls for imports and exports of fish products, counter drugs trafficking, countering transnational crime, support health protection like covid-19.

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. Results Map



1.4. Tonga Strategic Development Frameworks

Ministry of Fisheries links to the Tonga Strategic Development Framework II

The 2030 Agenda for Sustainable Development Goals (SDG) succeeded the Millennium Development Goals, and are now the main global reference for development policies. A stand-alone goal in the form of SDG 14, which aims to conserve and sustainably use the oceans, seas and marine resources for sustainable development, clearly illustrates the crucial role for human well-being. With its importance security, climate regulation, whole communities and the very future of individual states, achieving SDG 14, is a major priority of the 2030 Agenda. The Ministry's Fisheries Management and Development, Fisheries Science and Extension and Fisheries Compliance Division's outputs 11 to 25 directly contribute to the Sustainable Development Goal (SDG) 14.

The lessons of history have shown the importance of careful management and protection of our limited marine resources. Rapid depletion of marine resources can allow a temporary but unsustainable boost in incomes and economic activity that is always followed by a rapid decline and collapse of industries.

The Tonga Strategic Development Framework II (TSDFII) supports a 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 a boom followed by bust, with long recovery periods.

It is all too easy to over-exploit fisheries resources to support short term income and GDP growth. We have seen this many times before; therefore, careful husbandry of the marine renewable stocks will help generate long term sustainable and widely dispersed income-earning opportunities for our people. Careful use, planning and management of our marine habitats and fisheries resources are central to ensure they contribute to sustainable growth and services to our people.

The national outcomes in the TSDF II that we support are listed in 1.4.1. In particular, we can contribute to the more inclusive, sustainable and effective administration and management of our marine environment, with resilience to climate change and other risks.

1.4.1. TSDF II Impacts and Outcomes Supported by Ministry of Fisheries Outputs

TSDF II National and Organisational Outcomes Supported by the Ministry of Fisheries

The TSDF II sets out the overarching and long-term Development Plan for Tonga for 2015 – 2025. The TSDF II goals and targets are aligned with the international goals and targets at the Sustainable Development Goals. The TSDF II's national vision remains as "**God and Tonga are my inheritance**". The planned national impact of the TSDF II remain as "**A more progressive Tonga supporting a higher quality of life for all**".

The TSDF II describes both national and organisational outcomes for the whole public sector. Those parts that are applicable to the Ministry of Fisheries and which the Corporate Plan outputs address are:

1.2.1 TSDF II 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.

1.2.2 TSDF II Organisational Outcomes

Pillar 1 Economic Institution:

- **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.

The Ministry of Fisheries Corporate Plan for Financial Year 2022/23 to 2024/25 is prepared to align with the Ministry of Finance and Prime Minister's Office schedule towards the proposed Budget Strategy and Funding Envelope. The Ministry of Finance distributed the Budget Strategy, Funding Envelope and Budget Templates in December, 2021, towards resubmission of Line Ministries revised Corporate Plan, Budget, and Annual Procurement Plan to Prime Minister's Office and Ministry of Finance. However, the Budget Strategy and Funding Envelope, the submission of 1st draft of the Budget and Corporate Plan for Ministry of Finance and Planning Division of the PMO, is due on 28th February, 2022.

1.2.3 Government Priorities

The Government of Tonga's Strategic Development Framework 2015 – 2025 provides the long-term national strategy for development. The new government has established its focus to delivery of these nine (9) priorities agendas including:

i) National Resilience

- GPA 1: Building resilience and safer platforms to natural disasters and meeting the ongoing challenges of climate change (tropical cyclones, sea level rising, tsunamis, global pandemic etc.) and address economic crisis;
- GPA 2: Reducing Relative Poverty and increasing quality of social protection and;
- GPA 3: Mobilizing National and International response to effectively reduce supply and the use of Illicit Drugs, and address harms reduction processes.

ii) Quality of Services and Affordability

- GPA 4: Improving education for all, focusing on safer schools, addressing drop-outs, gender equality and increase employable trainings for both local and overseas opportunities and;
- GPA 5: Improving access to quality and affordable healthcare system focusing COVID19, Non-Communicable Diseases (NCDs) and preventative measures
- GPA 6: Building quality and easy access to government services, public enterprises focusing on increased access to high-speed broadband technology and more affordable energy, communication, drinking water and clean environment for Tonga to support inclusive growth;

iii) Challenges and Opportunities for Progressive Economic Growth

- GPA 7: Creation of trade opportunities from regional and international trade agreements focusing on agriculture, fisheries, handicrafts, tourism and promoting of value addition and product diversification and simultaneously reduce technical barriers to private sector development and heavy reliance on imports;
- GPA 8: Improving quality and access to public infrastructures focusing on efficiency of land transport for evacuation, marine and air to support national resilience and inclusive growth and;
- GPA 9: Strengthen bilateral engagement with accredited partner countries; optimize cooperation with regional and international intergovernmental institutions; strengthen partnerships with development partners, private sector, non-government actors, focusing on sound economic investment, to sustain progressive equitable and vibrant socioeconomic growth.

The negative impacts of covid-19, TC Harold reconstruction and the 2022 volcanic eruption puts pressure on fishing sector's, however, the government continue in providing the support and assistance to restore the development of the fisheries sector's by providing: (i) tax exemptions on imported input/ fishing gear of all licensed fishing vessels including fuel and bait; (ii) Government development loan (GDL) facilities for fishermen; (iii) provision of COVID-19 trust fund to subsidize the price of fish, bait and ice-block; and (iv) recovery assistance provided to all fishing vessels and fishing facilities that were affected by TC Harold and volcanic eruption.

These are the Ministry of Fisheries targets which is significantly alliance aiming to reach the Government Priority 7 (GPA 7);

Sector targets	GPAs	GPA TARGETS
Tonga Fisheries Sector Plan (TFSP) targets Component 1: Sustainable Community fisheries i) fisher household net incomes stable or increased ii) reduction in out-migration compared to non-SMA communities	GPA 7: Creation of trade opportunities from regional and international trade agreements focusing on agriculture, fisheries, handicrafts, tourism, and promoting value addition and product diversification and simultaneously reduce technical barriers to private sector development and heavy reliance on imports	TFSP (Component 1) Target: Increase Fisher household net income
TFSP Component 2: Sustainable and profitable commercial fisheries and aquaculture i) employment increased (baseline required) ii) enterprise profits and productivity iii) exports/ value added increased iv) govt. revenue increased v) increased productivity in major fisheries (decline in CPUE reversed)		Target: Reduction in out-migration in comparison to non-SMA communities
		Target: Support Food Security
		Target: Promote marine conservation
		Target: promote sustainable fisheries
		Target: Promote gender
		TFSP (Component 2) Target: Increase fisher household net income
		Target: Increase fisheries employment
		Target: Increase exports / value added
Target: Increase Government revenue		
Target: Increase contributions of the Fisheries Sector to the GDP		
Target: Promote aquaculture activities		
Target: Increase Fish productivity		
TFSP Component 3: Public and private investment i) port(s) development (in ref to NIIP3) ii) sustainable financing arrangements, energy efficiency, aquaculture support		TFSP (Component 3) Target: Increase Public and private investment
		Target: Support local investors
TFSP Component 4: Governance and capacity building i) development of the National Fisheries policy		TFSP (Component 4) Target: Increase fisheries enterprise profits/productivity
	Target: Promote Monitoring, Control and Surveillance (MCS) and Law enforcement	

JNAP II TARGET 4: Fisheries: Resilient fisheries development and marine and coastal ecosystems (coral reefs, mangroves, seagrass, etc.) conservation including special management areas		JNAP II TARGET 4: Fisheries: i) SMAs established in at least 80% of villages
		ii) Enhancement of programs including farmed coral and aquaculture of giant clam resourced
		iii) Strengthen Fish Aggregation Devices (FADs) use to be more resilient to the impact of storms and cyclones

Going forward, Government will continue to support the Fisheries Sector Development and Recovery. The Ministry of Fisheries also planned and ongoing activities to help the development include review of existing policy and procedures; providing extension services; and the phased implementation of the Tongafish pathway project. These are the ten (10) priorities that the Ministry's will focus in this FY2022/23 – 2024/25;

- i. Implementation of the Tonga Fisheries Sector Plan – implementation of the Tongafish Pathway Project e.g. expanding of Special Management Area (SMA) Program, Aquaculture and Farming, MCS activities and Fisheries Management and Development.
- ii. Implementation of the Response Plan for COVID 19 and volcanic eruption.
- iii. Development of Aquaculture – farming of pearl, giant clams, sea cucumber, finfish, mud crab, seaweed, prawns and aqua bio security.
- iv. Overall development of the Ministry of Fisheries - infrastructure development or renovation, ICT upgrade (disaster recovery and redundancy), electronic filing system, staffing and capacity building for staff.
- v. Development of new fisheries – e.g. squid fishery, pelagic fisheries, Fisheries Aggregative Device (FAD), including development funds.
- vi. Development and Management of existing commercial fisheries, Tuna, Deepwater Snapper, Sea Cucumber, Marine Aquarium, Seaweed and Coastal fishery and strengthen development of small-scale fishery, incentives.
- vii. Fisheries assessments, monitoring and data collection – survey of sea cucumber, creel survey, coral survey, data collection for all fisheries and impacts of climate change.
- viii. Review legislation to facilitate fisheries development and management.
- ix. Strengthening Monitoring, Control and Surveillance (MCS) Program to combat Illegal, Unreported and unregulated (IUU) Fishing activities – Port State Measure Agreement, Convention on International Trade in Endangered Species (CITES), Regional Air Surveillance, and implementation of Regional MCS programs.
- x. Planning of a fishing port and onshore infrastructure and Development of National Fisheries Councils and Associations.

1.2.4 Joint Policy Reform Matric (JPRM)

The Ministry of Fisheries noted the Joint Policy Reform Matrix (JPRM) is a budget support through a framework for cooperation between the Government of Tonga and five Development Partners (WB, ADB, Australia, New Zealand, European Union).

The Strategic Focus Areas in the Government of Tonga's priority setting for 2022/23 – 2024/25 under the JPRM are public sector system reform, development of informal sector, e government, health and education; plus, overarching theme of resilience to climate change and natural hazards.

However, the action plan and the performance indicators are set out by JPRM for FY 2022/23 are not directly related to the Ministry of Fisheries, but there are only some of them are cascading down which are indirectly link to the Ministry of Fisheries CP.

1.2.5 Joint National Action Plan 2 (JNAP 2)

The Joint National Action Plan 2 (JNAP 2) on climate change and disaster risk management 2018-2028. In addition, there is a National *Monitoring and Evaluation System of the Joint National Action Plan 2 on Climate Change and Disaster Risk Management 2018-2028* (JNAP2 M&E System) was collectively developed by relevant stakeholders.

At the regional and international levels, the JNAP2 resilient development agenda are consistent with the three goals of the *Framework for Resilient Development in the Pacific* (FRDP) 2017 to 2030 which includes: climate change adaptation (CCA) and disaster risk reduction (DRR), low carbon development; and disaster preparedness, response and recovery (DPRR). Some of these goals are also directly linked to the SDG.

The JNAP's **Vision** is "A Tonga that is Resilient to the impacts of Climate Change and disaster risks, and is able to protect and safeguard its present and future citizens" while its **mission** is "To develop a Resilient Tonga through an inclusive, participatory approach that is based on good governance, builds knowledgeable, proactive communities and support a strong, sustainable development pathway."

The JNAP2 Vision and Mission are anchored in the 22 targets that also have SDG and SFDRR links and Fisheries is the target no 4. Under the Fisheries target number 4, we have 6 process indicators as listed below which are included at the Fisheries Science Division outputs and activities in our CP 2022/23– 2024/25

Target 4: Fisheries

Process Indicators	(Proposed) Outcome Indicators	Impact Indicators
<p>T4_1.3.1p: Vulnerability baselines for fisheries developed.</p> <p>T4_1.3.2p: A costed and GESI factored resilient plan for fisheries developed.</p> <p>T1, 4, 12_1.3.3p: A multi-hazard disaster preparedness, response and recovery plans, including drill exercise for communities developed.</p> <p>T8&4_4.2.1p: SMAs established in at least 80% of villages</p> <p>T4_4.2.2: Environmentally sensitive fishery resources enhancement programs including farmed coral and aquaculture of giant clam resourced;</p> <p>T4_4.2.3: Knowledge of fisheries managers about Fish Aggregation Devices (FADs), extending their use where appropriate and improving the design to be more resilient to the impact of storms and cyclones strengthened.</p>	<p>T4_1o: Distribution of warmth-adapted marine species_T4</p> <p>T4_2o: Decline in fish habitats due to temperature change_T4</p> <p>T4_3o: Decreased annual average fish catch as a result of temperature change_T4</p> <p>T4_4o: Number and magnitude of <i>fisheries</i> related vulnerability problems perceived by local communities according to gender and age (T1/T12)</p> <p>T4_5o: Number and magnitude of <i>fisheries</i> related vulnerability problems perceived by disabled and marginalized groups according to gender and age (T1/T12)</p>	<p>SDG14.7.1</p> <p>Sustainable fisheries as a proportion of GDP in small island developing States, least developed countries and all countries_T4</p>

1.4.2. Sector Plans, Regional and Community Development**Tonga Fisheries Sector Plan**

In July 2016, the Cabinet approved the Tonga Fisheries Sector Plan (TFSP). The TFSP represents a once-in-a-decade program of review and reform for all Tonga's fishery sectors. The sector plan was prepared with the support of the World Bank. An independent review of the TFSP was conducted by SPC as a criterion to enable grant funding to be sought for TFSP projects through the World Bank. Cabinet approved the TFSP for implementation, subject to two conditions. First, a review of stakeholder engagement was to be undertaken; and second, a National Fisheries Policy was to be developed to address policy questions raised in the TFSP. The review of stakeholder engagement was conducted by the FFA and the report has been approved by the Minister. New Zealand supported the development of the National Fisheries Policy and public consultation occurred during the second quarter of 2018. The National Fisheries Policy was well received and was formally announced in December 2018. A USD 10 million grant from the World Bank to support funding of TFSP implementation over 6 years from July 2019 through the *Halafononga Ki Ha Ngatai Tu'uloa - Pathway to Sustainable Oceans* (Tongafish Pathway) project.

