CARIBBEAN REGIONAL FISHERIES MECHANISM

PROGRESS AND FINANCIAL REPORT

Covering the Period
April 1st, 2005 - June 30th, 2005

August 25th, 2005

Funded by Members and Associated
Member States of the Caribbean Community (CARICOM)
MEMO TO: Mr. Joseph Simmonds, Chairman of the CRFM
Members of the Caribbean Fisheries Forum

FROM: Hugh Saul
Executive Director, CRFM Secretariat


The Report provides an overall description of the status of each programme and activities undertaken by the CRFM Secretariat during the period, allowing for a global appreciation of the progress made.
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<th>Description</th>
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<tr>
<td>CARICOM</td>
<td>Caribbean Community</td>
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<tr>
<td>CARIFIS</td>
<td>Caribbean Fisheries Information System</td>
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<tr>
<td>CARIFORUM</td>
<td>Caribbean Forum of ACP States</td>
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<tr>
<td>CARISEC</td>
<td>CARICOM Secretariat</td>
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<tr>
<td>CBCRM</td>
<td>Community-Based Coastal Resources Management</td>
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<td>CFU</td>
<td>CARICOM Fisheries Unit</td>
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<tr>
<td>CFRAMP</td>
<td>CARICOM Fisheries Resource Assessment and Management Programme</td>
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<td>CFP&amp;R</td>
<td>Common Fisheries Policy and Regime</td>
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<tr>
<td>CFTC</td>
<td>Commonwealth Fund for Technical Cooperation</td>
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<tr>
<td>CFTU</td>
<td>Caribbean Fisheries Technical Unit</td>
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<tr>
<td>CITES</td>
<td>Convention on International Trade in Endangered Species of Wild Fauna and Flora</td>
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<tr>
<td>CLWG</td>
<td>Conch and Lobster Fisheries Working Group</td>
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<tr>
<td>COTED</td>
<td>Council on Trade and Economic Development</td>
</tr>
<tr>
<td>CRFM</td>
<td>Caribbean Regional Fisheries Mechanism</td>
</tr>
<tr>
<td>CTA</td>
<td>Technical Centre for Agricultural and Rural Cooperation ACP-EU</td>
</tr>
<tr>
<td>DFID</td>
<td>Department for International Development</td>
</tr>
<tr>
<td>DRAO</td>
<td>Deputy Regional Authorizing Officer</td>
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<tr>
<td>DR</td>
<td>Dominican Republic</td>
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<tr>
<td>EC</td>
<td>European Commission</td>
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<td>EEZ</td>
<td>Exclusive Economic Zone</td>
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<td>EU</td>
<td>European Union</td>
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<tr>
<td>FAC</td>
<td>Fisheries Advisory Committee</td>
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<td>FAD</td>
<td>Fish Aggregating Device</td>
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<td>FAO</td>
<td>Food and Agriculture Organization of the United Nations</td>
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<td>FMP</td>
<td>Fisheries Management Plan</td>
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<td>GEF</td>
<td>Global Environmental Fund</td>
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<tr>
<td>IAC</td>
<td>International Agricultural Centre</td>
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<td>ICCAT</td>
<td>International Commission for the Conservation of Atlantic Tuna</td>
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<td>ICRAFD</td>
<td>Integrated Caribbean Regional Agriculture and Fisheries Development Programme</td>
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<td>IDRC</td>
<td>International Development Research Centre</td>
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<tr>
<td>IOCARIBE</td>
<td>Intergovernmental Oceanographic Commission (IOC) Sub-Commission for the Caribbean and Adjacent Regions</td>
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<td>IOI</td>
<td>International Oceans Institute</td>
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<td>IMA</td>
<td>Institute of Marine Affairs</td>
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<td>JICA</td>
<td>Japan International Cooperation Agency</td>
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<td>LPWG</td>
<td>Large Pelagic Fisheries Working Group</td>
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<tr>
<td>LRS</td>
<td>Licensing and Registration Software</td>
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<td>MAREMP</td>
<td>Marine Resource Environmental Assessment and Management Programme</td>
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<td>Acronym</td>
<td>Description</td>
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<td>---------</td>
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<tr>
<td>MCS</td>
<td>Monitoring, Control and Surveillance</td>
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<td>MOU</td>
<td>Memorandum of Understanding</td>
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<tr>
<td>NOAA</td>
<td>National Oceanic and Atmospheric Administration</td>
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<tr>
<td>NGOs</td>
<td>Non-Government Organizations</td>
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<tr>
<td>RSWG</td>
<td>Reef and Slope Fisheries Working Group</td>
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<tr>
<td>SCPWG</td>
<td>Small Coastal Pelagic Fisheries Working Group</td>
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<tr>
<td>SVG</td>
<td>St. Vincent and the Grenadines</td>
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<tr>
<td>SCRS ICCAT</td>
<td>Scientific Committee in Research and Statistics</td>
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<tr>
<td>TCDC</td>
<td>Technical Cooperation among Developing Countries</td>
</tr>
<tr>
<td>TIP</td>
<td>Trip Interview Programme (Data collection software package)</td>
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<tr>
<td>T and T</td>
<td>Trinidad and Tobago</td>
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<tr>
<td>UK</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>UWI</td>
<td>University of the West Indies</td>
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<tr>
<td>WECAFC</td>
<td>Western Central Atlantic Fisheries Commission of the FAO, United Nations</td>
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</table>
EXECUTIVE SUMMARY

1. Work Programme Milestones and Budget Approvals

Work Programme Start: 1\textsuperscript{st} April 2005

Work Programme Budget Approved: Yes

Cost Limitation: US$957,918 (EC$2,536,379)

This report covers the first quarter of the second year of the Medium Term Plan of the CRFM (2004 / 05 – 2006 / 07). The activities of the Medium Term Plan as reflected in the agreed Priority Areas include the development of A Common Fisheries Policy and Regime for CARICOM, the promotion of Monitoring, Control and Surveillance (MCS), the development of fisheries management plans, implementation of mechanisms for shared resources, human resource development, strengthening of fishers’ organizations, and support for standards and related requirements for global trade.

During the period under review, support to Member States continued with the development and use, through training, of the CARIFIS database. Specifically, a resource person, Ms. Sherrill Barnwell, was engaged to conduct a training workshop in St. Kitts and Nevis to transfer TIP and LRS data to CARIFIS.

Management continued to liaise with Member States to make good on arrears and current contributions to the budget of the CRFM Secretariat. Five Member States made contributions, during the quarter under review, totaling EC$496,080 (US$184,511). The arrears fell from EC$864,137 as at March 31\textsuperscript{st}, 2005 to EC$771,863 as at June 30\textsuperscript{th}, 2005.

Owing to the lack of qualifications of candidates considered, difficulties were encountered in recruiting a Programme Manager, to lead the Statistics and Information programme. However, efforts were intensified with regard to seeking donor resources for a Programme Manager, Statistics and Information, and for a Caribbean / CARICOM counterpart to under-study this individual.

During this quarter, the CRFM Secretariat took the initiative to explore the possibility of facilitating the full participating membership of the CRFM by the Cayman Islands. Also, the Executive Director represented CRFM Member States at a Conference on Governance of the High Seas and the United Nations Fish Agreement, May 1\textsuperscript{st} – 5\textsuperscript{th}, 2005, Canada.

The CRFM continued to play the leading role in the development of a Framework Document on the establishment of a Common Fisheries Policy and Regime. During this reporting period a Multidisciplinary Workshop was held in St. Kitts & Nevis to inter alia, further refine the Framework Document. Resource Mobilisation efforts continued to facilitate the work of two (2) expert working groups to address the Social, Economic and Linkages issues of the Common Fisheries Policy and Regime, and the associated Legal aspects.

Further, the Deputy Executive Director (ag.) rendered technical support to Guyana, in respect of their National Consultation on the Common Fisheries Policy and Regime, on June 24\textsuperscript{th}, 2005.
It was recognized and recorded that there has been marked improvement in the response and participation in ICAAT demands and affairs by the Member States of the CRFM, partly due to the technical support of the CRFM Secretariat. The five Working Groups on the major species in the region established to address issues of common concern pertaining to statistics, research and stock assessment methods continued to operate. Based on the recommendations of the First Annual CRFM Scientific Meeting, specific species have been earmarked for assessment by each Working Group at the forthcoming Second Annual Scientific Meeting to be held during the last quarter of December 2005. The CRFM Ad Hoc Working Group on Methods of stock assessment met for the first time to do some methods testing work during this reporting period. The report of the First Annual CRFM Scientific Meeting (June 2000) was published and distribution of copies among stakeholders began.

Three forms of donor assistance to the region were realized. The first meeting of the Pro Tem Working Group on Institutional Strengthening of Regional Fisher folk Organizations, funded by the Centre for Agricultural and Rural Cooperation (CTA) was held on June 22nd – 23rd, 2005 in Guyana. Second, the FAO / CRFM / MALMR Regional Workshop on the Collection of Demographic Information on Coastal Fishing Communities and its Use in Community-Based Fisheries and Integrated Coastal Zone Management in the Caribbean was held in Port of Spain, Trinidad & Tobago on June 13th – 17th, 2005. Third, three scholars from the region benefited under the CRFM / IOI scholarships on Ocean Governance (Policy Law and Management) at the Dalhousie University, Nova Scotia, Canada, May to July 2005.

The CRFM continued working on resource mobilization plans of regional significance during this period. These included the Fisheries Master Plan for CARICOM under the Japan - CARICOM Cooperation Agreement. Activities in this area included meetings with Japanese government officials and exchange of electronic communication. Project proposals on the Rehabilitation and Management of the Queen Conch were prepared and submitted to the FAO of the UN, DFID of Britain, and USAID of the USA for funding. Responses are being awaited. Five project proposals on the establishment of the Caribbean Regional Network of National Fisher folk Organizations were under preparation for submission to the CTA and other donor organizations for funding. Also, upon the advice of the CARICOM Secretariat, the CRFM Secretariat wrote to CARICAD, Barbados, requesting assistance in the completion of its Operations Manual, and in enhancing its Documentation Centre and Registry Operations. The CARICAD responded favourably and indicated that it would dispatch a mission to Belize in August, 2005 to discuss and possibly further develop this request, among other matters.

Other Fisheries Management and Development initiatives were addressed to varying degrees during this period of reporting. The introduction, review and / or updating of Fisheries Management Plans through the consultative and participatory approach was continued. Follow up actions were taken to assess the prospects of EU funding of the project proposal on Strengthening of Fisheries Products Health Conditions in CARICOM / CARIFORUM and OCT states. The draft Consultancy Report on the Study of the Impact of Globalization on Fisheries was distributed to relevant stakeholders in the region for feedback.

Finally, the expert Working Group formed to review the work on the finalization of strategy and proposal for promoting Monitoring, Control and Surveillance (MCS) of the fisheries resources in the region, commenced its work of amending and redrafting the proposal to reflect comments of Member States at the Workshop on MCS held March 2nd – 3rd, 2005, Georgetown, Guyana.
### ACTIVITY 100: Management and Support

**Output:** CRFM (Belize) Conducting and implementing agreed Programmes / projects and activities, and liaising with Member States, Executive Committee of the Forum, CARICOM Secretariat, etc.

**Activity Start:** April 1\(^{st}\), 2005  
**End:** March 31\(^{st}\), 2006

### Activity Progress Report Summary

- **Total Budget:** US$284,148  
  **Spent to date:** US$68,815  
  **Spent during Reporting period:** US$68,815

- **Will complete Activity within Total Budget:** Yes _√_  
  No _

- **Completion of Activity (Work plan):** ahead _√_ behind _on_ schedule
- **Completion of Total Activity:** ahead _√_ behind _on_ schedule

### WBS 100: Management and Support

During the quarter (April – June, 2005) the CRFM Secretariat (headquarters) provided support for the implementation of activities approved in the Annual Work Plan and Budget, April 1\(^{st}\), 2005 – March 31\(^{st}\), 2006. Also, based on quotation, filing cabinets were procured. *Appendix A* provided details regarding the items bought during the period under review.

Management continued to liaise with Member States to make good on arrears and current contributions to the budget of the CRFM Secretariat. Five Member States made contributions, during the quarter under review, totaling EC$496,080 (US$184,511). The arrears fell from EC$864,137 as at March 31\(^{st}\), 2005 to EC$771,863 as at June 30\(^{th}\), 2005 and current contributions from EC$1,586,039 to EC$1,182,236.

The CRFM Secretariat also provided technical, administrative and rapporteurial support to the following meetings / workshops:

(i) **Regional Multidisciplinary Workshop on the Common Fisheries Regime for CARICOM**, April 18\(^{th}\) – 19\(^{th}\), 2005, St. Kitts and Nevis.

(ii) **Third Meeting of the Caribbean Fisheries Forum of the Caribbean Regional Fisheries Mechanism**, April 20\(^{th}\) – 21\(^{st}\), 2005, St. Kitts and Nevis.

(iv) Regional Workshop on the Collection of Demographic Information on Coastal Fishing Communities and its use in Community-Based Fisheries and Integrated Coastal Management in the Caribbean, June 13th – 17th, 2005, Trinidad and Tobago.


(vi) Guyana National Consultation on the Common Fisheries Policy and Regime, Guyana, June 24th, 2005 (Support rendered by the Deputy Executive Director (ag)).

(vii) Ninth Meeting of the CARICOM Technical Working Group on Agriculture, Barbados, June 28th – 29th, 2005. (The Deputy Executive Director (ag) represented the CRFM Secretariat at this meeting).

(viii) GECAFS / SANREM CRSP Caribbean Planning Workshop, June 16th – 17th, 2005 (The Programme Manager, Research and Resource Assessment represented the CRFM Secretariat at this meeting to provide inputs on behalf of the CRFM for the development of a proposal to address aspects of research identified by the GECAFS Caribbean project, for funding by the Sustainable Agriculture and National Resource Management Collaborative Research Support Programme (SANREM CRSP)

(ix) FMSP Project R8468 – Stock Assessment Capacity Building – Project Planning Workshop, May 9th – 13th, 2005, India (The Programme Manager, Research and Resource Assessment attended, on behalf of the CRFM Secretariat, to provide inputs for the development of a fishery manager’s guide and a scientists stock assessment guide to use of FMSP assessment tools).


(xi) Conference on Governance on High Seas and the United Nations Fish Agreement, May 1st – 5th, 2005, Canada (The Executive Director represented the CRFM, and presented the Closing Remarks on behalf of the Caribbean Community).

During the quarter under review (April – June, 2005) interviews were held on June 20th, 2005 in St. Vincent and the Grenadines, for the vacant posts of Biologist to be attached to the St. Vincent and the Grenadines office, and Programme Manager, Statistics and Information. The interview panel comprised Mr. Terrence Phillips, Deputy Executive Director (ag.), Dr. Susan Singh-Renton, Programme Manager, Research and Resource Assessment, and Mr. Anthony Mills, Corporate Services Manager. Three candidates were interviewed, and Ms. Farahnaz Solomon, employed as a Fisheries Biologist, Trinidad and Tobago, was considered the most suitable for the post of Biologist. Recruitment efforts are underway. One candidate, Dr. Norman Quinn, was considered for the post of Programme Manager, Statistics and Information.

On June 29th, 2005 the Executive Director and Corporate Services Manager visited the Cayman
Islands to hold discussions with Senior Government officials on that country becoming a full participating member of the CRFM. Consistent with the Agreement Establishing the Caribbean Regional Fisheries Mechanism (CRFM), the Cayman Islands, as an Associate Member of CARICOM, has the right of full membership in the CRFM.

Efforts with regard to resource mobilization continued apace. Project proposals in areas mentioned below were prepared and submitted for possible donor support:-

(i) Rehabilitation and Management of Queen Conch in CARICOM / CARIFORUM States (submitted to FAO; DFID; USAID)

(ii) Collection of Demographic Information on Coastal Fishing Communities, etc. (funding received from FAO to co-sponsor a workshop in Trinidad and Tobago)

(iii) Pro tem Working Group on Institutional Strengthening of Fisherfolk Organizations (funding received from the CTA / CARDI to co-sponsor a workshop in Guyana)

(iv) Financial support is being sought for the meetings of the Working Group on the Common Fisheries Policy and Regime (Socio-economic and Linkages Working Group and the ad hoc Legal Working Group). Approaches have been made to the CARICOM Secretariat to access financing from the Spanish Government for that purpose.
## ACTIVITY 121: General Administration - Saint Vincent and the Grenadines

**Output:** CRFM (St. Vincent and the Grenadines) coordinating and implementing agreed activities

**Activity Start:** April 1st, 2005  
**End:** March 31st, 2006

### Activity Progress Report Summary

<table>
<thead>
<tr>
<th>Total Budget: US$40,000</th>
<th>Spent to date: US$7,870</th>
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<td>Spent during reporting period: US$7,870</td>
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</tbody>
</table>

**Will complete Activity within Total Budget:** Yes ✓ No ___

**Completion of Activity (Work plan):** ahead ___ behind ___ on schedule ✓

**Completion of Total Activity:** ahead ___ behind ___ on schedule ✓

**Percentage of total output achieved to date:**

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### WBS 121: General Administration - St. Vincent and the Grenadines