The Tongafish Pathway project has four components.

Component 1: Strengthening Fisheries Governance (National IDA at US\$0.4 million and Regional IDA at US\$1.7 million) under the Fisheries Compliance Division.

Progress with Component 1: Component 1 was able to conduct various trainings, workshops and capacity building for the CCMC and Port State Measures. These are crucial especially with agreements that Tonga are parties especially with patrolling Tonga's EEZ. Booklets for Compliance

work were printed. The Compliance Leads for Tongatapu, Ha'apai, Component 1 was able to conduct various training, workshops, and capacity building for the and Vava'u were all recruited. FFA is providing financial and technical assistance to the Ministry of Fisheries and will undertake the following activities from the project which are i) review and update Tonga National Plan of Action Operational Compliance Strategy and Standard Operating Procedures and ii) E-monitoring and E-reporting feasibility study/Review and update of observer program manual. The budget for these activities will be further discussed with the TTL.

Component 2: Strengthened knowledge base for Fisheries and Aquaculture (National IDA at US\$1.17 million and Regional IDA at US\$3.38 million) under the Fisheries Science Divisions.

Progress with Component 2: The purchase of giant clams for spawning has enabled more support to the SMA committees with its alternative commodities. Ongoing trainings for SMA development and mabé pearl has resulted in identifying gaps in these programs and addressing way forward. The rugged tablets plus accessories purchase contributes to the data collection in the Fisheries Science Division and also with the market and creel survey. The report from the Annual SMA workshop in Year 2 is under review and should be available soon.

Component 3: Investing in Sustainable Fisheries Management and Development (National IDA at US\$1.22 million and Regional IDA at US\$0.5 million) under the Fisheries Management and Development Division.

Progress with Component 3: Most activities will occur in Year 4 and primary focus is recruiting the firm to conduct the Fisheries Infrastructure Investment Master Plan Study formerly known as the Fisheries Master Plan Feasibility Study. Evaluation is underway and should be finalized by January 2022.

Component 4: Supporting Effective Project Management (National IDA 1.56 million and Regional IDA at US\$0.06 million).

Progress with Component 4: Component 4 recruitment of the Deputy Project Coordinator, Training and Development Officer and Part time MIS and IT Support has given more depth to the PMU especially with more personnel on board to assist in achieving the project objectives. The PMU continues to hold monthly trainings to build better team work and strength project knowledge.

The Pathway to Sustainable Oceans Project (Tongafish Pathways Project) came into effect on the 18 July 2019 with the PMU as an embedded division making up the 5th Division of the Ministry of Fisheries. The Year 3 budget is TOP \$4,827,197.27 and total spending as of 31 December, 2021 is at TOP \$573,502.01. Component 1 spending is at TOP \$122,280.98, Component 2 spending is at TOP \$188,051.63, Component 3 spending is at TOP \$26,054.56 and Component 4 spending was at TOP \$237,114.84. This indicates very limited progress during this period but there should be an increase towards the end of the FY2021-2022 with disbursements for the Boats and Fisheries Infrastructure Investment Master Plan Study. The total project disbursement is at 17.5%. The Tonga Office of the Auditor-General issued its unqualified opinion on 15th December, 2021 with concerns with i) incomplete documents with filing in the outer islands, ii) certain fixed assets were

not sighted during audit specifically tablets assigned to Component 2, iii) updating the Year 3 work plan and procurement plan, and iv) endorsing the Project Operations Manual (POM).

In the meantime, there are activities that are being delayed on implementation due to the ongoing Safeguards issues to be resolved on goods to be purchased. The dual shock of COVID 19 and volcanic eruption on the 15th January, 2022 is also delaying implementations yet the project still pushes to have activities carried out to meet deliverables. Nevertheless, the main priorities for the FY 2021/22 are to finalise the recruitment of the remaining Lead positions, PMU staff and purchase of goods. Training will have to be reorganised due to COVID 19 and most of the stakeholders were affected by the Hunga Tonga Hunga Ha'apai volcanic eruptions. The total allocated budget for FY2022/23 is USD\$1,715,965.

2. Ministry Overview

2.1. Ministry Outputs Grouped by Divisions and Programs

Our programs and outputs - what we do and who does what.

Program(s)	Ministry Outputs	Activities/Strategies	Responsible
Program 1: Leadership and Policy Advice	Output 1: Better leadership for the Ministry of Fisheries, including at national, regional, and international levels.	1. International and regional meetings attended by the Minister and/or CEO to support and promote Tonga's interests. 2. Corporate Plan (CP) and Budget submitted to Prime Minister's Office (PMO) and Ministry of Finance (MOF). 3. Annual report submitted to Legislative Assembly.	Minister's Office
	Output 2: Better leadership and management of Ministry's divisions, with good working relations and communications, and a focus on output deadlines.	4. Head of division meetings held quarterly with Minister. 5. CEO endorse the Ministry's Corporate Plan (CP), Annual Management Plan and Budget; cash flow forecast; procurement plan; training plan; performance management system; job description review; annual report to relevant line ministries (MOF, PSC, PMO-Planning) 6. Six-monthly activity reports to PSC.	CEO's Office
	Output 3: Improved legal services.	7. Attendance to emerging legal issues, and provision of legal advice and briefings. 8. Preparation of amendments to Act and regulations, and fishery notices when necessary. 9. Number of legal trainings for Ministry staff and coastal communities.	CEO's Office
	Output 4: Improved liaison with national, regional & international agencies and donors.	10. Liaise and correspondences with national, regional & international and donors. 11. Annual report on implementation of TFSP.	CEO's Office

Program(s)	Ministry Outputs	Activities/Strategies	Responsible
	Output 5: Improved media and communications.	12. Media releases (TV, radio and official website) provided in accordance with schedule. 13. Public awareness programs conducted in accordance with schedule.	CEO's Office
	Output 6: Improved administrative and human resources support for all ministry staff.	14. Submission and approval of the Ministry's annual job descriptions review. 15. Efficient recruitment of Ministry's staff. 16. Maintenance of filing, and administrative policy management systems. 17. Develop, review, update and submit internal policies to CEO.	Corporate Services
	Output 7: Increasingly effective training and capacity development for ministry staff.	18. Annual training plan developed, implemented and submitted to PSC.	Corporate Services
	Output 8: Constantly improving and coordinating budget, planning, reporting and P for the ministry's activities.	19. Coordinate, compile and submit Corporate Plan (CP), Annual Procurement Plan (APP), Annual Management Plan (AMP) and Internal-Annual Management Plan (IAMP) to CEO. 20. Assessment of staff performance management system and submitted to CEO. 21. Submission of the CP monitoring and evaluation report to PMO (Planning division). 22. Coordinate, compile and submit Annual Report to CEO.	Corporate Services
	Output 9: Better financial, procurement and asset management services compliant with government standards.	23. Annual cash flow forecasts submitted to MOF. 24. Annual revenue forecast reports submitted to MOF. 25. Submission of the annual PAYE to MORC. 26. Annual asset report submitted to MOF. 27. Annual procurement plan submitted to MOF and implemented.	Corporate Services
	Output 10: Provide effective and quality ICT services, resilient systems, improve data system integrity, the accuracy of the system information, and professional digital information dissemination to support efficient management and development of fisheries services.	28. Develop and update IT policies, Plans and Manuals submitted and approve by the CEO. 29. Purchase New Assets Computer Resources 30. Setup, update, upgrade, and configure the MoF Computer Systems 31. Managing Main Computer systems (Sopu - ICT). 32. Managing Main Office Building Systems (Sopu) 33. Managing Community Building Systems (Sopu) 34. Managing Aquaculture Building Systems 35. Managing Asset Building Systems	Corporate Services

Program(s)	Ministry Outputs	Activities/Strategies	Responsible
		36. Managing Sopa Guest and Tablets Computer Systems 37. Managing Tu'imatamoana Computer Systems 38. Managing Fua'amotu Airport Computer Systems 39. Managing 'Eua Computer Systems 40. Managing Ha'apai Computer Systems 41. Managing Vava'u Computer Systems 42. Manage and provide support for the Ministry's infrastructure application and user.	
Program 2: Sustainable Fisheries	Output 11: By June 2023, Eight Higher standard fisheries management and development plans and policies developed, review, approved, implemented and monitored to support sustainable fishery resources, and profitable industries.	43. Develop and Submit Fisheries Management and Development Plans [<i>Develop – FAD, Sport fishing, Coastal Fishery</i>] 44. Review and Submit existing Fisheries Management and Development Plans <i>Mid-Review: Deepwater Snapper Review: Aquaculture, Tuna, Marine Aquarium, Deepwater Snapper, NPOA Shark Plan</i> 45. Conduct Consultation meetings on Fisheries Management Plan developed and reviewed. 46. Monitor and evaluate the implementation of activities in each approved Fisheries management and development plans. (<i>Tuna, Aquaculture, Deepwater, Aquarium, Coastal Fisheries, NPOA Shark Plan</i>) 47. Prepare quarterly report on performance of each Fisheries Management and Development Plans 48. Conduct public awareness on fisheries Management and Development plan 49. Oversee Project Development (GCF, JNAP, Tongafish Pathway to Sustainable Ocean Project)	Fisheries Management and Development
	Output 12: By June 2023, three higher standard fishery policy developed, reviewed, approved, implemented monitored, and evaluated to support sustainable fishery resources and profitable industries.	50. Monitor and evaluate the implementation of activities in each approved fishery policy (FAD, NFP) 51. Prepare quarterly report on performance of each fisheries policies implemented. 52. Conduct public awareness on fishery policy.	Fisheries Management and Development.
	Output 13: Improved quality of fisheries statistics to support decision making.	53. Prepare and publish of fisheries statistics reports on quarterly basis (Bulletin Report). 54. Conduct survey on seafood market price	Fisheries Management and Development.

Program(s)	Ministry Outputs	Activities/Strategies	Responsible
		<p>on local formal businesses, number of employees, number of businesses, fish consumption basically tuna and snapper.</p> <p>55. Liaise with relevant line Ministries on dissemination of Fisheries data (export, catch, and domestic market survey data) on Quarterly basis. (MOFNP, NRBT, STATISTICS DEP).</p> <p>56. Analyse and monitor duty free and CT exemption on a Quarterly Basis.</p> <p>57. Develop, review and monitor all fisheries fees.</p>	
	Output 14: Improved quality and accuracy of economics reports and market knowledge to support decision making, marketing, and export of fisheries products.	<p>58. Analyse, monitor and report economic performance of all fisheries management plans.</p> <p>59. Conduct cost benefit analysis for mullet and shrimp activities.</p> <p>60. Develop and prepare project proposal for domestic market</p> <p>61. Develop, review and monitor all fisheries fees.</p> <p>62. Develop or review and implement & monitor market research plan for marine products (Pearl & Snapper)</p>	Fisheries Management and Development.
	Output 15: Developed, Implemented, and monitored COVID-19 Fisheries Response Plan and non-communicable disease (NCD), Natural disaster fisheries Response Plan, and Volcanic Eruption Response Plan.	<p>63. Assess and report on impacts of natural disasters in the Fisheries Sector.</p> <p>64. Oversee, Implement and monitor of Volcanic Eruption/Disaster response plan</p> <p>65. Oversee, implement, review and monitor the implementation of MOF Project to address non-communicable disease (NCD) in Tonga.</p>	Fisheries Management and Development.
	Output 16: Empowered and Strengthened of Fisheries Councils and Associations.	<p>66. Identify need assessment for development of National Fisheries council and fisheries association.</p> <p>67. Provide capacity building for the National Fisheries Council and Fisheries Association. (Tongatapu, Vavaú, Haápai & Éua).</p>	Fisheries Management and Development.
	Output 17: Increasingly targeted and focused aquaculture research and development that meets the needs of emerging industries.	<p>68. Enhance Aquaculture farming activities and support operators (Aquaculture stakeholders) with farming technology and facilities, supply of spat, seedlings or juveniles of aquaculture species.</p> <p>69. Conduct researches and farming trials for new potential species (sea cucumber, mud crab, shrimp).</p> <p>70. Develop and monitor community small scale farming of new potential species and provide status report of all Aquaculture farming activities.</p>	Fisheries Science and Extension