During the (April – June 2005) the CRFM Secretariat (St. Vincent and the Grenadines) provided support for the implementation of activities approved in the Annual Work Plan and Budget, April 1st, 2005 to March 31st, 2006.
## OUTPUT 100 MANAGEMENT AND SUPPORT

### ACTIVITY 150: Meeting of the Caribbean Fisheries Forum

**Output:** Recommendations to COTED and approved Work Programme and Budget

**Activity Start:** April 1st, 2005
**End:** March 31st, 2006

### Activity Progress Report Summary

| Total Budget: | US$32,000 | Spent to date: | US$7,739 | Spent during reporting period: | US$7,739 |

Will complete Activity within Total Budget: Yes ✓ No __

Completion of Activity (Work plan): ahead ____ behind ____ on schedule ✓
Completion of Total Activity: ahead ____ behind ____ on schedule ✓
Percentage of total output achieved to date

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### WBS 150: Meeting of the Caribbean Fisheries Forum

The Third Meeting of the Caribbean Fisheries Forum was held April 20th – 21st, 2005, Basseterre, St. Kitts and Nevis.
### OUTPUT 200 Advocacy, Policy and Planning

<table>
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<tr>
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<td></td>
<td>201.2: Fisheries Master plan for CARICOM</td>
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<td></td>
<td>201.3: Formulation of a Common Fisheries Policy and Regime (CFP &amp; R)</td>
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<tr>
<td></td>
<td>210.2: Advocacy and Planning</td>
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<td>230.1: Monitoring, Evaluation and Provision of Technical Assistance</td>
</tr>
</tbody>
</table>

**Output:**

**Activity Start:** April 1\(^{st}\), 2005  
**End:** March 31\(^{st}\), 2006

### Activity Progress Report Summary

- **Total Budget:** US$66,052  
- **Spent to date:** US$10,614  
- **Spent during reporting period:** US$10,614

- **Will complete Activity within Total Budget:** Yes [✓]  No ___

**Completion of Activity (Work plan):** ahead [✓] behind ____ on schedule

**Completion of Total Activity:** ahead ____ behind on schedule [✓]

**Percentage of total output achieved to date**

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**WBS 200: Advocacy, Policy and Planning**

In this programme year, this sub-programme will contribute to the collaborative development of a legal framework for the establishment of a Common Fisheries Policy and Regime and the implementing of related facilitative activities. Major initiatives will be undertaken to promote the CRFM’s work and achievements through facilitating the establishment of strategic alliances and partnerships with relevant organizations, the production and distribution of Newsletters and the publishing of News Releases. The Coordinator plans to collaborate with other staff in the development and implementation of a Master Plan for the region’s fisheries development and management with special regard to the Community based Management Aspects (including sedentary resource management) and the Education and Training Components. A project proposal for funding to facilitate the establishment of a Caribbean Regional Network of National Fisher folk Organizations is in the pipeline. Also action will be initiated towards the development of a Strategy and Medium Term Action Plan, with preliminary aspects implemented towards the end of the year. The CAPP will continue coordinating and editing the preparation of quarterly reports and provide
assistance in the preparation of project proposals for external funding and the monitoring of their implementation.

**WBS 201.2: Fisheries Master plan for CARICOM**

**Background:**

This project, to be funded by Japan International Cooperation Agency (JICA) and implemented by the CRFM, aims at developing a master plan for fishery resource development and management in the Region (especially for the small-scale sub-sectors within the EEZ). The agreed components are: (1) Pelagic resource development and management; (2) Aquaculture development policy formulation; (3) Regional fisheries database development; (4) Supporting community-based management (including sedentary resource management); and (5) Education and training in the component fields in the CARICOM states. Inputs under this WBS 201.2 will be provided at two levels, namely the general development of the Master Plan and provision of technical support to the Community based management aspects.

**Achievements for this quarter**

- Countries contacted to obtain information that was requested by the JICA Consultants.
- Information received from six Member Countries and forwarded to JICA.

**Planned Activities for the next quarter**

- Obtain requested information from the remainder of the Member Countries.
- Participate in preliminary activities for implementation of the project.

**POLICY**

**WBS 201.3: Formulation of a Common Fisheries Policy and Regime (CFP & R)**

**Background:**

The CRFM will continue to provide leadership to the region in the formulation of the Common Fisheries Policy & Regime in the preparation of the Framework Document and subsequent legal and socio-economic and legal aspects, through a consultative and participatory approach.

**Achievements during this quarter:**

- Monitored and participated in the holding of consultations at the national level on various aspects of the CFP & R.
- Participated in the Multi disciplinary Meeting in St. Kitts & Nevis at which further refinement of the Framework Document was made.
- It was also realized that socio-economic and linkage issues had been relatively neglected in the preparation of the Framework Document and arrangements were made for the drafting of Terms of Reference for a Consultancy.
- Reviewed the first draft of the TOR and submitted a revised one that was accepted.
Activities planned for the next quarter:

- Participate as a resource person on a team to develop the socio-economic and linkages aspects in the Framework document of the CFP & Regime.
- Participate in the preparation and submission of a final report, the contents of which would be included in the framework document.
- Continue contributing to the finalization of the framework document.

WBS 210.2: Advocacy - Promoting the CRFM

Background:

The activities planned under this heading fall in the area of Advocacy. They are limited to the promotional aspects that would build public awareness of the programmes and activities of the CRFM, highlighting its achievements. These include (a) coordinating and effecting Memoranda of Understanding with selected number of regional and extra-regional organizations, (b) Production and distribution of CRFM Newsletter Issue # 3 & 4 in 2005, (c) news releases, (d) matters relating to the coordination of work planning by the staff. For the quarter being reported on, it was planned to see to the final publication and distribution of the 3rd Issue of the CRFM newsletter.

Objectives:

To build public awareness in Member States on the activities and achievements of the CRFM. This will have particular reference to its functional organs, including the Secretariat, the Technical Working Groups, the Caribbean Fisheries Forum and other stakeholder groups.

Achievements during this quarter:

A comprehensive attempt was made to solicit articles from as wide a range of institutions and individuals in the region. This was quite successful even though it took much time to achieve. A draft of Issue # 3 was completed by the end of this reporting period.

Activities planned for the next quarter:

Finish all arrangements for the publication and distribution of the CRFM NEWS Issue # 3 early in the next quarter and embark upon soliciting articles and editing them for Issue # 4 due to be completed for publication by the end of the next quarter.

PLANNING

Background:

The provision of leadership in the preparation of Annual and Quarterly Work Plans and Reports, and in the preparation of project concept papers and proposals for resource mobilization.

Objective:
To coordinate the preparation and compiling of the first quarterly work plan and assist in the preparation of project plans for funding and participate in their implementation.

**Achievements during this quarter:**

1. **Quarterly Work Planning:**

   Coordination of the preparation and compilation of the Draft Work Plans for WBS 100 – 500 covering the corporate and technical programmes.

2. **Conch Development and Management:**

   Coordinated and participated in, the preparation of draft project proposals on the Rehabilitation and Management of the Conch Fisheries in the Caribbean region with the Programme Managers of Fisheries Development and Management and Research and Stock Assessment. The drafts were submitted to the FAO, DFID and USAID for funding to implement them. The draft submitted to the CARICOM Secretariat for forwarding to FAO had to be revised to include the assumptions to the cost estimates.

3. **CBCRM / IDRC Closure of Phase 2 and plans for a probable Phase 3:**

   Contacts with the University of Laval and the International Development Research Centre (IDRC) of Canada continued with respect to arrangements for the final publication of Phase 2 of the Project and the possible planning for a Third Phase. Subsequently, Dr. Brian Davy of IDRC visited the CRFM Secretariat for discussions on the subject on May 20th, 2005. The Coordinator, Advocacy, Policy and Planning and the Corporate Services Manager of the CRFM Secretariat, met with Dr. Brian Davy. The arrangements for the publication of the Phase 2 book were discussed including its mode of distribution. The interest of the CRFM to continue the partnership with the IDRC and University Laval was confirmed. There was broad agreement that the IDRC would be in touch with the CRFM Secretariat and would provide the latter with new developments as they unfold.

4. **CTA / CARDI / CRFM Projects (IN SUPPORT of PM / FM & D) See under 520.1 below for full report:**

   **Background:**

   Following the publication of the Report on the Organizational Needs Assessment of Fisher folk organizations and the Workshop on the Report held in October 2004, a Pro Tem Working Group was formed to transform five (5) recommendations from the report into a Medium Action Plan. Further work in this area was done during this reporting period.

   **Achievements during this quarter:**

   Provided technical support / input to the Pro Tem Working Group held in June 2005 in Guyana. The main business of this meeting was the examination of Draft Terms of Reference and Mode of Operation for the Pro tem Working Group and the Draft Strategy and Medium Term Action Plan.