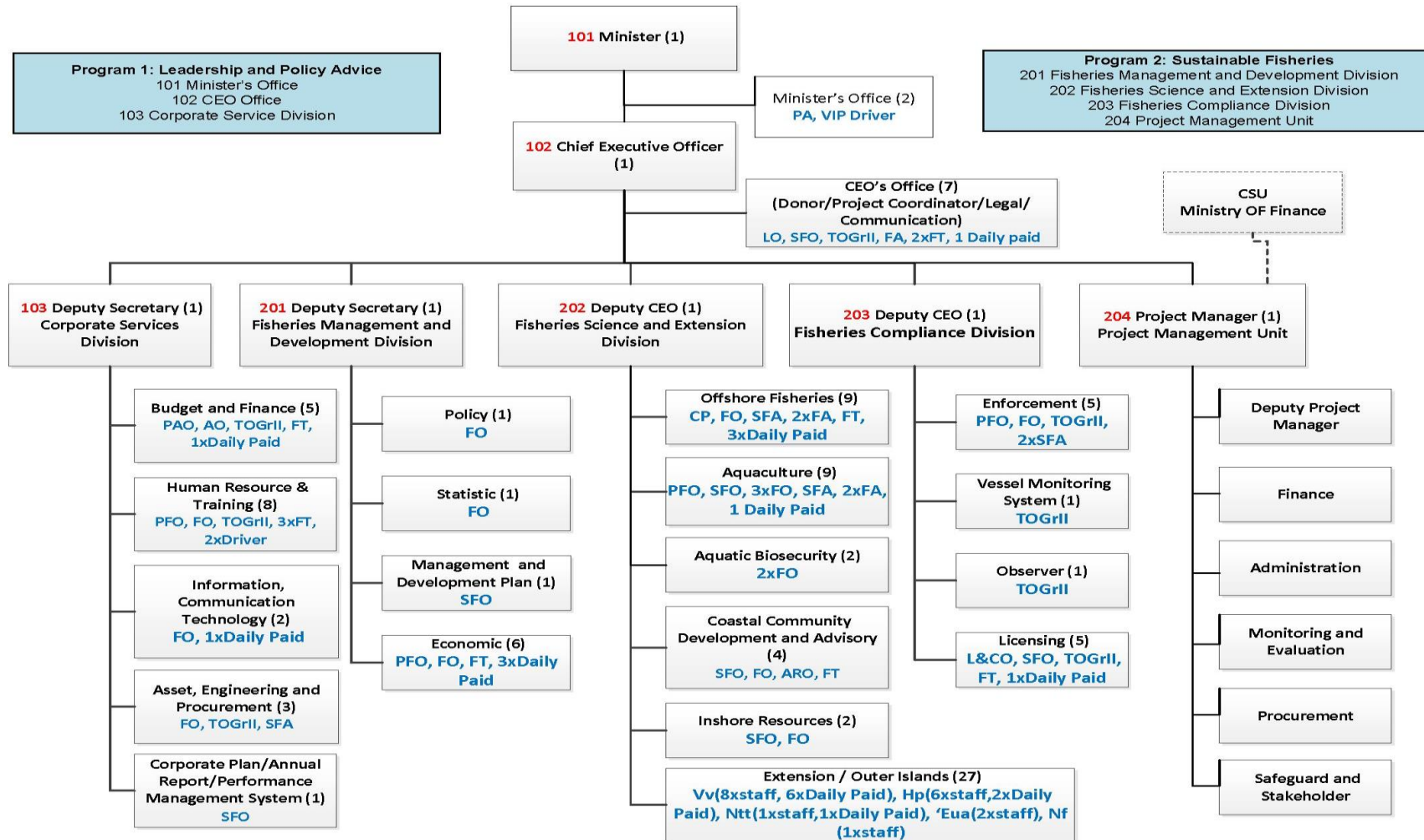
Program(s)	Ministry Outputs	Activities/Strategies	Responsible
	Output 18: Expand the implementation of Special Management Area Program and Fish Aggregated Device development for coastal communities.	71. New SMAs established with management plans developed with local communities. 72. Implementation of new SMAs with coastal communities 73. Monitoring and evaluation of existing SMAs. 74. FADs fishery development and implementation	Fisheries Science and Extension
	Output 19: Higher standards of training, capacity development, outer island extension and support services, for SMA communities, aquaculture operators, and commercial fishers.	75. Number of trainings, capacity development conducted. 76. Extension service events conducted, including technical support for cyclone and disaster resilience and adaptive rehabilitation training. 77. Establishment of new hatchery for aquaculture.	Fisheries Science and Extension
	Output 20: Increasingly focused offshore and inshore fishery resource research, monitoring, and assessment to support decision making.	78. Annual data collection of key inshore fisheries resources 79. Annual assessment of key inshore fisheries resources. 80. Annual assessment of key offshore fisheries resources (i.e Tuna, Snapper, Tuna Artisanal, squid). 81. Scientific and data reports and information submitted to national, regional and international bodies. 82. Fisheries natural disaster impact and resilience assessment.	Fisheries Science and Extension
	Output 21: Improving the integrity and accuracy of fisheries data collection and management systems, for sound policy-development, better decision-making and responsible fisheries management.	83. Manage, Coordinate, Monitor, Review and Develop database systems for all fisheries data collection. (Regional and Local database systems). 84. Conduct Data Quality Checks (DQC) to ensure the integrity and accuracy of fisheries data collected before reporting. 85. Coordinate, Monitor, support, Implement and Liaise with SPC and FFA for Electronic Reporting (ER) Applications Programme. 86. Coordinate, monitor, motivate and support the ER logsheets submissions from vessel masters, port samplers, data monitors and fishers. 87. Coordinate and conduct the Fisheries Quarterly Data Working Group meeting.	Fisheries Science and Extension
	Output 22: Effective implementation and monitoring of marine flora and fauna in accordance with the scientific aspects of national, regional and international instruments and not limited to the Convention of International Trade of the Endangered Species (CITES), Environmental	88. Implementing of the aquatic biosecurity management plan. 89. Initiate the Monitoring of Ciguatera Poisoning and its Environmental Surveillance. 90. Implement CITES in the fisheries sector focusing on the scientific aspect 91. Report submission	Fisheries Science and Extension

Program(s)	Ministry Outputs	Activities/Strategies	Responsible
	Surveillance of Ciguatera Poisoning and Aquatic Biosecurity.		
	Output 23: Efficient and effective compliance and enforcement services with regulatory programs that deter Illegal, Unreported and Unregulated (IUU) fishing.	<p>92. Develop and review compliance policies and strategies required for the implementation of the Fisheries National laws and Regulations (Fisheries Management Act 2002 and its subsidiary Regulations, Aquaculture Management Act and Regulation 2003 and Maritime Zone Act 2009), Fisheries Management Plans (FMP)(Tuna Management and Development Plan 2018 -2022, Deepwater Fisheries Management 2020 – 2023, Marine Aquarium Management and Development Plan 2020-2021, Aquaculture Management and Development Plan 2018 – 2022) and Tonga National MCS Strategy and National Plan of Action (NPOA) for Illegal Unreported and Unregulated fishing (IUU).</p> <p>93. Implement the Tonga National MCS Strategy 2022 – 2027 and enhance the implementation of the regional and international agreements and treaties (in which Tonga is a party to) that prevent IUU fishing:</p> <ul style="list-style-type: none"> a. FAO Port State Measures Agreement to prevent, deter and eliminate illegal, unreported and unregulated fishing (IUU) b. Western Central Pacific Fisheries Commission (WCPFC)conservation and management measures on management of tuna resources c. Niue Treaty Subsidiary Agreement (NTSA) d. Pacific Islands Forum Fisheries Agencies (FFA) Regional Monitoring Control and Surveillance (MCS) Strategy e. FFA Regional Catch Documentation Scheme (CDS) f. Regional Longline Strategy g. Tonga National MCS Strategy <p>94. Provide land and surface patrol with aerial surveillance and planned Fish Compliance Operation for both offshore and inshore fisheries (boarding (both in-port and at-sea) and inspection of all licensed fishing vessels, inspect of domestic fish markets and roadside stalls,</p>	Fisheries Compliance

Program(s)	Ministry Outputs	Activities/Strategies	Responsible
		<p>inspect the export facilities (FPE) for packing of marine products for export, inspect of fish fence) to ensure compliance with fisheries law and regulations.</p> <p>95. Strengthen interagency cooperation and partnership with line Ministries in national MCS committees to coordinate fisheries operations and other MCS activities</p> <p>96. Strengthened voluntary compliance through conduct of MCS training and provide quarterly bulletin on MCS activities conducted to Coastal Communities with established Special Management Areas (SMA), schools and community to encourage voluntary compliance with fisheries law.</p>	
	Output 24: Provide a cost-effective way for licensing services as a legal mechanism to control Illegal, Unreported and Unregulated (IUU) fishing.	<p>97. Develop, review, implement and update national standard and SOPs to address the activities of the fishery licensing system (e-licensing, databases, HACCP Plan).</p> <p>98. Review Minimum Terms and Conditions (T&C) of the fishing license for each commercial fishery and Access agreement for tuna fishery.</p> <p>99. Review, process and issue all fishery licences [commercial fishing-local/foreign/game fishing, aquaculture, aquarium fish, fish processing & export, and fish fence].</p> <p>100. Validate and issue all certificates and permits for commercial exports, and exemption duties.</p> <p>101. Validate and issue all certificates and permits for home consumption purposes, and TPFES, at the airport and main office.</p>	Fisheries Compliance
	Output 25: Increasingly targeted Monitoring, Control & Surveillance (MCS) program for international and domestic fishing activities to deter Illegal, Unreported and Unregulated (IUU) fishing.	<p>102. Manage and coordinate the Tonga National Observer Program (TNOP) and FFA Regional Observer Programme (ROP).</p> <p>103. Develop MCS policies/SOP/Manual to guide the activities under the TNOP and the ROP and VMS processes</p> <p>104. Monitoring, training and capacity development of the Tongan Observer.</p> <p>105. Implement the Electronic Reporting Application Program (OLLO) to facilitate the Observers data collection</p> <p>106. Monitor and oversees all fishing</p>	Fisheries Compliance

Program(s)	Ministry Outputs	Activities/Strategies	Responsible
		<p>vessel activities within our EEZ by using satellite base (VMS)</p> <p>107. Install the new solar units on domestic fishing vessels to monitor the activities of the fishing vessels within our EEZ</p> <p>108. Provide accurate, near real – time vessel position to direct support for surveillance operation, inspection and other compliance purposes</p>	
	Output 26: Implementation of the Tonga Fisheries Sector Plan (TFSP), including effective governance of the World Bank funded Tongafish Pathway project.	<p>109. Support to divisions for implementation of TFSP activities through effective financial management, procurement, monitoring and evaluation, safeguards, and reporting.</p> <p>110. World Bank project management requirements implemented for all Tongafish Pathway project activities.</p>	Project Management Unit

2.1.1 Ministry of Fisheries Organizational Structure



2.1.2 Summary of Ministry of Fisheries Planned Major Reforms

1. Governance reform
 - a. A new government form after the election in 2021 and Hon. Semisi Taelangi Fakahau the new Minister for Fisheries in 4 consecutive years.
2. On-going review and implementation of all Ministry policies and procedures to support improvements in efficiency and effectiveness.
 - a. This process involves the progressive review of all internal policies and procedures of the Ministry of Fisheries.
3. Increased effort on service delivery through Aquatic bio-security and outer islands & extension services to ensure focused and targeted activities.
 - a. In this FY2022/23 a separate section develops under science division to enhance and ensure sustainability of marine wildlife species through an effective implementation of bio-security strategies and consistent control of international trade for endangered species.
 - b. Key areas of focus for this reform, include increasing levels of support for SMAs, and support for alternate livelihood projects especially in aquaculture. There will be an additional in the Aquaculture potential species (e.g. farming of pearl, giant clams, sea cucumber, tilapia, mud crab, seaweed, prawns and aquatic bio-security). A new hatchery for Vava'u and Ha'apai to be completed this FY2023/24.
 - c. In addition, the executing service delivery and extension services to achieve focused and targeted activities the FSED highly recommends new additional staff for the Aquaculture, Inshore and Offshore sections. The recruitment of staff to in-charge for the Niuafu'ou office was completed during FY2021/22. A significant focus in this FY2022/23 is the building to new office for Vava'u and Niuatoputapu. The locate of new location which is not vulnerable to natural disaster for 'Eua and Nomuka before re-building of the office after the volcanic eruption in January 2022.
4. Implementation of the recommendations of the Tonga National Fisheries Policy, the FFA review of stakeholder engagement, and the FAO review of Special Management Areas to improve the way we engage, communicate and consult with our industries, coastal communities, civil society and the general public.
 - a. The National Fisheries Policy was approved by Cabinet and launched in December 2018. The Ministry has collaborated with our development partners to establish a number of strategic documents aiming to implement a number of areas of reform. These reforms will continue with the first management plan review to consider rights-based fishery management tools, the commencement of a review of legislation, and the progressive implementation of stakeholder engagement reforms. In addition, the Ministry is progressing on the foreign investment policy and Coastal fishery management plan for FY2022/23.
5. Phased implementation of the Tonga Fisheries Sector Plan through the Tongafish Pathway project.
 - a. The ongoing of implementation of Tongafish Pathway project funded by the World Bank. Project expenditure is US\$ 10 million over 6 years and includes significant

levels of support for compliance activities, SMA implementation, aquaculture development, and management planning and policy. The PMU recruited its support staff since 2019 and its almost completed during FY2021/22. The procurement of lead consultants and equipment to deliver project activities became the key focus for the PMU including to procure the goods and services according to the Procurement Plan. However, the main priorities for the FY2022/23 are to complete the recruitment of the remaining Lead positions, purchase of goods and ensure that training is carried out as per training plan. The total allocated budget for FY 2022/23 is USD\$1,715,965.

6. COVID-19

- a. The economy of Tonga and the fishery sector is continuously affected by the impacts of COVID 19 at the national and international level. Therefore, the ongoing Renewal of the Declaration of State of Emergency because of the continuously spreading of Covid- 19 around the world including Tonga. The government budget for FY 2022/23 approved an allocated amount for each ministry to use during the lockdown and ongoing implementation of their respective COVID-19 Emergency Response Plan.

Add 2.3.1 Initiatives to support the Ministry's priorities/reforms for FY2022/23 including if phased out to 2023/24-2024/25.

#	Initiatives	Budget Implication (TOP\$) 2022/23	2023/2024 (TOP\$)	2024/2025 (TOP\$)
1.	New Buildings	\$3 million	\$1.5 million	\$0
	<ul style="list-style-type: none"> New maintenance workshop and boat ramp upgrade (Vava'u & Ha'apai) – (FY2022/23) note: \$3 million PPA submitted to NIIP. Fisheries Refrigerator and storage (Fua'amotu airport) – note: \$1.5 million PPA submitted to NIIP. <p><i>Note: refer to Annex 4 & Annex 5 (Project Proposal Application submitted under NIIP)</i></p>			
2.	Radio Telecommunication	\$100,000		
	<ul style="list-style-type: none"> There are two main purposes of this new initiative: <ol style="list-style-type: none"> To strengthen the Ministry's role in the management of fisheries resources and to combat IUU fishing, the Ministry plan to install a radio telecommunication in the Ministry's Head Office in Nuku'alofa, Vava'u, Ha'apai (Nomuka), 'Eua and Niuatoputapu to support monitoring of the fishing vessels through efficient and effective communication with vessel captain during fishing at sea This new initiative also supports the implementation of the Ministry's COVID 19 Emergency Plan by ensuring fishing vessels report to MOF offices according to reporting requirements provided in the terms and condition of the fishing license. (FY2022/23), \$100,000 			

	•			
3.	Fisheries Development Loan	\$1.5 million		
	<ul style="list-style-type: none"> This is to strengthen the development of small-scale fishery and private fishing sectors (FY2022/23), \$1.5million 			
4.	New Hatchery Facilities (Vava'u – FY2023/24 & Ha'apai – FY2024/25)		\$0.6 million	\$0.6 million
	<ul style="list-style-type: none"> Aquaculture techniques for sea cucumber and pearl have been success with subsequent hatchery advancement made by the hatchery facility at Sopa. These new hatchery facilities will transfer the knowledge to outer islands and reduce the transportation and stress of the juveniles when deliver and distributed to outer islands. Giant clam hatchery and seaweed farming Potential aquaculture farming for Tilapia, mud crab and prawns 			

3. Ministry Budget and Staffing

To deliver outputs to the standards set out for each division/sub-program the overall budget, summarized in Table 1 and staff, summarized in Table 2 are required.

Ministry Budget by Recurrent and Development and items (Cash and in-kind) (\$million)							
Category	Past spending performance						
	FY 2020/21		FY 2021/22		FY2022/23	FY 2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total Budget							
Established staff(10xx)	2.37	1.94	2.37	2.09	2.45	2.45	2.45
Unestablished staff(11xx)	1.22	0.6	1.05	0.72	0.15	0.15	0.15
Travel and Communication(12xx)	0.54	0.49	0.47	0.76	0.47	0.47	0.47
Maintenance and Operations(13xx)	0.53	0.41	0.46	0.46	0.47	0.47	0.47
Purchase of Goods and Services(14xx)	2.47	1.7	2.0	1.48	1.58	1.58	1.58
Grants and Transfers(15xx)	0.16	0.003	0.13	0.003	0.13	0.13	0.13
Assets(20xx)	2.5	0.75	1.83	1.13	6.72	6.72	6.72
Total Ministry Recurrent & Development Expenditure	9.79	5.893	8.32	6.643	11.97	11.97	11.97
Recurrent Budget							
Established staff(10xx)	2.36	1.94	2.36	1.99	2.45	2.45	2.45
Unestablished staff(11xx)	0.06	0.12	0.14	0.14	0.14	0.14	0.14
Travel and Communication(12xx)	0.42	0.47	0.43	0.38	0.44	0.44	0.44
Maintenance and Operations(13xx)	0.38	0.38	0.34	0.36	0.36	0.36	0.36

Purchase of Goods and Services(14xx)	0.86	0.81	1.04	1.04	1.11	1.11	1.11
Grants and Transfers(15xx)	0.16	0.003	0.13	0.009	0.13	0.13	0.13
Assets(20xx)	0.46	0.42	0.45	0.53	0.52	0.52	0.52
Total Ministry Recurrent Expenditure	4.7	4.143	4.89	4.449	5.15	5.15	5.15
Development Budget							
Established staff(10xx)	0.01	0	0.01	2.08	0	0.01	0.01
Unestablished staff(11xx)	1.16	0.48	0.91	-0.06	0.01	0.03	0.03
Travel and Communication(12xx)	0.12	0.02	0.04	0.38	0.03	0.11	0.11
Maintenance and Operations(13xx)	0.15	0.03	0.12	0.45	0.11	0.47	0.47
Purchase of Goods and Services(14xx)	1.61	0.89	0.97	1.16	0.47	0	0
Grants and Transfers(15xx)	0	0	0	0.003	0	6.2	6.2
Assets(20xx)	2.04	0.33	1.38	0.79	6.2	0.16	0.16
Total Ministry Development Expenditure	5.09	1.75	3.43	4.803	6.82	6.98	6.98
Note:							
1. Established and unestablished staff costs are all CAT 10 and 11 expenditure							
2. Ministry operational costs for Program 1 and 2 is CAT 12, 13, and 14 expenditures							
3. Grants and transfer are CAT 15 expenditure							
4. Assets is CAT 20 expenditure							

Ministry Total Staff by Key Category							
Description	FY2020/21		FY2021/22	FY2021/22	FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Established and Unestablished staff							
Minister (Band B)	0	0	0	1	1	1	1
Executive Staff (Band E to H)	5	5	5	5	5	5	5
Professional Staff (Band I to L)	35	35	35	35	35	35	35
Other Staff (Band M to S)	44	44	44	45	45	45	45
Total Established Staff	84	84	84	86	86	86	86
Unestablished Staff	1	15	25	25	25	25	25
Total Staff	85	99	101	111	111	111	111
Total Recurrent Ministry Costs	1.96	1.98	1.9	1.65	2.45	2.45	2.45
Staff per TOP100,000	42.5	49.5	50.5	51	57.5	57.5	57.5
Tongafish project staff -							
Tongafish Established Staff	9	9	16	16	17	17	17
Tongafish Unestablished Staff							
Notes.							
1. These ratios based upon the recurrent ministry costs (excluding development partner project expenditure and services on behalf of the Government) need to be assessed with caution as staff numbers at specific points in time can be distorted by recruitment action pending. For example, if positions are in the process of being filled, they will not be taken into account in determining actual staff numbers. In addition, year on year ratios can be significantly distorted by any significant variation in short term capital expenditure.							
2. For revised estimates, staff numbers are the staff employed at the time those revised estimates were prepared.							
3. For fiscal years 2020/21, to 2021/22, the staff numbers also include vacant positions for which funding is proposed in the 2022/23 to 2024/25 estimates.							

3.1. Ministry of Fisheries Programs

The Ministry of Fisheries comprises two programs, seven sub programs, and 21 outputs:

- Program 1: Leadership and Policy Advice.
- Program 2: Sustainable Fisheries.

Program 1: Leadership and Policy Advice

3.1.1. Change in Program 1 from Last Corporate Plan and Budget

Change from last Corporate Plan and Budget	Ongoing	Minor change	Major Change	New
Changes to KPIs				

The Ministry of Fisheries has made a minor change to its outputs and activities by rephrasing according to the staff rotation and these have been reflected in changes to KPIs and targets in Program 1. The objective is to ensure that the Corporate Plan is focused on key areas of interest to government and stakeholders.

Subprograms

Sub Program 1.1: Office of the Hon. Minister

The Minister is responsible for the overall strategic leadership and policy direction of the Ministry. The Office of the Hon. Minister aims to ensure the Minister is effectively supported in his role with efficient organization of meetings and travel arrangements, timely and accurate provision of briefings, and by supporting his contribution to regional and international organizations and their policies and treaties.

Sub Program 1.2: Office of the Chief Executive

The CEO is responsible for the day-to-day leadership and management of the Ministry. The Office of the Chief Executive provides high-level support for the CEO with a focus on the core functions of engagement with stakeholder peak bodies, liaison with development partners, and contributing to the work program and meetings of regional and international bodies. Cross-cutting activities of particular importance to the Ministry are also contained within the CEO's Office, including legal services, and media.

Sub Program 1.3: Corporate Services Division

The Corporate Services Division provides services to the whole Ministry, including ensuring corporate planning, performance management system, and annual reporting obligations are met. Also providing human resource services, policies and

trainings, ensuring finance services are effectively delivered, then information, communications and technology systems are effective and the Ministry's procurement and assets are appropriately managed.

New initiative covers under the New Buildings according to this list. **(i)** Maintenance workshop and boat ramp upgrade (Vava'u & Ha'apai) which is scheduled to be implemented in the FY2022/23. The total estimated cost for this project is \$3 million. Ministry of Fisheries already submitted a Project Proposal Application (PPA) submitted to the NIIP. *Project Proposal Appraisal submitted under NIIP*.

Major Customers

The major customers of The Office of the Minister are other Hon Ministers, the Cabinet, the Government, international and regional agencies, development partners, and the leaders of stakeholder groups.

The major customers of the Office of the CEO are the Hon. Minister, other Ministries, international and regional agencies, development partners, external stakeholder groups, and the staff of the Ministry.

Overall management relationship with the Ministry's stakeholders is led from the Office of the CEO. The effective leadership of staff, the provision of policy advice to government, and the provision of services, is critical for efficient and effective service delivery of the Ministry.

The Corporate Services Division provides human resource, finance, payroll, IT, planning, and asset management and procurement services to the Ministry as a whole as its primary customer, as well as leading the Ministry's contribution to whole of government budget, planning and reporting obligations.

Program Results

- High level external outputs of policy advice and guidance to government.
- Management of services for the Hon Minister and Chief Executive Officer
- Support for key relationship between the Minister, the Chief Executive Officer, government, and stakeholders.
- Effective and efficient corporate services support.

Total Staff by Key Category Sub-Program 1.1

3.1.2. Summary of Program 1: Budget and Staff

Summary of Program 1 Budget and Staff							
Program 1: Leadership and Management Summary							
Description	FY2020/21		FY2021/22		FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	1.9	2.09	2.67	2.107	2.15	2.15	2.15
Staff	26	26	26	26	26	26	26
Non-staff	3	3	3	3	3	3	3
Executive Staff	3	2	2	2	2	2	2
Professional Staff	10	10	9	9	12	12	12
Other Staff	13	13	16	17	14	14	14
Total Established Staff	26	25	27	28	28	28	28
Unestablished Staff	0	3	3	3	3	3	3

3.1.3. Summary of Sub-program 1.1: Budget and Staff

Summary of Program 1 Budget and Staff							
Sub-Program 1.1: Leadership and Management (MINISTER)							
Description	FY2020/21		FY2021/22		FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	0.16	0.04	0.15	0.097	0.15	0.15	0.15
Staff	0	0	1	1	1	1	1
Non-staff	0	0	2	2	2	2	2
Executive Staff	0	0	1	1	1	1	1
Professional Staff	0	0	0	0	0	0	0
Other Staff	0	0	2	2	2	2	2
Total Established Staff	0	0	1	1	1	1	1
Unestablished Staff	0	0	2	2	2	2	2

3.1.4. Summary of Sub-program 1.2: Budget and Staff

Summary of Program 1 Budget and Staff							
Sub-Program 1.2: Leadership and Management (CEO)							
Description	FY2020/21		FY2021/22		FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	0.35	0.52	1.3	0.59	0.5	0.5	0.5
Staff	6	6	6	6	6	6	6
Non-staff	1	1	1	1	1	1	1
Executive Staff	1	1	1	1	1	1	1
Professional Staff	2	2	2	2	2	2	2

Other Staff	3	3	3	3	3	3	3
Total Established Staff	6	6	6	6	6	6	6
Unestablished Staff	0	1	1	1	1	1	1

3.1.5. Summary of Sub-program 1.3: Budget and Staff

Summary of Program 1 Budget and Staff							
Sub-Program 1.3: Leadership and Management (CSD)							
Description	FY2020/21		FY2021/22		FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	1.39	1.53	1.22	1.42	1.5	1.5	1.5
Staff	19	19	19	19	19	19	19
Non-staff	0	1	2	2	2	2	2
Executive Staff	1	1	1	1	1	1	1
Professional Staff	8	8	7	7	6	6	6
Other Staff	10	10	10	11	12	12	12
Total Established Staff	19	19	18	19	19	19	19
Unestablished Staff	0	1	2	2	2	2	2

Program 1: Outputs and KPIs

Sub-program 1.1: Office of the Hon.Minister

Output 1: Better leadership for the Ministry of Fisheries, including at national, regional and international levels. (Budget: \$149,700)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
1. International and regional meetings attended by the Minister and/or CEO to support and promote Tonga's interests.	Number of meetings.	5	5	10	10	14.B	14.6
2. Corporate Plan (CP) and Budget submitted to Prime Minister's Office (PMO) and Ministry of Finance (MOF).	Annual submission.	1	1	2	2	14.B	14.6
3. Annual report submitted to Cabinet and Legislative Assembly.	Annual submission.	1	1	2	2	14.B	14.6