   **Activities Planned for the Next Quarter (in collaboration with the Programme Manager):**
Establishment of dialogue with the national decision makers of a number of member states on policy formulation to establish the political will to support the forming national fisher folk organizations, through electronic communication and visits to a number of countries where difficulties are being encountered. Prepare the grounds for implementing Project 1 of the Medium Term Action Plan.

5. CRFM / FAO / MALMR Integrated Fisheries Management Project:

A regional workshop on the collection of demographic and socio-economic information in coastal area and fisheries management was held in Trinidad & Tobago, June 13th – 17th, 2005. Prior to the workshop, the Case Study Reports on seven (7) Caribbean countries were edited, and papers were drafted on the Jamaican Case and the regional perspective, as compared to the cases of the South East Asian countries of the Philippines and Malaysia. The workshop brought together scholars and professionals from South East Asia and the Caribbean, under the aegis of the FAO, in collaboration with the CRFM Secretariat, to deliberate on the critical issues involved in the subject.
### OUTPUT 300 FISHERIES STATISTICS AND INFORMATION

<table>
<thead>
<tr>
<th>ACTIVITY 300: Fisheries Statistics and Information</th>
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<tbody>
<tr>
<td>301.2: Fisheries Masterplan for CARICOM- Regional Database</td>
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<td>310: Catch and Effort Collection Systems</td>
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<tr>
<td>314.3: Joint Funding- CRFM and FAO</td>
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<tr>
<td>330.1: Monitor and Provision of Technical Assistance (Trainers and Support)</td>
</tr>
</tbody>
</table>

**Output:** Information available for the management of Pelagic and Reef Species, Shrimp and Groundfish Species and Lobster and Conch Fisheries

**Activity Start:** April 1st, 2005  
**End:** March 31st, 2006

### Activity Progress Report Summary

**Activity Budget**

- **Total Budget:** US$123,434  
- **Spent to date:** US$3,302  
- **Spent during reporting period:** US$3,302

- **Will complete Activity within Total Budget:** Yes ✔  
  No ___

**Completion of Activity (Work plan):** ahead ___ behind___ on schedule ✔

**Completion of Total Activity:** ahead ___ behind ___ on schedule ✔

**Percentage of total output achieved to date.**

---

### 300: FISHERIES STATISTICS AND INFORMATION PROGRAMME

The focus of this programme will be the continued provision of technical support, such as the transfer of the legacy databases from TIP and LRS to CARIFIS, training in querying and reporting and debugging of the software to facilitate the implementation of CARIFIS at the country level. The programme will also develop training materials for improving the data collection systems in Member States.

### 301.2: Fisheries Master Plan for CARICOM - Regional Data Base:
This project, to be funded by Japan International Cooperation Agency (JICA) and implemented by the CRFM, aims at developing a master plan for fishery resource development and management in the Region (especially for the small-scale sub-sectors within the EEZ). The agreed components are listed at WBS 201.2.

330.1: Monitoring and Provision of Technical Assistance (Trainers and Support):

This activity is designed to strengthen the data collection and management capabilities of the CRFM countries through: development of training material for improving the collection of fisheries data in CRFM countries. In particular, development of a training CD, that can be used by countries for training staff in field sampling techniques, collection of data in the field, and data recording is proposed for development in 2005 – 2006. An additional CD, intended to cover aspects of data storage and analysis, will be considered for development in 2006 – 07. The CD proposed for 2005 – 06 will help to harmonize the national data collection systems, and in so doing, facilitate the coordination of data analysis for resources that are shared. The CD will also provide an aid for in-country training workshops, when these become necessary. In 2005 – 06, the outputs of this activity will include: (i) a training CD in field sampling and data collection techniques, including CRFM data forms, and (ii) trained data collectors, where in-country workshops are held.

Achievements

- Terms of Reference prepared to recruit a resource person to undertake Consultancy on Legacy Database transfer and Training in St. Kitts and Nevis.
- Ms. S Barnwell contracted to undertake Consultancy.
- Assistance provided to St. Kitts and Nevis to transfer TIP and LRS data to CARIFIS Database and staff trained to use CARIFIS.
- Consultant’s Mission Report submitted to CRFM Secretariat.
- Discussions held with FAO LAPE Project Manager to discuss continued collaboration with regards to CARIFIS.

Activities planned for the next quarter:

- Continue to provide technical support to CRFM member states in the implementation of CARIFIS.
- Liaise with P. Fanning, Project Manager, FAO LAPE Project, with regards the collaborative efforts relating to the debugging of CARIFIS, legacy Databases Transfers, Training and organising of the Workshop on Analysis and Reporting in CARIFIS.
<table>
<thead>
<tr>
<th>ACTIVITY 400: Fisheries Research and Resource Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>410: Pelagics &amp; Reef Fish Assessment</td>
</tr>
<tr>
<td>420: Shrimp and Groundfish Resource Assessment</td>
</tr>
<tr>
<td>450: Lobster and Conch Resource Assessment</td>
</tr>
</tbody>
</table>

Output: Information available for the management of Pelagic and Reef Species, Shrimp and Groundfish Species and Lobster and Conch Fisheries

Activity Start: April 1st, 2005               End: March 31st, 2005

**Activity Progress Report Summary**

**Activity Budget**

Total Budget: US$184,460                Spent to date: US$26,867
Spent during reporting period: US$26,867

Will complete Activity within Total Budget: Yes √    No ___

Completion of Activity (Work plan): ahead ___ behind ___ on schedule √
Completion of Total Activity: ahead ___ behind ___ on schedule √
Percentage of total output achieved to date.

**WBS 400: FISHERIES RESEARCH AND RESOURCE ASSESSMENT PROGRAMME:**

The CRFM has adopted the Working Group medium for planning and implementing research and conducting resource assessment, the membership of which come from the fisheries administrations of CRFM Member States.

Except for proposed ad hoc studies and projects, planned research and resource assessment tasks will continue to be conducted largely through the activities of CRFM regional resource working group activities. The CRFM resource working groups, under the guidance of selected Chairpersons, will also continue to be responsible for agreed inter-sessional activities, and preparation for the CRFM Annual Scientific Meeting. These resource working groups will cover data analysis, research, assessment, and provision of management advice, on fisheries targeting the following range of fishery resources: large pelagic; small coastal pelagic; reef and slope; shrimp and groundfish, conch and lobster.

Besides the focused tasks of the resource working groups, other aspects of fisheries management require research inputs to inform their planning and implementation. Proposed activities covering aspects of fisheries management and which contain research components include:
1. development and implementation of mechanisms for the management of shared resources, and
2. assessment of potential for developing or expanding large pelagic fisheries.

401.1: Development and Implementation of Mechanisms for the Management of Shared Resources:

Background:

Several species of large and small pelagic fish, shrimp, lobster, conch, ground fish and some species of reef fish are distributed in waters spanning national borders. In some instances, the area is narrow and only two territories are primarily involved. In other instances, the area is extremely wide encompassing several territories in the Atlantic Ocean and Caribbean Sea. In most instances, these shared resources are being exploited without the necessary mechanisms for sustainability and equity.

Under the UN Convention on Fish Stocks (1995) all countries are obliged either to participate in activities of an existing competent organization that was established to manage particular shared marine resources, or where one does not exist, to establish one. This is needed to ensure that the region’s concerns are incorporated into the global decision-making process and that member countries’ rights are protected. Within the Caribbean region, shared resources are being exploited by CRFM and non-CRFM countries alike, and the sustainable exploitation of these resources are threatened unless mechanisms for collaboration or joint management are put into place.

Objectives:

1. Coordinate assessment work
2. Provide input to inform management planning and implementation

Planned Activities for Next Quarter:

- Continue to provide technical advice to support development of regional management mechanisms.

401.4: Provision of Technical Support at Regional and International Management Fora:

Background:

Acknowledging the establishment, role, and objectives of ICCAT, other relevant regional and international fisheries bodies and international management fora, CRFM countries have begun to participate more actively in the activities of these organizations and to be directly involved in the management process. In 2005 - 06, the present activity is included to accommodate for the provision of CRFM technical (research and assessment) support to countries on relevant issues of shared concern.

Objectives:
1. To coordinate planning and development of both national and regional positions on issues ranging from statistics to management, but which require knowledge and understanding of the interpretation of resource biology and status.

2. To provide funding for participation of CRFM staff in those activities of international fora, in cases where it is warranted.

**Activities completed during the reporting period:**

- Issued reminder to countries on reporting of fisheries statistics to ICCAT for stocks managed by the latter.