Sub-program 1.2: Office of the Chief Executive Officer

Output 2: Better leadership and management of Ministry's divisions, with good working relations and communications, and a focus on output deadlines. (Budget: \$218,000)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
4. Head of division meetings held quarterly with Minister.	Number of meetings.	4	4	4	4	14.B	14.6
5. CEO endorse the Ministry's Corporate Plan (CP), Annual Management Plan and Budget; cash flow forecast; procurement plan; training plan; performance management system; job description review; annual report to relevant line ministries (MOF, PSC, PMO-Planning)	Number of activities approved each year.	9	9	9	9	14.B	14.6
6. Six-monthly activity reports to PSC.	Number of bi-annual report submitted each	2	2	2	2	14.B	14.6

	year.						
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Output 3: Improved legal services. (Budget: \$51,700)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
7. Attendance to emerging legal issues, and provision of legal advice and briefings.	Monthly summary.	12	12	12	12	14.6	14.6.1
8. Preparation of amendments to Act and regulations, and fishery notices when necessary.	Number of activities conducted each year	2	2	2	2	14.6	14.6.1
9. Number of legal trainings for Ministry staff and coastal communities.	Quarterly legal training conducted	4	4	4	4	14.6	14.6.1

Output 4: Improve liaison with national, regional & international agencies and donors. (Budget: \$44,100)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
10. Liaison and correspondences with national, regional & international agencies and donors.	Number of Liaison conducted each year	5	12	12	12	14.B	14.6
11. Annual report on implementation of TFSP	Number of reports	1	1	1	1	14.B	14.6

Output 5: Improved media and communications. (Budget: \$55,200)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
12. Media releases (TV, radio and official website, FB) provided in accordance with schedule.	Monthly	18	18	18	18	14.B	14.6
13. Improved public awareness programs in accordance with schedule.	Quarterly	4	8	8	8	14.B	14.6

Sub-program 1.3: Corporate Services Division

Output 6: Improved administrative and human resources support for all ministry staff. (Budget: \$100,296) including output 7						SDG	
Activity	KPI	2020/21 (baseline)	2021/22	2022/23	2023/24	TARGETS #	INDICATOR #
14. Submission and approval of the Ministry's annual job descriptions review to CEO.	Annual submission	1	1	1	1		
15. Efficient recruitment of Ministry staff.	% of vacant post complete within Financial Year	80%	80%	80%	80%		
16. Maintenance of filing management systems.	Annual review	1	1	1	1		
17. Develop, review, update, and submit internal policies to CEO.	Number of internal policies approved	5	5	5	5		

Output 7: Increasingly effective training and capacity development for ministry staff. (Budget: refer output 6)						SDG	
Activity	KPI	2020/21 (baseline)	2021/22	2022/23	2023/24	TARGETS #	INDICATOR #
18. Annual training plan developed for needs for the Ministry and submitted to PSC.	Annual submission	1	1	1	1		

Output 8: Constantly improving and coordinating planning, performance, reporting and performance management system for the ministry's activities. (Budget: \$258,600)						SDG	
Activity	KPI	2020/21 (baseline)	2021/22	2022/23	2023/24	TARGETS #	INDICATOR #
19. Coordinate, compile and submit Corporate Plan (CP), Annual Procurement Plan (APP), Annual Management Plan (AMP) and Internal-Annual Management Plan (IAMP) to CEO.	Annual submission of CP/APP/AMP/IAMP	4	4	4	4		
20. Assessment of staff performance management system and submitted to CEO.	Biannual assessment of PMS (MYR & EFY)	2	2	2	2		
21. Corporate Plan monitoring and evaluation report submitted to PMO - Planning.	Biannual submission of M&E report	1	4	2	2		

22. Coordinate, compile and submit the Annual Report to CEO.	Annual submission of Annual Report	1	1	1	1		
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Output 9: Better financial, procurement and asset management services compliant with government standards. (Budget: \$440,199)						SDG/TSDF	
Activity	KPI	2020/21 (baseline)	2021/22	2022/23	2023/24	TARGETS #	INDICATOR #
23. Annual expenditure cash flow forecasts submitted to MOF.	Annual submission	1	1	1	1		
24. Annual revenue forecast reports submitted to MOF.	Annual submission	1	1	1	1		
25. Submission of the annual PAYE to MORC.	Annual submission	1	1	1	1		
26. Annual asset reports submitted to MOF.	Annual submission	1	1	1	1		
27. Annual procurement plan submitted to MOF and implemented.	Annual submission	1	1	1	1		

Output 10: Provide effective and quality ICT services, resilient systems, improve data system integrity, the accuracy of the system information, and professional digital information dissemination to support efficient management and development of fisheries services. (Budget: \$148,700.00)						SDG	
Activity	KPI	2020/21 (baseline)	2021/22	2022/23	2023/24	TARGETS #	INDICATOR #
28. Develop and update IT policies, Plans and Manuals submitted and approve by the CEO.	Number of Policies, Plans and Manuals approved.	N/A	N/A	25	19		
29. Purchase New Assets Computer Resources	Number of Purchase completed	N/A	N/A	18	N/A		
30. Setup, update, upgrade, and configure the MoF Computer Systems	Number New Setup Completed	N/A	N/A	33	N/A		
31. Managing Main Computer systems (Sopu - ICT)	Computer System Applications Services Availability and consistencies.	N/A	N/A	>=90%	>=95%		

32. Managing Main Office Building Systems (Sopu)	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
33. Managing Community Building Systems (Sopu)	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
34. Managing Aquaculture Building Systems (Sopu).	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
35. Managing Asset Building Systems (Sopu)	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
36. Managing Guest and Tablets Computer Systems (Sopu)	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
37. Managing Tu'imatamoana Computer Systems	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
38. Managing Fua'amotu Airport Computer Systems	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
39. Managing 'Eua Computer Systems	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
40. Managing Ha'apai Computer Systems	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
41. Managing Vava'u Computer Systems	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		
42. Managing Cloud Systems	Computer System Applications Services Availability and consistencies.	N/A	N/A	>=90%	>=95%		
43. Manage and provide clients with computer support.	Support availability and consistencies.	N/A	N/A	>=90%	>=95%		

Program 2: Sustainable Fisheries

Change from last Corporate Plan and Budget	Ongoing	Minor change	Major Change	New
Changes to Output				
Changes to KPIs				

2.1 Change in Program 2 from Last Corporate Plan and Budget

The Ministry of Fisheries has made a major change to its outputs by adding an additional five (5) outputs and activities to address its output and to be reflected in changes to KPIs in Program 2. This is to ensure that the Corporate Plan is focused on the most important areas of interest to government and stakeholders.

Subprograms

Sub Program 2.1: Fisheries Management and Development Division

The fisheries management and development division are responsible for the development, review, and implementation and monitoring of fisheries management and development plans, the development of fisheries policies and regulations, and the preparation of economics and statistics reports.

New initiative; (i) Fisheries Development loan: this initiative helps to strengthen the development of the small-scale fishery and fishing sector.

Sub Program 2.2: Fisheries Science and Extension Division

The Fisheries Science and Extension Division key responsibilities are;

- i. Aquaculture Research and Development
 - To manage aquaculture activities and coordinate trial and establishment of small-scale farmers. The target aquaculture commodities will be included such as sea- cucumber, mud-crab, finfish and prawns.
- ii. Community Development and Advisory
 - Establish and implementation of new SMAs and consistent monitoring of existing Special Management Areas in Tonga
 - Construct, FAD deployment to all coastal area and effective monitoring
- iii. Coastal Inshore Fisheries Resources
 - Conduct stock assessment of key inshore fisheries including sea-cucumber and coral species and climate change impact assessment
 - To support consistent management of inshore resources thus provide effective advisory services to enhance sustainable fisheries
- iv. Offshore Fisheries Resources
 - To manage offshore activities and conduct stock assessment of key offshore fisheries including tuna, snapper, tuna artisanal and squid

- To manage, develop and monitor Fisheries management systems and to coordinate and liaise Fisheries data collection, analysis and reporting.
- v. Extension Services/Outer Islands
 - Provide extension services including fisheries technical support, natural disaster resilience and adaptive rehabilitation trainings.
- vi. Aquatic Bio-security
 - Ensure sustainability in marine wildlife species through effective implementation of bio-security strategies and consistent control of international trade for endangered species.
 - Develop and monitor biological analysis of marine specimen subject to food poisoning and **ciguatoxic (i.e ciguatera fish poisoning)**.

New initiative; (i) New hatchery for Vava'u and Ha'apai for **FY2023/24 & FY2024/25**: new hatchery for outer islands helps the Ministry to facilitate the potential aquaculture farming for new species such as Tilapia, mud crab and prawns not only that but to reduce the transportation and stress of the juveniles when delivered to outer islands.

Sub Program 2.3: Fisheries Compliance Division

The Fisheries Compliance Division is responsible for the fishing vessel monitoring system, the observer program, vessel licensing, and enforcement of the fisheries regulatory framework.

New initiative

There are two main purposes of this new initiative:

To strengthen the Ministry's role in the management of fisheries resources and to combat IUU fishing, the Ministry plan to install a radio telecommunication in the Ministry's Head Office in Nuku'alofa, Vava'u, Ha'apai (Nomuka), 'Eua and Niuatoputapu to support monitoring of the fishing vessels through efficient and effective communication with vessel captain during fishing at sea.

This new initiative also supports the implementation of the Ministry's COVID 19 Emergency Plan by ensuring fishing vessels report to MOF offices according to reporting requirements provided in the terms and condition of the fishing license. (FY2022/23), \$100,000

Sub Program 2.4: PROP Project Management Unit

The PROP Project Management Unit is responsible for leading the development of the PROP Annual Work Plan, Budget, and Procurement Plan, the finalisation of the PROP Project Implementation Manual, and ensuring the effective delivery of PROP activities that are aligned with the Tonga Fisheries Sector Plan, and the Ministry of Fisheries Corporate Plan.

Major Customers

The major customers of Program 2 are fishing industry participants, fishing industry organisations, coastal communities with access to fishery resources, investors, fish farmers,

processors and exporters, along with the Minister, and the Government. The broader Tongan community is a key stakeholder in effective and sustainable fishery management.

Program Results

- Policy and planning for sustainable fisheries management and development.
- Effective economic and statistical reporting to support effective decision making.
- Scientific services to the Ministry support advice on aquatic resources and status of stocks for Tonga's offshore, artisanal, deep-water, coastal fishery, and SMA programs.
- Special Management Area program implemented.
- Development of aquaculture industries.
- Effective compliance with regulations.

A number of externally funded projects will contribute to the programs outputs.

- World Bank funding for the Tongafish Pathway project.
- NZ MFAT and MPI technical support.
- ACIAR Project on Pearl Farming.
- FAO technical support project for SMAs.
- Japanese Trust Fund for Observer Training and Port Sampling.
- Sea cucumber survey funded by SPC.

Summary of Program 2: Budget and Staff

Summary of Program 2 Budget and Staff

Program 2: Sustainable Fisheries Summary							
Description	FY2021/22		FY2021/22		FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	3.80	3.69	5.54	4.11	9.51	5.99	5.99
Staff	52	51	62	65	68	67	68
Non-staff	1	1	11	18	22	22	22
Executive Staff	7	7	7	7	7	7	7
Professional Staff	32	33	41	45	46	46	46
Other Staff	37	36	37	36	36	36	36
Total Established Staff	55	55	69	66	68	67	67
Unestablished Staff	0	0	5	12	16	16	16

Summary of Sub-program 2.1: Budget and Staff

Summary of Program 2 Budget and Staff							
Sub-Program 2.1: Sustainable Fisheries (FMDD)							
Description	FY2021/22		FY2021/22		FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	1.3	1.5	2.7	1.6	7.02	3.5	3.5
Staff	6	6	6	6	7	7	7
Non-staff	0	0	5	5	5	5	5
Executive Staff	1	1	1	1	1	1	1
Professional Staff	5	5	5	5	5	5	5
Other Staff	0	0	0	1	1	1	1
Total Established Staff	6	6	6	6	7	7	7
Unestablished Staff	4	4	4	4	4	4	4

Summary of Sub-program 2.2: Budget and Staff

Summary of Program 2 Budget and Staff							
Sub-Program 2.2: Sustainable Fisheries (FSED)							
Description	FY2019/20		FY2021/22		FY2021/22	FY2022/23	FY2023/24
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	1.85	1.51	1.89	1.9	1.83	1.83	1.83
Staff	37	37	40	40	42	42	42
Non-staff	0	0	5	12	16	16	16
Executive Staff	1	1	1	1	1	1	1
Professional Staff	15	16	17	17	18	18	18
Other Staff	24	24	24	23	23	23	23
Total Established Staff	40	41	47	41	42	42	42
Unestablished Staff	0	0	5	12	16	16	16

Summary of Sub-program 2.3: Budget and Staff

Summary of Program 2 Budget and Staff							
Sub-Program 2.3: Sustainable Fisheries (FCD)							
Description	FY2019/20		FY2020/21		FY2021/22	FY2022/23	FY2023/24
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Recurrent (\$m)	0.56	0.59	0.86	0.52	0.57	0.57	0.57
Staff	11	11	11	12	12	12	12
Non-staff	2	1	2	2	2	1	2
Executive Staff	1	1	1	1	1	1	1
Professional Staff	4	4	4	4	4	4	4
Other Staff	6	6	6	7	7	7	7
Total Established Staff	13	12	13	12	12	12	12
Unestablished Staff	2	1	2	2	2	1	1

Summary of Sub-program 2.4: Budget and Staff

Sub-Program 2.4: Sustainable Fisheries (PMU)							
Description	FY2020/21		FY2021/22		FY2022/23	FY2023/24	FY2024/25
	Original Budget	Provisional Outcome	Original Budget	Revised Estimate	Budget	Projection	Projection
Total=Tongafish project (\$m)	0.09	0.09	0.085	0.085	0.085	0.085	0.085
Staff	7	7	14	17	17	17	17
Non-staff	0	0	0	0	0	0	0
Executive Staff	1	1	1	1	1	1	1
Professional Staff	6	6	13	16	16	16	16
Other Staff	0	0	0	0	0	0	0
Total Established Staff	7	7	14	17	17	17	17
Unestablished Staff	0	0	0	0	0	0	0

Program 2: Outputs and KPIs

Sub-program 2.1: Fisheries Management and Development Division

Output Management and Administration: Better managed division, with good working relations and communications, and with a focus on output deadlines.