- Provided technical advice to countries dealing with specific ICCAT queries, e.g.:
  (i) IMMARBE, Belize regarding IUU fishing allegations,
  (ii) Dominica, regarding IUU fishing issues and billfish catches,
  (iii) Grenada, Barbados and Trinidad and Tobago, regarding billfish queries raised by ICCAT
  (iv) Trinidad and Tobago and Grenada, regarding swordfish harvest levels,
  (v) Guyana, regarding compliance with ICCAT statistical reporting requirements.

**Planned Activities for Next Quarter:**

- Continue to collaborate with countries that need to address specific ICCAT queries and provide responses to CRFM and/or ICCAT on these and related matters.
- Prepare for and participate in Meeting in Grenada with government officials.
- Prepare annual CRFM report to ICCAT.
- Prepare for 2005 ICCAT SCRS Meeting.
- Continue to contribute to FAO LAPE project – literature review and report writing.

**410: Pelagic and Reef Fishes Resource Assessment:**

**410.2/412: Assess the Potential for Developing or Expanding Large Pelagic Fisheries:**

**Background:**

The sustainable development and management of large pelagic fisheries has been identified as a priority area for development by CARICOM Member States through the COTED (Proposal for the CRFM) as well as by the National Governments through their fisheries development and management plans and policy papers.

As prescribed by the various international agreements, Caribbean countries will need to develop their knowledge of these offshore pelagic and other under-utilized resources, to ensure responsible and successful sustainable development and management of the relevant fisheries. Given that many of these resources are shared, countries have committed to regional coordination of statistics, research and management.

**Objectives:**

1. To develop knowledge base of countries on offshore pelagic and underutilized resources
2. Promote responsible and sustainable resource utilization
3. To increase development within the sector, and contribute to socio economic well being of industry stakeholders

Activities completed during the reporting period:

• JICA funding not yet received for commencement of activities.

Planned Activities for Next Quarter

• Follow-up collaboration with JICA team, to elaborate further details of the research tasks planned under this Activity.

410.3 CRFM Reef and Slope Fisheries Working Group (CRFM RSWG): (a) Data Analysis, Research and Assessment; (b) Working Group Meetings and Inter-sessional Activities:

Background:

For the purposes of this document, reef fish resources refer to those resources which spend most of their lives on island shelves while deep slope fish resources refer to those resources which spend most of their lives on the deep slopes and submerged banks that occur further offshore. In the Caribbean region, reef and slope fisheries are multi-gear, multi-species fisheries and are relatively diverse and complex. It is generally assumed that reef and slope fish resources do not undergo large-scale movements, and can be managed at the local or country level. However, islands sharing a common shelf may also be sharing the same reef and slope fish stocks. The CRFM working group on reef and slope fish resources (CRFM RSWG) was established to facilitate a collective effort to address shared issues pertaining to statistics, research, stock assessment methods and development of management advice.

This project activity requires special expertise in statistical analyses, assessment, and preparation of fishery advisory reports. Based on the recommendations of the first Annual CRFM Scientific Meeting, the RSWG is expected to conduct the following assessments in 2005 - 06, given suitable and available data: selected stocks of red snapper, mutton snapper, and red hind.

Activities completed during the reporting period:

• Activities are subsumed under Activity 414.1.

Planned Activities for Next Quarter

See notes under 414.1

414.1: CRFM Large Pelagic Fisheries Working Group (CRFM LPWG): (a) Data Analysis, Research and Assessment; (b) Working Group Meetings and Inter-sessional Activities:
Background:

Current ICCAT efforts in statistics, research and management are mainly focused on the oceanic large pelagic resources. Scientists of ICCAT Contracting Parties have noted that there is a general lack of adequate data to assess the status of the small tuna resources (i.e. the coastal large pelagic resources), and have highlighted the need for studies, carried out at the local and regional levels, to determine the state of these resources and the best way to use and manage them. Within the Caribbean region, the CRFM will provide a suitable regional arrangement for coordinating assessment and management of those large pelagic resources, such as dolphinfish, and the mackerels that can be handled at the regional level, primarily through the establishment of a Working Group on Large Pelagic Resources (CRFM LPWG). The LPWG was established in 2000.

This project activity requires special expertise in statistical analyses, assessment, and preparation of fishery advisory reports. Based on the recommendations of the First Annual CRFM Scientific Meeting, the LPWG is expected to conduct the following assessments in 2005 - 06, given suitable and available data: dolphinfish, Spanish mackerel, and king mackerel.

Two site meetings are proposed for 2005 - 06: an ad hoc methods meeting aimed at examining and developing stock evaluation methods suited to the CRFM countries’ capabilities for fisheries statistical monitoring, and the Second Annual CRFM Scientific Meeting. These 2 meetings will address issues being handled by all CRFM WGs.

Activities (Working Groups LPWG / SCPWG / SGWG / RSWG / CLWG) completed during reporting period:

- The First Meeting of the CRFM Ad Hoc Working Group on Methods was convened at UWI, Barbados.
- The Methods Working Group has commenced methods testing work.
- The Methods Working Group report has been drafted and circulated to participants for their comments prior to finalization.
- The published Report of the First Annual CRFM Scientific Meeting was circulated.

Planned Activities for Next Quarter

- Draft information note for second annual scientific meeting, and finalize date and venue.
- Prepare TORs and LOA for consultants needed for second annual scientific meeting.
- Draft letters of invitation for scientific meeting.
- Collaborate with species rapporteurs and consultants, in order to identify and prioritize tasks to be addressed during scientific meeting.
- As recommended by Methods WG, circulate Manager’s questionnaire again for responses by remaining countries.
- Finalize Methods WG report.

414.7: CRFM Small Coastal Pelagic Fisheries Working Group (CRFM SCPWG): (a) Data Analysis, Research and Assessment; (b) Working Group Meetings and Inter-Sessional Activities:
Small coastal pelagic fish resources support substantial fisheries throughout the Caribbean region, sometimes accounting for 40% or more of the total reported national fish landings. The small coastal pelagic fisheries can employ large numbers of the populations in some small island and coastal states, and hence are of paramount importance in contributing to the social and economic stability of the countries involved. The movement and distribution of stocks of small coastal pelagic fish resources within the Caribbean are not well understood, although it is very likely that islands sharing a common shelf are fishing the same stocks. A CRFM working group on small coastal pelagic fish resources (CRFM SCPWG) was established to facilitate a collective effort to address common issues pertaining to statistics, research, stock assessment methods and development of management advice.

These outputs contribute directly to strengthened mechanisms for regional planning, assessments, resource management, and decision-making.

This project activity requires special expertise in statistical analyses, assessment, and preparation of fishery advisory reports. Based on the recommendations of the First Annual CRFM Scientific Meeting, the SCPWG is expected to conduct the following assessments in 2005 - 06, given suitable and available data: flyingfish and other species for which there are sufficient data.

**Activities completed during the reporting period:**

- Activities are subsumed under Activity 414.1.

**Planned Activities for Next Quarter:**

*See notes under 414.1*

420: Shrimp and Groundfish Resource Assessment:

420.1: CRFM Shrimp and Groundfish Fisheries Working Group (CRFM SGWG): (a) Data Analysis, Research and Assessment; (b) Working Group Meetings and Inter-Sessional Activities:

**Background:**

CFRAMP, in collaboration with the FAO, convened a series of Workshops in 1997, 1998, 1999 and 2000 to assess the status of the shrimp and groundfish stocks being exploited by the fishery along the Guiana -Brazil Shelf. Building on the progress of the WECAFC ad hoc working group a CRFM shrimp and groundfish working group (CRFM SGWG) was established to facilitate a collective effort to address shared issues pertaining to statistics, research, stock assessment methods and development of management advice.

This project activity requires special expertise in statistical analyses, assessment, and preparation of fishery advisory reports. Based on the recommendations of the first Annual CRFM Scientific Meeting, the SGWG is expected to conduct the following assessments in 2005 - 06, given suitable and available data: selected stocks of southern pink shrimp, Atlantic seabob, southern brown shrimp, redspotted shrimp, lane snapper, bangamary, and sea trout.

**Activities completed during the reporting period:**
Activities are subsumed under Activity 414.1.

Planned Activities for Next Quarter

See notes under 414.1

430 / 450: Lobster and Conch Assessment:

430.1: Monitoring and Provision of Technical Assistance:

The PM Research and Resource Assessment will keep a keen eye on trends in the implementation of planned activities in Member States in the 400.0 activity areas, alert the national administrations on problems relating to implementation and provide technical assistance in finding solutions, including doing some “firefighting” *in situ* where more critical problems arise.

Activities completed during the reporting period:

• Continued to oversee entry of Haiti survey data.

Planned Activities for Next Quarter

• Supervise continued entry of data for Haiti national fisheries survey, data analysis and preparation of final report.
• Publish conch data analysis report for Belize (February 2004 workshop report).

450.1: CRFM Conch and Lobster Fisheries Working Group (CRFM CLWG): (a) Data Analysis, Research and Assessment; (b) Working Group Meetings and Inter-Sessional Activities:

Background:

The spiny lobster and the queen conch are considered to be among the most economically important fisheries resources in the CARICOM region, due to local consumption rates and as sources of foreign currency. Economically, the spiny lobster is the single most important fishery resource of the Caribbean followed by the queen conch. In the last 30 years, the overall harvest of conch has increased substantially, largely driven by international export, population growth and increasing tourism in the Caribbean region. A CRFM working group on conch and lobster resources (CRFM CLWG) was established to facilitate a collective effort to address shared issues pertaining to statistics, research, stock assessment methods and development of management advice.

This project activity requires special expertise in statistical analyses, assessment, and preparation of fishery advisory reports. Based on the recommendations of the first Annual CRFM Scientific Meeting, the CLWG is expected to conduct the following assessments in 2005 - 06, given suitable and available data: selected stocks of queen conch and spiny lobster.

Activities completed during the reporting period:

• Activities are subsumed under Activity 414.1.
Planned Activities for Next Quarter

See notes under 414.1

450.2 CRFM Regional Queen Conch Research Programme (CRP):

Background:

This project is designed to rehabilitate and strengthen the management of the Queen Conch, *Strombus gigas*, resources in the region by strengthening regional management capability and empowering fisheries divisions to carry out their tasks through training, systems improvements, and provision of financial and technical assistance. The overall long-term goal of this project is ensure sustainable utilization of Queen Conch resources in the CARIFORUM Region through greater networking, research, capacity building and improved management to rehabilitate and protect the stocks and ensure sustainability of the fisheries.

Objectives:

The objectives of the project are as follows:

1. Strengthening the data collection and management systems and improvement and sustenance of a regional database on the conch fisheries.
2. Identification of the patterns of distribution, abundance and densities of the Queen Conch and shedding of more light on this through data collection.
3. Development of advice on suitable management measures for strengthened management of the regional queen conch.
4. Creation of models and plans for the effective management of the stocks.
5. Broadening of stakeholder and general public awareness of the status of conch stocks and engendering of support for their sustainable management

Activities completed during the reporting period:

- Activities are expected to commence when funds have been obtained.
- Some further revisions were made to the proposal submitted for funding.

Planned Activities for Next Quarter:

*Awaiting feedback on sponsorship*

450.3: Rehabilitation and Management of the Queen Conch - ad hoc study

In September 2003, the Standing Committee of the Convention on International Trade in Endangered Species (CITES) determined that queen conch was over-exploited in many countries of the Wider Caribbean and proposed recommendations to ensure the sustainable use of this resource. The recommendations reflected the overall status of queen conch in the countries reviewed. In the cases of the Dominican Republic and Haiti, CITES instituted a prohibition on exports of queen conch until basic research could be done which assesses the status of the resource in each country’s waters, sets a conservative quota for catch and exports and implements data collection and
monitoring programs to ensure that quotas are not exceeded.

This activity is designed to rehabilitate and strengthen the management of the Queen Conch, *Strombus gigas*, resources in the region by strengthening regional management capability and empowering fisheries divisions to carry out their tasks through training, systems improvements, and provision of financial and technical assistance. The overall long-term goal of this project is to ensure sustainable utilization of Queen Conch resources in the CARIFORUM Region through greater networking, research, capacity building and improved management to rehabilitate and protect the stocks and ensure sustainability of the fisheries.

In 2005 - 06, the Office of Protected Resources (USA) is supporting the CRFM’s work in the Dominican Republic, which, of the countries currently prohibited by CITES from exporting queen conch, is most likely to benefit from early work, such as stock assessment surveys. This would enable CRFM, not only to assist this country to re-open harvest and, perhaps trade, of this species, but also to follow up on the recommendations made by CITES. Given available resources, similar work will be conducted in other CRFM territories, as required.

**Activities completed during reporting period:**

- Continued to work with Ms. Mateo of the Fisheries Department in the DR to finalize logistical and technical arrangements for study implementation.
- Letters concerning shipment of scooters and the training workshop were dispatched.
- Prepared information note for workshop.

**Planned Activities for Next Quarter:**

- Prepare and dispatch workshop information note and budget, and letter to host country.
- Collaborate with DR fisheries staff, Mr. Majil, and Dr. Appeldoorn regarding training workshop regarding preparation and arrangements for implementation of field work.
- Conduct training workshop in the DR.
- Prepare workshop report.
- Monitor implementation of field work and provide work progress updates to CRFM and NOAA / NMFS
### OUTPUT 500 FISHERIES RESOURCE MANAGEMENT AND DEVELOPMENT

**ACTIVITY 500:** Fisheries Resource Management and Development  
510: Strengthening National Fisheries Management  
520: Strengthening Regional Fisheries Management  
530: Fishers and Community Inv/ Education  
540: Human Resource Development  
560: Improved Post Harvest, Processing and Marketing

<table>
<thead>
<tr>
<th>Output</th>
<th>Improved national fishery management policies and plans with inputs from principal stakeholders</th>
</tr>
</thead>
</table>
| Activity Start: | April 1st, 2005  
End: March 31st, 2006 |

### Activity Progress Report Summary

- Total Budget: US$215,824  
  Spent to date: US$20,491  
  Spent during reporting period: US$20,491

Will complete Activity within Total Budget: Yes  
No __

Completion of Activity (Work plan): ahead ___ behind ___ on schedule ✓
Completion of Total Activity: ahead ___ behind ___ on schedule ✓
Percentage of total output achieved to date

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**WBS 500: FISHERIES RESOURCE MANAGEMENT AND DEVELOPMENT PROGRAMME:**

This programme will continue to focus on the development of Fisheries Management Plans in selected Member States of the CRFM, using the participatory and multidisciplinary approach. It will also play the leading role in the Aquaculture Development, provide support for community-base resource management and the Education and training aspects of the development of the fisheries Master Plan for the CARICOM funded JICA. The Programme Manager will also provide leadership in the development of a Common Fisheries Policy and Regime for the region, and provide technical support for the implementation of the project for the establishment of a network of the region’s fisherfolk organizations.
501.3: Formulation of a Common Fisheries Policy and Regime (Also See WBS 210.1 above)

Activities completed during reporting period:

- Terms of Reference for CFP&R Social, Economic and Linkages study prepared
- Implementing Mechanism for the Common Fisheries Policy and Regime discussion paper revised.
- CFP&R Workshop held in St. Kitts and Nevis in April 2005
- National Consultation on the CFP&R held in Guyana on 24 June 2005.
- Provided technical backstopping to Department of Fisheries (Guyana).

Planned Activities for Next Quarter:

- Implementation of the TOR for the CFP&R Social, Economic and Linkages Study.
- Based on recommendation of the St. Kitts and Nevis CFP&R Meeting, finalise the Discussion paper: Implementing Mechanism for the Common Fisheries Policy and Regime.
- Follow-up with countries regarding National Consultations.

510: Strengthening National Fisheries Management:

512.2: Development and Implementation of Fisheries Management Plans (FMPs):

Background:

The formulation and implementation of appropriate fisheries sector policies and developmental and management strategies and plans are complex and multifaceted, with the critical inputs revolving primarily around political commitment, institutional capacity and effective stakeholder participation.

During the financial years 2003 / 04 and 2004 / 05, the CRFM Secretariat had been working with a number of countries, including The Bahamas, Turks and Caicos Islands, Dominican Republic, Haiti, Belize, St. Vincent and the Grenadines, Guyana and Antigua and Barbuda in the process of developing and implementation of their fisheries management plans (FMPs). Based on a timeframe that takes about six to twelve months to develop a FMP, hold national consultations with stakeholders and obtain approval from the relevant political authority, the CRFM Secretariat will be seeking to follow-up the activities with the countries mentioned above as well as work with the British Virgin Islands, Montserrat, St. Kitts and Nevis, St. Lucia and Suriname in the updating and implementation of their FMPs

Activities completed during reporting period:

- Continued to monitor and liaise with The Bahamas and the TCI regarding the finalization and implementation of their respective Draft FMPs.
- Continued to liaise and provide support on the preparation of the Belize Draft FMP.
• Draft FMP for Guyana updated, and Permanent Secretary, Ministry of Agriculture, Dr. D. Permaul, and Mr. Seepersaud, Head, Project Planning Unit, Ministry of Agriculture, informed about the situation and the need to organize the National Consultation on the Draft FMP.
• Draft FMP for SVG reviewed and reformatted.
• Draft FMP submitted to the Antigua and Barbuda DOF and awaiting feedback so that National Consultation can be organized and convened.