Output 11: By June 2023, Eight Higher standard fisheries management and development plans and policies developed, approved, implemented and monitored to support sustainable fishery resources, and profitable industries. (Budget: 77,200)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
44. Develop and Submit Fisheries Management and Development Plans (Develop – FAD, Coastal Plan, Sport Fishing) <i>Note: PMU contribution</i>	Number of Fisheries Management Plan (FMP) developed and submitted.	4	3 <i>PMU: 1</i>	5 <i>PMU: 2</i>	5 <i>PMU: 3</i>	14.4 14.B	14.4.1 14.B.1
45. Review and submit existing Fisheries Management and Development Plans <i>Mid-Review: Deepwater Snapper</i> <i>Full-Review: Aquaculture, Tuna, Marine Aquarium, NPOA Shark Plan</i>	Number of Fisheries Management plan reviewed and submitted.	4	5	4	4	14.4 14.B	14.4.1 14.B.1
46. Conduct consultation meetings on Fisheries Management Plan developed. Developed: Coastal = 16, FAD = 12, Sport Fishing = 3 Reviewed: Tuna= 4, Aquaculture = 4, Marine Aquarium = 2, Deepwater = 5, NPOA Shark = 1 FMAC = 3, Capacity =2	Number of consultation meetings conducted for the public to be aware of the new plan developed and reviewed.	6	52	16	20	14.4 14.B	14.4.1 14.B.1

47. Monitor and evaluate the implementation of activities in each approved Fisheries management and development plan. (<i>Tuna (3), Aquaculture (3), Deepwater(3), Aquarium(3) Biosecurity (4) NPOA Shark Plan (3)</i>)	Number of completed monitoring for each plan	5	19	5	5	14.4 14.B	14.4.1 14.B.1
48. Prepare quarterly report on the performance of each Fisheries Management and Development plan.	Number of reports completed or presented	6	19	8	8	14.4 14.B	14.4.1 14.B.1
49. Conduct public awareness on approved fisheries management and Development Plan.	Number of awareness activities conducted	4	4	5	5	14.C	14.C.1
50. Oversee Project Development (GCF, JNAP, Tongafish Pathway Project – Infrastructure master plan	Number of meeting attended	5	10	0	0	14.4 14.B	14.4.1 14.B.1

Output 12: By June 2023, Three higher standard fishery policy developed, approved, implemented monitored and evaluate to support sustainable fishery resources and profitable industries. (Budget: \$105,600)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
51. Monitor and evaluate the implementation of activities in each approved fishery policy (FAD, NFP)	Number of completed monitoring submitted for each policy	4	8	4	4	14.4 14.B	14.4.1 14.B.1
52. Prepare quarterly report on performance of each fisheries policies implemented.	Number of reports completed or presented	1	8	8	8	14.4 14.B	14.4.1 14.B.1
53. Conduct public awareness on fisheries policy	Number of awareness activities	1	1	1	1		

Output 13: Improved quality of fisheries statistics to support decision making. (JNAP: T4.1.3.1p, T4_1.3.2p) (Budget: \$294,500)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
54. Prepare and publish the fisheries statistics reports on a quarterly basis (Bulletin Report).	Number of reports submitted.	4	4	4	4	14.6. 14.7	14.6.1 14.7.1
55. Conduct a survey on seafood market price in local formal businesses, number of employees, number of businesses, fish consumption basically tuna and snapper	Number of reports submitted.	4	4	4	4	14.6. 14.7	14.6.1 14.7.1
56. Liaise with relevant line Ministries on the dissemination of Fisheries data (export, catch, and domestic market survey data) on a quarterly basis. (MOF, NRBT, STATISTICS DEP)	Number of data set submitted to line Ministries by quarter.	4	4	4	4	14.B	14.B.1
57. Analyse and monitor duty free and CT exemption on a Quarterly Basis	Number of reports for reviewing of fisheries fees.	1	4	1	1	14.B	14.B.1

Output 14: Improved quality and accuracy of economics reports and market knowledge to support decision making, marketing, and export of fisheries products. (Budget: \$93,400)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
58. Analyse, monitor and report economic performance of all fisheries management plans (<i>Aquaculture, Tuna, Marine Aquarium, Deepwater Snapper</i>)	Number of performance report	1	4	2	2	14.6. 14.7	14.6.1 14.7.1
59. Conduct cost benefit analysis for mullet and shrimp activities.	Number of cost benefit analysis reports	2	2	2	2	14.7	14.7.1
60. Develop and prepare project proposal for domestic market	Number of project proposals develop and approved.	-	1	2	2	14.7	14.7.1

61. Develop, review and monitor all fisheries fees	Number of reports submitted.	1	1	2	2	14.b	14.b.1
62. Develop or review and implement & monitor market research plan for marine products (Pearl & Snapper)	Number of research plan submitted	1	1	1	1	14.7	14.7.1

Output 15: Developed, Implemented, and monitored COVID-19 Fisheries Response Plan and Non-communicable Disease (NCD), Natural disaster fisheries Response Plan, and Volcanic Eruption Response Plan. (Budget: \$0.00)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
63. Assess and report on impacts of natural disasters in the fisheries sector.	Number of reports provided on natural disasters	1	1	1	1	14.7 14.b	14.7.1 14.b.1
64. Oversee, Implement, and monitor the Disaster response plan (TC Haloti, HTHH volcanic eruption - Implementation Guide)	Number of reports completed and submitted	4	4	4	4	14.7 14.b	14.7.1 14.b.1
65. Oversee, implement, review and monitor the implementation of MOF Project on COVID-19 and NCD to address food security, livelihood and Non-Communicable Diseases (NCD) in Tonga.	Percentage of activities completed in the implementation of MOF NCD project per unloading.	100%	100%	100%	100%	14.b 14.7	14.b.1 14.7.1

Output 16: Empowered and Strengthened of Fisheries Councils and Associations. (Budget: \$0.00)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
66. Identify need assessment for development of National Fisheries Council and Fisheries Association.	Number of need assessment conducted.	1	4	1	1	14.b	14.b.1
67. Provide capacity building for the National Fisheries Council and Fisheries Association (Tongatapu, Vavaú, Haápai & Éua).	Number of capacity building activities conduct annually	4	4	4	4	14.b	14.b.1
68. Oversee, implement, review and monitor the implementation of Squid promotion Project to address food security and livelihoods in Tonga	Number of reports completed and submitted	4	4	4	4	14.b 14.7	14.b.1 14.7.1

Sub-program 2.2: Fisheries Science and Extension Division

Output Management and Administration: Better managed division, with good working relations and communications, and with a focus on output deadlines.

Output 17: Increasingly targeted and focused aquaculture research and development that meets the needs of emerging industries. (Budget: \$39,600) (JNAP2: T4_4.2.2, T1,8)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
69. Enhance Aquaculture farming activities and support operators (Aquaculture stakeholders) with farming technology and facilities, supply of spat, seedlings or juveniles of aquaculture species.	Number successful spawning events	5	6	7	7	14.4 14.a 14.7	14.4.1 14.a.1 14.7.1
	Number of new farms established	10	15	20	25	14.4 14.7	14.4.1 14.7.1
	Number of	35	40	45	50	14.4	14.4.1

	aquaculture operators support with aquaculture activities					14.7	14.7.1
<i>Note: PMU contribution in AMP</i>							
70. Conduct researches and farming trials for new potential species (sea cucumber, mud crab, shrimp)	Number of new potential species identified for trials.	3	3	3	4	14.4 14.a 14.7	14.4.1 14.a.1 14.7.1
71. Develop and monitor community small scale farming of new potential species and provide status reports of all aquaculture activities (hatchery runs and farming of aquaculture species)	Number of community small-scale farming established	5	7	8	10	14.4 14.7	14.4.1 14.7.1
	Number of aquaculture reports provided	4	8	10	10	14.a 14.b 14.c 14.4	14.a.1 14.b.1 14.c.1 14.4.1a

Output 18: Expand the implementation of Special Management Area Program and Fish Aggregated Device development for coastal communities. (Budget: \$394,200) (JNAP2: T8 & 4_4.2.1p, T4_4.2.3, T1,4,12_1.3.3p)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
72. New SMAs established with management plans developed with local communities. <i>Note: PMU contribution in AMP</i>	Number of new SMAs established	5	5	5	5	14.2 14.5 14.7 14.a 14.b 14.c 14.5	14.a.1 14.b.1 14.c.1 14.5.1 14.7.1
73. Implementation of new SMAs with coastal communities <i>Note: PMU contribution in AMP</i>	Number of new SMAs implemented	5	5 PMU:1	5 PMU: 1	5 PMU: 1	14.2 14.5 14.7 14.a 14.b 14.c 14.5	14.a.1 14.b.1 14.c.1 14.5.1 14.7.1

74. Monitoring and evaluation of existing SMAs. <i>Note: PMU contribution in AMP</i>	Number of monitoring and evaluation conducted	296	266 PMU: 1	276 PMU: 2	286 PMU: 3	14.a 14.b 14.c 14.5	14.a.1 14.b.1 14.c.1 14.5.1
75. FADs fishery development and implementation.	Number of managements approved	1	1	1	1	14.2 14.5 14.7 14.a 14.b 14.c 14.5	14.a.1 14.b.1 14.c.1 14.5.1
	Number of FAD deployment and monitored	10	9	14	24	14.2 14.5 14.7 14.a 14.b 14.c 14.5	14.a.1 14.b.1 14.c.1 14.5.1 14.7.1

Output 19: Higher standards of training, capacity development, outer island extension and support services, for SMA communities, aquaculture operators, and commercial fishers. (Budget: \$753,500) (JNAP2: T4_4.2.3, T1, 4, 8,12_1.3.3p)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
76. Number of trainings, capacity development conducted. <i>Note: PMU contribution in AMP</i>	Number of Trainings on capacity development conducted	121	132	137	147	14.a 14.b 14.c 14.5 14.7	14.a.1 14.b.1 14.c.1 14.5.1 14.7.1
77. Extension service events conducted, including technical support for cyclone and disaster resilience and adaptive rehabilitation training.	Number of Extension services events provided	1000	1050	1100	1150	14.a 14.b 14.c 14.5 14.7	14.a.1 14.b.1 14.c.1 14.5.1 14.7.1

78. Establishment of new hatchery for aquaculture	Number of hatcheries	0	1	1	0		
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Output 20: Increasingly focused offshore and inshore fishery resource research, monitoring, and assessment to support decision making. (Budget: \$430,800) (JNAP2: T4_1.3.1p, T1, T8, T12)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
79. Annual data collection of key inshore fisheries resources	Number of data collection conducted	4	4	4	4	14.a 14.b 14.c 14.4	14.a.1 14.b.1 14.c.1 14.4.1a
80. Annual assessment of key inshore fisheries resources	Number of Annual assessments for key inshore species	3	4	3	2	14.a 14.b 14.c 14.4	14.a.1 14.b.1 14.c.1 14.4.1a
81. Annual assessment of key offshore fisheries resources (i.e Tuna, Snapper, Tuna Artisanal, squid) <i>Note: PMU contribution in AMP</i>	Number of Annual assessments for key offshore species	4	4	4	4	14.a 14.b 14.c 14.4	14.a.1 14.b.1 14.c.1 14.4.1a
82. Scientific and data reports and information submitted to national, regional, and international bodies. <i>Note: PMU contribution in AMP</i>	Number of scientific and data reports submitted (national, regional and international)	16	16	16	16	14.a 14.b 14.c 14.4 14.5	14.a.1 14.b.1 14.c.1 14.4.1a 14.5.1
83. Fisheries natural disaster impact and resilience assessment	number of surveys conducted	1	1	1	1	14.1 14.2 14.3 14.5 14.7 14.b	14.1.1 14.2.1 14.3.1 14.5.1 14.7.1 14.b.1