Planned Activities for Next Quarter

• Complete review process of Draft FMP for Antigua and Barbuda between the CRFM and the Antigua and Barbuda DOF
• Organize and convene a National Consultation to review the Draft FMP in collaboration with the Antigua and Barbuda DOF.
• Complete review process of Draft FMP for Belize between the CRFM and the Belize Fisheries Department
• Organize and convene a National Consultation to review the Draft FMP in collaboration with the Belize Fisheries Department.
• Review and reformat FMP for Guyana and Antigua and Barbuda.

512.3: Improving Regional and National Mechanisms for the Management and Sustainable Development of Shared Fisheries Resources in the Caribbean:

Background:

The critical issues associated with the management of shared marine resources are: inadequate policy and institutional framework for management; ineffective management of stocks; overexploitation of many fisheries species such as, queen conch, shrimp, groundfish, large pelagics and some species of reef fishes; inadequate biological, social and economic data and information for policy formulation; irresponsible fishing and inappropriate use of equipment; inadequate participation of resource users in fisheries management planning; and illegal, unreported and unregulated (IUU) fishing activities both by nationals and foreigners; and inadequate delimitation of the Exclusive Economic Zone (EEZ).

Objectives:

The Project seeks to improve the policy and institutional frameworks for management; formulate and establish harmonized regional management systems and legislation, and strengthen the mechanisms for regional planning, assessments, management and decision-making in respect to such resources as lobster, queen conch, shrimp, groundfish, coastal and large pelagic fishes and reef fishes.

Activities completed during reporting period:

• Project Proposal on Improving on the National and Regional Mechanisms/Systems for Fisheries Management and Development in the Caribbean (ACP Fish II) drafted.
• Copy of Draft Project Proposal sent to Ms. Joy-Ann Skinner, First Secretary, Barbados Embassy in Brussels, to obtain informal review and feedback on project write-up, especially Log Frame Matrix, in keeping with EU requirements.
Planned Activities for Next Quarter

- Finalise Draft Project Proposal.

512.5: CRFM / FAO Fisheries Integrated Management Project – Workshop to Develop a Strategy and Plan for Fisheries Integrated Management

Background:

Article 10 of the Code of Conduct for Responsible Fisheries (CCRF) sets out principles and standards for the Integration of Fisheries in Coastal Management. Article 10.2.4 of the CCRF suggests that states establish systems to monitor the coastal environment, as part of the coastal management process, using among other things economic and social parameters including demographic variables.

During the fiscal year 2003 / 04, the CRFM Secretariat had requested FAO’s assistance in undertaking a comparative study on the use of socio-economic and demographic indicators in coastal area and fisheries management in countries of Southeast Asia, i.e. Malaysia and the Philippines, which are more advanced in this respect in order to learn from their experiences. It was also proposed that the comparative study should be followed by country specific case studies to be undertaken in selected Caribbean countries, i.e. Belize, Dominica, Jamaica, St. Lucia, Barbados, Trinidad and Tobago and the Turks and Caicos Islands, which would identify ways and means as to how demographic concerns can be incorporated in the on-going coastal zone management programmes. It was also suggested that the country-specific case studies could also draw on the findings and complement the project titled “Interdisciplinary research and coastal areas management in the Caribbean – balancing people and resources”, which was being implemented in close collaboration with the CRFM with funding and technical support from the Canadian International Research Centre (IRDC) and others.

The comparative study tour to Malaysia and the Philippines, involving representatives from The Bahamas, St. Kitts and Nevis, St. Vincent and the Grenadines and the CRFM Secretariat, took place during August 2004, with the objectives being:

- To examine and determine how socio-economic and demographic information is used by fisheries and other government administration and the fisher associations in the preparation of management and development plan as well as in monitoring the impact of these plans and programmes on fishers and their families.

- To study and determine how the socio-economic well-being of fishers and their families is improved through special performances and projects, which are implemented in the context fisheries and coastal management, development and conservation programmes.

Objective:

To review the findings of the comparative study and the country-specific case studies in a regional workshop and elaborate specific recommendations on how to proceed further in the Caribbean with the use of demographic and socio-economic indicators in fisheries integrated management at the regional level.
Activities completed during reporting period:

- Draft Report and the Case Study by Jamaica reviewed and feedback provided to the respective authors.
- CRFM / FAO / MALMR Regional Workshop convened in Trinidad & Tobago, June 2005.

Planned Activities for Next Quarter

- Draft Workshop Report for the CRFM/FAO/MALMR Regional Workshop on the Collection of Demographic Information on Coastal Fishing Communities and Its Use in Community Based Fisheries and Integrated Coastal Zone Management in the Caribbean, Trinidad & Tobago, June 13th – 17th, 2005.

WBS 520: Strengthening Regional Fisheries Management:

520.1: Institutional Strengthening for Leaders of Fisherfolk Organisations:

Background:

Following the publication of the Report on the Organizational Needs Assessment of Fisher folk organizations and the Workshop on the Report held in October 2004, a Pro Tem Working Group was formed to transform five (5) recommendations from the report into a Medium Action Plan. Further work in this area was done during this reporting period.

Objective:

To organize the first meeting of the Pro Tem Working Group on the Institutional Strengthening of the Fisher folk Organizations in the region.

Activities completed during reporting period:

- The first meeting of the Pro Tem Working Group was held in June 2005 in Guyana. The main business of this meeting was the examination of Draft Terms of Reference and Mode of Operation for the Pro tem Working Group and the Draft Strategy and Medium Term Action Plan. The main participants were representatives of the Antigua & Barbuda Fishers Alliance Inc., the Barbados National Union of Fisher folk organizations, the Belize Fishermen Cooperative Association Ltd., the Goodwill Fisheries Cooperative of St. Vincent & the Grenadines and the National Organization of Fishing & Allied Cooperative Society Ltd. of Trinidad & Tobago. The main accomplishment was the refinement of the Terms of Reference and the Mode of Operation of the Working group and the Strategy and medium Term Action Plan.

Activities Planned for the Next Quarter

- Establishment of dialogue with the national decision makers of a number of member
states on policy formulation to establish the political will for support of forming national fisher folk organizations, through electronic communication and visits to a number of countries where difficulties are being encountered.

- Prepare the grounds for implementing Project 1 of the Medium Term Action Plan.

**WBS 530: Fishers and Community Inv. / Education:**

**530.2 CBCRM Phase III - Formulation of Project:**

The first phase of the CBCRM Project has been successfully completed. Phase 2 is now coming to a close, with a major output – a publication of the results to be completed in the following months.

During this programme year the CRFM will start negotiating with the IDRC for the development and implementation of a Phase 3 of the project. This will follow on the successful completion of the second phase. It is anticipated that Phase 3 would be substantially different from the previous phases in the expansion of the scope, orientation, partnership and funding of the project. The CRFM will continue its coordinating and monitoring role in the process.

**Activities completed during reporting period:**

- Continued preparations and development of Phase III of the Project.

**Activities Planned for the Next Quarter**

- Continue preparations and development of Phase III of the Project

**WBS 540: Human Resource Development – Long Tern Training & Scholarships:**

**540.1/ 540.2: Long Term Training Scholarships:**

**Background:**

The International Ocean Institute (IOI) through a Memorandum of Understanding signed between itself and the CRFM has agreed to facilitate the participation of individuals from the Caribbean Region in the IOI’s Training and Capacity Building activities particularly the IOI Training Programme in Ocean Governance.

In its ongoing commitment to develop the human resource base in fisheries and fisheries related disciplines in the region, the CRFM Secretariat provided IOI scholarships to persons drawn from fisheries departments in the member states to attend the International Ocean Institute Training Programme on Ocean Governance: Policy, Law and Management in Canada, from May 25th to July 22nd, 2005.

On November 10th, 2004, the Fisheries Departments were requested by letter to submit to the CRFM Secretariat nominees in respect of scholarships in pursuit of the 25th Anniversary training Programme on Ocean Governance: Policy, Law and Management at the IOI, May 25th to July 22nd, 2005, Canada.

A selection panel comprising the Executive Director, Deputy Executive Director (ag.), and
Corporate Services Manager met, reviewed the nominations and selected candidates based on the following criteria:

- Relevance of proposed area of study to the priority areas of the Fisheries Department
- Mid-career professional
- Endorsement by appropriate Government Ministry

Further, selection was governed by the CRFM’s philosophy in respect of human resource development, which includes long-term and short-term training, attachments and active collaboration with Fisheries Department and universities both external and regional, to identify priority areas of collaboration.