Output 21: Improving the integrity and accuracy of fisheries data collection and management systems, for sound policy-development, better decision-making and responsible fisheries management. (Budget: \$147,100) (JNAP2: T4_1.3.1p, T8)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
84. Manage, Coordinate, Monitor, Review and Develop database systems for all fisheries data collection. (Regional and Local database systems)	Number of existing databases managed, monitored, reviewed and new databases developed	19	22	22	23	14.a.1 14.7 14.6 14.4	14.a 14.7.1 14.6.1
85. Conduct Data Quality Checks (DQC) to ensure the integrity and accuracy of fisheries data collected before reporting	% coverage of data quality check conducted	100%	100%	100%	100%	14.a.1 14.7 14.6 14.4	14.a 14.7.1 14.6.1
86. Coordinate, Monitor, support, Implement and Liaise with SPC and FFA for Electronic Reporting (ER) Applications Programme	Number of ER applications implemented and on trials	5	6	6	6	14.a.1	14.a
87. Coordinate, monitor, motivate and support the ER logsheets submissions from vessel masters, port samplers, data monitors and fishers.	Number of Logsheets submitted online (ER), and number of logsheets still submitted manually	1200	2260	2270	2320	14.7 14.6 14.4	14.7.1 14.6.1
88. Coordinate and conduct the Fisheries Quarterly Data Working Group meeting.	Number of Data Working Group conducted.	4	4	4	4	14.a.1	14.a

Output 22: Effective implementation and monitoring of marine flora and fauna in accordance with the scientific aspects of national, regional and international instruments and not limited to the Convention of International Trade of the Endangered Species (CITES), Environmental Surveillance of Ciguatera Poisoning and Aquatic Biosecurity. (Budget: \$55,000) (JNAP2: T4_1.3.1p, 4_4.2.2, T1,4,8,12)	SDG
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Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
89. Implementing of the aquatic biosecurity management plan.	Number of biological analyses conducting	4	26	36	46	14.1 14.2 14.3 14.7	14.1.1 14.2.1 14.3.1 14.7.1
90. Initiate the Monitoring of Ciguatera Poisoning and its Environmental Surveillance	Number of implemented activities	2	63	73	83	14.1 14.2 14.3 14.7	14.1.1 14.2.1 14.3.1 14.7.1
91. Implement CITES in the fisheries sector focusing on the scientific aspect <i>Note: PMU contribution in AMP</i>	Number of implemented activities	3	20	30	40	14.1 14.2 14.3 14.7	14.1.1 14.2.1 14.3.1 14.7.1
92. Report submission	Number of report and trainings conducted	4	10	14	16	14.1 14.2 14.3	14.1.1 14.2.1 14.3.1

Sub-program 2.3: Fisheries Compliance Division

Output Management and Administration: Better managed division, with good working relations and communications, and with a focus on output deadlines.

Output 23: Efficient and effective compliance and enforcement services with regulatory programs that deter Illegal, Unreported and Unregulated (IUU) fishing (Budget: \$29,214)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
93. Develop and review compliance policies and strategies required for the implementation of the Fisheries National laws and Regulations (Fisheries Management Act 2002 and its subsidiary	Number of compliance policies and strategies, SOPs develop,	15	7	7	7	14.6	14.6.1

Regulations, Aquaculture Management Act and Regulation 2003 and Maritime Zone Act 2009), Fisheries Management Plans (FMP)(Tuna Management and Development Plan 2018 -2022, Deepwater Fisheries Management 2020 – 2023, Marine Aquarium Management and Development Plan 2020-2021, Aquaculture Management and Development Plan 2018 – 2022) and Tonga National MCS Strategy and National Plan of Action (NPOA) for Illegal Unreported and Unregulated fishing (IUU).	review and implement						
<p>94. Enhance the implementation of regional and international agreements and treaties (in which Tonga is a party to) and the national MCS Strategy that prevent IUU fishing:</p> <ul style="list-style-type: none"> a. FAO Port State Measures Agreement to prevent, deter and eliminate illegal, unreported and unregulated fishing (IUU) b. Western Central Pacific Fisheries Commission (WCPFC)conservation and management measures on management of tuna resources c. Niue Treaty Subsidiary Agreement (NTSA) d. Pacific Islands Forum Fisheries Agencies (FFA) Regional Monitoring Control and Surveillance (MCS) Strategy e. FFA Regional Catch Documentation Scheme (CDS) and other treaties f. Regional Longline Strategy g. Tonga National MCS Strategy 	Number of activities being conducted and measures being implemented	10	7	7	7	14.6	14.6.1

95. Provide land and surface patrol with aerial surveillance and planned Fish Compliance Operation for both offshore and inshore fisheries (boarding (both in-port and at-sea) and inspection of all licensed fishing vessels, inspect of domestic fish markets and roadside stalls, inspect the export facilities (FPE) for packing of marine products for export, inspect of fish fence) to ensure compliance with fisheries law and regulations.	Number of enforcement activities (inspection, fishing operations) being conducted.	220	400	400	400	14.6	14.6.1
96. Strengthen interagency cooperation and partnership with line Ministries in national MCS committees to coordinate fisheries operations and other MCS activities	Number of meetings, fishing operation being conducted.	10	6	6	6	14.6	14.6.1
97. Strengthened voluntary compliance through conduct of MCS training and provide quarterly bulletin on MCS activities conducted to Coastal Communities with established Special Management Areas (SMA), schools and community to encourage voluntary compliance with fisheries law.	Number of MCS trainings being conducted and quarterly bulletin being developed, approved and disseminate	15	25	25	25	14.6 14. C	14.6.1 14.C.1

Output 24: Provide a cost-effective way for licensing services as a legal mechanism to control Illegal, Unreported and Unregulated (IUU) fishing (Budget: \$32,109)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
98. Develop, review, implement and update national standard and SOPs to address the activities of the fishery licensing system (e-licensing, databases, HACCP Plan)	Number of databases/SOPs developed	1	1	3	4	14.6	14.6.1
99. Review Minimum Terms and Conditions (T&C) of the fishing license for each commercial fishery and	Number of T&C reviewed and implemented	1	3	4	4	14.6	14.6.1

Access agreement for tuna fishery							
100. Review, process and issue all fishery licences [commercial fishing- local/foreign/game fishing, aquaculture, aquarium fish, fish processing & export, and fish fence]	Number of licences issued	70	80	90	100	14.6	14.6.1
101. Validate and issue all certificates and permits for commercial exports, and exemption duties	Number of certificates/permits issued	194	200	250	260	14.6	14.6.1 14.7.1
102. Validate and issue all certificates and permits for home consumption purposes, and TPFES, at the airport and main office	Number of permits issued	4363	3000	3500	3600	14.6	14.6.1 14.C.1

Output 25: Increasingly targeted Monitoring, Control & Surveillance (MCS) program for international and domestic fishing activities to deter Illegal, Unreported and Unregulated (IUU) fishing. (Budget: \$176,964)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #
103. Manage and coordinate the Tonga National Observer Program (TNOP) and FFA Regional Observer Programme (ROP).	Number of observer deployment	57	42	40	50	14.6	14.6.1
104. Develop MCS policies/SOP/Manual to guide the activities under the TNOP and the ROP and VMS processes	Number of SOP developed	0	4	4	4	14.6	14.6.1
105. Monitoring, training and capacity development of the Tongan Observer	Number of Tongan observers recruited, trained and certified (certified observer, debriefer, trainer) AND number of trainings for existing observers and	3	10	10	13	14.6	14.6.1

	debriefers						
106. Implement the Electronic Reporting Application Program (OLLO) to facilitate the Observers data collection	Number of observer trips using OLLO for data collection	8	20	40	45	14.6	14.6.1
107. Monitor and oversees all fishing vessel activities within our EEZ by using satellite base (VMS).	Number of VMS update submitted to HOD	36	230	230	230	14.6	14.6.1
108. Install the new solar units on domestic fishing vessels to monitor the activities of the fishing vessels within our EEZ	Number of VMS solar units install on snapper fishing vessels	0	12	10	10	14.6	14.6.1
109. Provide accurate, near real – time vessel position to direct support for surveillance operation, inspection and other compliance purposes	Number of VMS data provided upon request	45	20	20	20	14.6	14.6.1

Sub-program 2.4: PROP Project Management Unit (PMU)

Output Management and Administration: Better managed division, with good working relations and communications, and with a focus on output deadlines.

Output 26: Implementation of the Tonga Fisheries Sector Plan (TFSP), including effective governance of the World Bank funded Tongafish Pathway project. (Budget: \$85,000)						SDG	
Activity	KPI	2021/22 (baseline)	2022/23	2023/24	2024/25	TARGETS #	INDICATOR #

110. Support to division for implementation of TFSP activities through effective financial management, procurement, monitoring and evaluation, safeguards, and reporting.	Monthly reports to CEO	12	12	12	12		
111. World Bank project management requirements implemented for all Tongafish Pathway project activities.	Annual report	0	1	1	1		

4. Challenges / Gap analysis

Gaps <i>E.g. What gaps are in place in implementing the Ministry's outputs</i>	Diagnosis <i>E.g. Why does it exist – cause problem</i>	Solution <i>E.g. How to solve the gap</i>
Provide support to affected fisheries stakeholders on Covid-19	WHO declare covid-19 is a pandemic disease. The Government and the private sector are both critically affected by the covid-19	Implement the existing Covid-19 response plan. Development of a covid-19 Response Plan for phase 3. Monitoring and Implementation of Covid-19 response plan phase 3.
CHAR's Dashboard	This is a new activity to undertake follow the framework of flow chart and activity breakdown.	PMS managers undertake Train the Trainer Programs and training Ministry's staffs.
Recruitment/vacant positions/daily paid labour	Covid-19 and the policy decision, duration of the contract is only 1 FY.	Fill in resultant post only and renew contract for the current daily paid labour for every FY.
Budget limitation	Covid-19 and Budget Strategy and funding envelope guidelines.	Prioritize the spending according to the priorities area and outputs.
Quality technical equipment -Boats -Vehicles	The Ministry's current boat and vehicle is not enough to undertake SMA activities and enforcement.	Seeking additional funds.
Capacity building - Training techniques - Aquaculture (production: algae and giant clams) - Fisheries data collection - FAD network - Pearl design and marketing - Seaweed farming - Stakeholder's training (co-management, fish handling, fisheries and business management) - Certify high seas boarding and inspection - Effective enforcement - Public awareness and support for reporting IUU fishing - Authorize officers' obligations - PSMA taskforce on PSMA activities - Certify MSC observers	Staffs are limited to these capacities building due to new technologies, new methods, additional activities and new initiatives.	Undertake trainings on identified areas in accordance with the Ministry's annual training plan.

Infrastructure -Aquaculture hatchery expansion	The current hatchery cannot accommodate the production of more than one species during spawning season.	Expand the Aquaculture hatchery to accommodate all species.
Delay in legislation for SMAs and commercial fisheries.	The current process is time consuming.	Effective and fast time turnover of revised the SMA Regulation.

Annex 1: Detailed Stakeholder Analysis

Stakeholder	Customer of MoF	Supplier to MoF	Partner with MoF	Oversight of MoF
	Received from/provided to MFNP			
Cabinet	Advice, Recommendations, Information	Decisions	Operating Effectiveness of Government	Direction
LA	Advice, Recommendations, Information	Decisions, Legislation		Direction
MDAs	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
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

Annex 2: Key legislation, policy decision and plans

Documents Contributing to Ministry of Fisheries Mandate

The mandate is established by the following:

General

- The Constitution of Tonga
- Government Priority Agenda
- Tonga Strategic Development Framework II
- Government Act
- Public Finance Management Act
- Public Audit Act
- Public Service Act
- Code of Ethics and Conduct
- Social Media Guidelines for Tonga's Public Service
- Public Services (Grievance and dispute procedures) Regulations
- Public Service (Disciplinary procedures) Regulations
- Remuneration Act
- Procurement Regulations
- Public Revenue Regulations
- Internal Audit Charter

Specific to Ministry of Fisheries

- Tonga Fisheries Sector Plan 2016
- 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

Annex 3: 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. The WCPFC was established by the Convention for the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean (WCPFC Convention) which entered into force on 19 June 2004. Tonga is a member of the WCPFC which is based at Pohnpei, Federated States of Micronesia.
- 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 on-going 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 Tonga has recently become a signatory to the Port State Measure Agreement early 2020 to Prevent, Deter and Eliminate IUU Fishing. The World Bank and FFA hosted a regional workshop was held in Fiji with the Task Force Team consisted of the Tonga Police, MORC, Marine and Ports, Ports Authority HMAF on formulation of the national strategies and action plans to improve compliance with the agreement on Port State Measure. This creates an obligation to undertake comprehensive inspections of an agreed level of foreign vessels each year, policy and operational activities. Therefore, Ministry will focus on implementation of the PSMA, development of the National Standard of Procedures (NSOP).

Memorandum of Understanding

i) MOU for the Regional Aerial Surveillance Programme

Tonga has signed a memorandum of understanding for the Regional Aerial Surveillance Programme with the Forum Fisheries Agency (FFA) in 2020. Pacific Islands Forum Leaders agreed at their meeting in Nauru in 2018 to support the F.F.A. Regional Aerial Surveillance Programme and the development of MOUs with the F.F.A. on its implementation.

ii) MOU Maritime Surveillance Operations and Related Border Control Support

Maritime Coordination Centre Memorandum of Understanding (Maritime Surveillance Operations and Related Border Control Support) between the His Majesty’ Armed Forces, Ministry of Fisheries, Ministry of Revenue and Customs and Tonga Police), included Maritime Coordination Centre Framework signed by His Majesty’s Armed Force (HMAF), Ministry of Fisheries, Ministry of Revenue and Customs and Tonga Police on 24 April 2020 concerning maritime surveillance operation and related border control supports especially for fishery protection, counter drug trafficking, custom border control, countering transnational crime, support health protection measures (like COVID 19) medical evacuation and other related maritime security activities within the Kingdoms maritime jurisdiction zones (Fisheries Management Act, Customs and Excise Management Act, Tonga Police Act, HMAF Act, Maritime Zone Act, Public Health Act and Evacuation Act.

Annex 4: Critical Positions

Ministry of Fisheries – Critical Positions FY2022/23 – 2024/25

Division	Posts	Proposed Band	Salary range	Starting point	Government contribution (10%)	Total	Output	Justification
CEO Office	Principal Legal Officer	I	\$30,240 - \$45,360	\$30,240	\$3,024	\$33,264	Output 3: Improved legal services.	The legal Officer is a key member of the Chief Executive's team and provides legal support and advice across the Ministry as follows: the principal source of legal advice and counsel for the whole Ministry; to administer and oversight all Acts, Regulations, further instruments, and relevant policies and procedures under which, which, the Ministry has responsibility for implementation.
Corporate Service Division	Fisheries Officer	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 9: Better financial, procurement and asset management services compliant with government standards.	The purpose of this post is responsible for the Ministry's salary and wages.
Fisheries Management and Development Division	Principal Fisheries officer	I	\$30,240 - \$45,360	\$30,240	\$3,024	\$33,264	Output 12: By June 2022, one higher standard fishery policy developed, approved, implemented monitored, and evaluated to support sustainable fishery resources and profitable industries.	Fisheries management and policy development, review, and monitoring is very critical in improving and effective fisheries management. More fisheries management and development plans and policies are needed

Fisheries Science and Extension Division (Coastal and Community)	Fishing Gear Specialist	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 18: Expand the implementation of Special Management Area Program and Fish Aggregated Device development for coastal communities.	This post is to strengthen the extension work specially to support the implementation of fishery programs, including the monitoring of inshore fishery resources, and Special Management Area program. Also, to support the development of fisheries through development and delivery of industry-based extension services with a particular focus on fishing gear and technology
Fisheries Compliance Division (VMS & Observer)	Fisheries Officer	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 25: Increasingly targeted Monitoring, Control & Surveillance (MCS) program for international and domestic fishing activities to deter Illegal, Unreported, and Unregulated (IUU) fishing.	To electronically monitor and oversee all fishing vessel's activities within our EEZ by using a satellite base (VMS) and to manage and coordinate the Tonga Observer program both at the national and regional
Corporate Services Division (Human Resources)	Fisheries Trainee	S	\$6,720-\$10,080	\$6,720	\$672	\$7,392	Output 6: Improved administrative and human resources support for all ministry staff.	It is very important to keep the working environment clean and beautification of our compound by growing flowers, weeding, mowing, and cleaning the fisheries office area and facilities. Ministry of Fisheries office has a big compound area and a lot of office spaces to be cleaned every day, therefore two people should do this job
Fisheries Management and Development Division	Fisheries Officer	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 16: Empowered and Strengthened Fisheries Councils and Associations.	This staff will collaborate with the National Fisheries Council (NFC) to provide the capacity building for the National Fisheries Council and Fisheries Association. (Tongatapu, Vavaú, Haápai & Éua).
Fisheries Science and Extension Division (Extension)	Fisheries Officer	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 17: Higher standards of training, capacity development, outer	The Extension and the Outer Islands function is a newly established section that is separate from the Community Development and Advisory function. There is currently no staff in this section. This post is required

							island extension, and support services, for SMA communities, aquaculture operators, and commercial fishers.	to head the Extension and Outer Islands section from the Tongatapu main office. The officer will coordinate and oversee all the Fisheries Extension services and offices of the Ministry in the Outer islands (Vava'u, Ha'apai, Niuatoputapu, and 'Eua). The post will also supervise and implement extension services and Outer Island activities
Fisheries Compliance Division (Licence)	Technical Officer Grade II	M	\$15,120 - \$22,680	\$15,120	\$1,512	\$16,632	Output 24: Provide a cost-effective way for licensing services as a legal mechanism to control Illegal, Unreported, and Unregulated (IUU) fishing.	To ensure that all fish products for export comply with our national law and Regulation and also to improve the turnaround time on the process of exemption duties and of fuel and fishing equipment.
CEO Office (Media)	Technical Officer Grade II	M	\$15,120 - \$22,680	\$15,120	\$1,512	\$16,632	Output 5: Improved media and communications.	The Technical Officer Grade II position will head the Media Unit which should manage the media and the library at the same time. Information is vital to the success of the Ministry of Fisheries and its activities. Fisheries Library works together with the Pacific Islands Marine Information System (PIMRIS) (administered by the University of the South Pacific (USP) on e-cataloging, and digitization of all the published fisheries reports in Tonga to make them available and accessible by national, regional, and international organizations, either in print or online.
Corporate Service Division	Principal Fisheries Officer	I	\$30,240 - \$45,360	\$30,240	\$3,024	\$33,264	Output 10: Provide effective and quality ICT services, and resilient systems, improve data system integrity, the accuracy of the system	This person will have the full capacity to manage, coordinate, review and develop a database system for all fisheries data collection (regional and local database systems)

							information, and professional digital information dissemination to support efficient management and development of fisheries services.	
Fisheries Management and Development Division	Fisheries officer	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 14: Improved quality and accuracy of economics reports and market knowledge to support decision making, marketing, and export of fisheries products.	This post will focus on climate resilience and natural disaster, support for Economic analysis of the fisheries' performance is very critical. Economic data availability is lacking.
Fisheries Science and Extension Division (2 x OICs (Vv & Hp, Coastal fisheries))	3 x Principal Fisheries Officer	I	\$30,240 - \$45,360	\$30,240	\$3,024	\$99,792		Fisheries need to strengthen our extension services at the outer islands. This post will manage and oversee fisheries operation in Vava'u and Ha'apai and to assist the implementation of the SMAs at outer islands district and also to provide a safe sea transportation for fisheries staff when they take an official trip to outer islands islands.
Fisheries Compliance Division (Enforcement)	2x Technical Officers Grade II	M	\$15,120 - \$22,680	\$15,120	\$1,512	\$33,264	Output 23: Efficient and effective compliance and enforcement services with regulatory programs that deter Illegal, Unreported and Unregulated (IUU) fishing.	In order to provide an effective enforcement programme that ensure compliance with the Tonga fisheries legislation, and fulfilling our National and Regional Compliance obligation

Corporate Service Division	Technical Officer Grade II	M	\$15,120 - \$22,680	\$15,120	\$1,512	\$31,750	Output 10: Provide effective and quality ICT services, and resilient systems, improve data system integrity, the accuracy of the system information, and professional digital information dissemination to support efficient management and development of fisheries services.	ICT plays an important role in the Ministry. This post will support the ICT staff in Upgrading, managing, and monitoring the official information, database, Data etc.
Fisheries Management and Development Division	Technical Officer Grade II	M	\$15,120 - \$22,680	\$15,120	\$1,512	\$16,632	Output 15: Developed, Implemented, and monitored COVID-19 Fisheries Response Plan and non-communicable disease (NCD), Natural disaster fisheries Response Plan and Volcanic Eruption Response Plan.	This staff will support the implementation and monitoring of the MoF emergency response plan for the covid-19 pandemic and also the response plan and recovery plan for disaster resilience.
Fisheries Science and Extension Division (Aquaculture)	2 x Fisheries Officers	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$42,878	Output 17: Higher standards of training, capacity development, outer island extension and support services, for	For returning scholar schedule to be completed in December 2021 under the Government Scholarship.

							SMA communities, aquaculture operators, and commercial fishers.	
Fisheries Compliance Division (Licenses)	2x Fisheries Assistants	Q	\$8,400 - \$12,600	\$8,400	\$840	\$18,480	Output 24: Provide a cost-effective way for licensing services as a legal mechanism to control Illegal, Unreported, and Unregulated (IUU) fishing.	Need more Fisheries Inspectors to ensure that all fish products for export comply with our national law and Regulation and also to improve the turnaround time on the process of exemption duties and of fuel and fishing equipment.
Fisheries Management and Development Division	2 x Fisheries Assistant	Q	\$8,400 - \$12,600	\$8,400	\$840	\$18,480	Output 14: Improved quality and accuracy of economics reports and market knowledge to support decision making, marketing, and export of fisheries products.	Improve collection of data through Domestic fish market, economic data, for improve decision maker
Fisheries Science and Extension Division (Outer Islands -Ha'apai SMA)	Fisheries Officer	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 18: Expand the implementation of Special Management Area Program and Fish Aggregated Device development for coastal communities.	This position will focus on development, management and monitoring of community based Special Management Area (SMA) communities and to manage and monitor the daily operations of the Inshore Section, including supervising staff. New SMAs will be established under the World Bank project and other donors' partners.
Fisheries Science and Extension Division (Extension and	Fisheries Officer - Master	L	\$19,490 - \$29,230	\$19,490	\$1,949	\$21,439	Output 19: Higher standards of training, capacity development, outer	Ministry of Fisheries need to work closely with the stakeholders and also assist the fishing industry in Tonga to improve their skills in a range of areas to maximize efficiency, effectiveness, and operational

Outer Island)	Fisherman Industry Training and Development Officer.						island extension, and support services, for SMA communities, aquaculture operators, and commercial fishers.	capability to support sustainable fishing operations. Training for fishing industries is also important to improve their catch.
Fisheries Management and Development Division	Fisheries Trainee	R	\$7,560 - \$11,340	\$7,560	\$756	\$8,316	Output 14: Improved quality and accuracy of economics reports and market knowledge to support decision making, marketing, and export of fisheries products.	Improve collection of data through Domestic fish market, and economic data, to improve decision maker
Fisheries Science and Extension Division (OICs – 'Eua, NTT)	2 x Technical Officer Grade II	M	\$15,120 - \$22,680	\$15,120	\$1,512	\$33,264	Output 19: Higher standards of training, capacity development, outer island extension and support services, for SMA communities, aquaculture operators, and commercial fishers. Output 19: Higher standards of training, capacity development, outer	Officers in charge ('Eua & Niuatoputapu) play a vital role in each branch. Due to the increase in targets for outer islands in Aquaculture, SMAs and other administration work there is a need to upgrade the level of OICs for these branched to a level where a staff with a qualification comes together with an experience to manage, monitor and plan each branches Annual Management Plan and serve to achieve the target at the CP/AMP against the approved budget.

							island extension and support services, for SMA communities, aquaculture operators, and commercial fishers.	
Fisheries Science and Extension Division (Vava'u, Ha'apai)	2 x Technical Officer Grade II	M	\$15,120 - \$22,680	\$15,120	\$1,512	\$33,264	Output 19: Higher standards of training, capacity development, outer island extension and support services, for SMA communities, aquaculture operators, and commercial fishers. Output 19: Higher standards of training, capacity development, outer island extension and support services, for SMA communities, aquaculture operators, and commercial fishers.	<p>Fisheries need to strengthen our extension services at the outer islands. This post will be focus on coordinate Fisheries Extension services in Ha'apai and to develop, manage and monitor community-based Special Management Areas (SMAs) in Ha'apai Group.</p> <p>Fisheries need to strengthen our extension services at the outer islands. This post will lead efficient and effective aquaculture, resource assessment, compliance and enforcement activities; support the development, manage and monitor community base SMA in Vava'u and Support technical assistance and extension services including data collection.</p>
Fisheries Science and Extension Division (Inshore/	3xFisheries Assistant	Q	\$8,400 - \$12,600	\$8,400	\$840	\$27,720	Output 20: Increasingly focused offshore and inshore	These posts will assist in data collection with related information in order to enhanced scientific knowledge and advice on status of inshore fisheries stocks and also

Aquaculture)							fishery resource research, monitoring, and assessment to support decision making.	support all aspects of the Inshore fisheries resources assessment and research activities involving fisheries data collection, and data entry.
Fisheries Science and Extension Division (Aqua/Nomuka)	2xFisheries Trainee	S	\$6,720-\$10,080	\$6,720	\$672	\$14,784	Output 20: Increasingly focused offshore and inshore fishery resource research, monitoring, and assessment to support decision making.	Tonga needs to comply with Conservation and Management Measures (CMM) adopted by the Commission on data collection and reporting. This post will assist in collecting data with related information to assist in enhanced Scientific knowledge and advice on aquatic stock status of Offshore (Tuna and Deepwater Snapper) fisheries.
Fisheries Science and Extension Division (Outer Islands Vavaú-Boatman)	Fisheries Assistant	Q	\$8,400 - \$12,600	\$8,400	\$840	\$9,240	Output 19: Higher standards of training, capacity development, outer island extension and support services, for SMA communities, aquaculture operators, and commercial fishers.	Safety is very important when civil servants travel from Neiafu to other islands. This post will focus on operating and monitor of Fisheries vessels to provide safe transportation for Fisheries staff and consultants when they officially travel within islands in Vavaú groups. He/She will assist the Compliance and Enforcement activities and also support, monitor, and assess the operation of community SMA programs in Vavau and support the aquaculture.
Corporate Services Division (Procurement Unit)	Senior Fisheries Officer	J	\$26,880 - \$40,320	\$26,880	\$2,688	\$29,568	Output 9: Better financial, procurement and asset management services compliant with government standards.	This post will look after the Ministry's procurement therefore this post is created to be trained and absorb the experience and skills. This will enhance preparation of procurement requirements, updating the assets register and preparing the Ministry's monthly asset report to the Ministry of Finance and National Planning.
TOTAL	39 posts					\$729,392		

Annex 5: PPA_New maintenance workshop and boat ramp upgrade (Vv&Hp)

Annex 6: PPA_Fisheries Refrigerator Storage (Fu'amotu airport)