Against the above, the following offer of awards were made and awardees commenced training during the quarter (April – June 2005) under review:

<table>
<thead>
<tr>
<th>Country</th>
<th>Name and Title</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trinidad and Tobago</td>
<td>Dr. Arthur Potts, Director, Marine Resources and Fisheries, Tobago House of Assembly</td>
<td>IOI Dalhousie University</td>
</tr>
<tr>
<td>Barbados</td>
<td>Mr. Christopher Parker, Biologist</td>
<td>IOI Dalhousie University</td>
</tr>
<tr>
<td>St. Vincent and the Grenadines</td>
<td>Dr. Lucille Barnabe, Fisheries Officer</td>
<td>IOI Dalhousie University</td>
</tr>
</tbody>
</table>

During the quarter under review (April – June 2005) Mrs. Yolanda Babb-Echteld continued working on her thesis at the UWI / CERMES – based on an update from Dr. Robin Mahon of UWI / CERMES, Ms. Babb-Echteld was making progress with regard to completion of the thesis. Ms. Babb-Echteld was awarded an European Union funded scholarship (MSc. Fisheries Science) under the Integrated Caribbean Regional Agriculture and Fisheries Development Programme – Fisheries Component. The CRFM Secretariat is also co-supervising the preparation of the MSc. Thesis.

Short-term training scholarships were awarded by the CRFM Secretariat to the Fisheries Department, Jamaica as follows:

<table>
<thead>
<tr>
<th>Country</th>
<th>Name and Title</th>
<th>Institution and particulars of course</th>
</tr>
</thead>
</table>

| Jamaica | Andre Kong, Director of Fisheries | Training and Technology Institute Ltd., Jamaica  
Project Management Training Course  
June 1st, 2nd, 7th, 8th, and 9th, 2005  
New Horizons Computer Learning Centre, Jamaica  
Technical Training: Microsoft SQL (to support CARIFIS database).  
Three Fisheries Department Officers |  
Jamaica  
Jamaica  
Project Management Training Course  
June 1st, 2nd, 7th, 8th, and 9th, 2005  
New Horizons Computer Learning Centre, Jamaica  
Technical Training: Microsoft SQL (to support CARIFIS database). |

In October 2004, the CRFM Secretariat, approved under Work Programme April 1st, 2004 to March 31st, 2005, and granted financial support to Ms. Ann-Marie Jobity, Director of Fisheries, Trinidad and Tobago, in respect of a fisheries research project being pursued under a PhD Programme with UWI, Trinidad and Tobago. The project is titled: *A determination of size selectivity in gill nets towards sustainability of the Carite Fishery in Trinidad*. During the period under review, the CRFM Secretariat continued to work with Ms. Jobity on this project.

560:  **IMPROVED POST HARVEST, PROCESSING AND MARKETING:**

560.1:  **Strengthening Fishery Products Health Conditions in CARICOM/ CARIFORUM Members States and OCT Countries (Donor supported initiative submitted to the European Community for funding):**

During the fiscal year 2002/03, the then CFU undertook a diagnostic mission which focused on the post harvest fishing sector and related support areas of Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Dominican Republic, Grenada, Guyana, Haiti, Jamaica, St Lucia, St Kitts and Nevis, St Vincent and the Grenadines, Suriname, Trinidad and Tobago as well as the OCT UK countries, Anguilla, The British Virgin Islands, Montserrat, and Turks and Caicos and the OCT’s of the Netherlands. This led to the preliminary design of a strategy and proposal for strengthening fishery products health conditions in CARICOM/CARIFORUM member states and OCT countries. The findings of the mission and the preliminary design of the proposal were complemented by, and refined through workshop discussions in which participated broad representation from agencies such as Ministries of Agriculture and Health, Standards Bureaux and National Analytical Laboratories. Regional agency representation from environmental analytical laboratories, technical and functional cooperation, including the Centre for the Development of Enterprise and standards bodies.

**Objective:**

The objective of the “Project for Strengthening Fishery Products Health Conditions in CARICOM / CARIFORUM member states and OCT countries” is the optimal use of the CARICOM / CARIFORUM States’ fishery resources in order to gain improvements in production and trading capacity in relation to fishery products, so as to contribute to the securing of optimal economic and social returns from the resource.

The purpose is three-fold, namely: (1) to develop the local fishery product industry to provide a variety of products which meet international health and food safety standards, for local consumption as well as trade, (2) to improve access of CARICOM / CARIFORUM fish and fishery products to
the regional and international markets by strengthening the health controls and support systems to meet international standards and market requirements, and (3) to enhance food security and rural stability in the participating countries.

Activities completed during reporting period:

- The matter of seeking to mobilise resources to implement the project for Strengthening Fishery Products Health Conditions in CARICOM / CARIFORUM member states and OCT countries was raised at the Second Workshop on Strengthening the Capacity of ACP Secretariat Staff in Agricultural (including Fisheries) Trade Negotiations, May 11th – 13th, 2005, Brussels, Belgium, under the Agenda Item Fish Trade Issues in the WTO and ACP/EU Negotiations: Project in ACP on quality and safety for fish products. It encouraged the CARICOM Embassy Officials in Brussels to continue to highlight the Project Proposal during ACP / EU discussions on quality assurance and safety.

Activities Planned for the Next Quarter

- Seek to mobilize resources to implement the Project for Strengthening Fishery Products Health Conditions in CARICOM / CARIFORUM member states and OCT countries.
### Activity Progress Report Summary

<table>
<thead>
<tr>
<th>Total Budget:</th>
<th>US$12,000</th>
<th>Spent to date:</th>
<th>US$923</th>
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</thead>
<tbody>
<tr>
<td>Spent during Reporting period:</td>
<td>US$923</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Will complete Activity within Total Budget: Yes

Completion of Activity (Work plan): ahead __ behind __ on schedule ✓

Completion of Total Activity: ahead ____ behind ____ on schedule ✓

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**WBS 600: Communication and Documentation**

Activities that are supported under the sub-projects are:

- Publications including CRFM Newsletters
- Acquisition of Scientific Literature
- Reproduction of documents (printing-photocopying)
- Software upgrades
- Communications / Network (intra and inter) maintenance and upgrades.
OTHER ACTIVITIES IMPLEMENTED DURING THIS QUARTER

Study of the Impact of Globalization on Fisheries:

Background:

Based on the information gathered from a desk study, a detailed Terms of Reference for a consultancy: “Review the Effects of Liberalization and Trade-Related Policies on Fisheries and Measures Required for their Sustainable Development in the CARIFORUM / CARICOM Region” was prepared. The objectives of the Consultancy were to review the situation regarding globalization and identify the critical issues that could affect the development of the fisheries sector in the CARIFORUM / CARICOM Region as well as restrict the Region’s ability to influence current trade negotiations and its opportunities to benefit from the resulting trade liberalization agreements; to improve understanding of the economic, environmental and social effects of trade liberalization and trade-related policies, and to recommend trade policy reforms in order to contribute to sustainable fisheries management and development in the region; and to define a strategy and project proposal to address the issues that could hinder development of the fisheries sector, as well as restrict the region’s ability to influence current trade negotiations and the opportunities to benefit from the resulting trade liberalization agreements.

This Consultancy began in p.y. 2004 / 2005, with the resulting draft reports being:

The Effects of Liberalization and Trade Related Policies on Fisheries and Measures Required for their Sustainable Development in the CARIFORUM / CARICOM Region (Part A).

The Effects of Liberalization and Trade Related Policies on Fisheries and Measures Required for their Sustainable Development in the CARIFORUM / CARICOM Region – Country Profiles (Part B).

Activities completed during reporting period:

• Report distributed to CRFM Member States, to obtain feedback.

Activities Planned for the Next Quarter:

• Feedback on the distributed documents from the Member States will be sent to consultant to facilitate finalization.

Development and Implementation of a Programme for Enabling and Promoting MCS:

Background:

In order to assess the situation regarding monitoring, control and surveillance in the fisheries sector of the CARIFORUM / CARICOM Region and identify the critical issues affecting its (MCS) use as an effective mechanism for fisheries resource management and sustainable development, the CRFM contracted a Consultant, Commodore (Retired) Anthony Franklin, in 2004, and implemented the Consultancy: Review of the current situation on IUU fishing and monitoring, control and surveillance in the fisheries sector of the CARIFORUM / CARICOM Region.
The objectives of this Consultancy were:

- To review and document the extent of illegal, unreported and unregulated fishing in the CARICOM / CARIFORUM states.

- To review and assess the situation regarding monitoring, control and surveillance in the fisheries sector of the CARIFORUM / CARICOM Region and identify the critical issues affecting its (MCS) use as an effective mechanism for fisheries resource management and sustainability.

- To define a strategy and project proposal to enhance the effectiveness of MCS at the national, sub-regional and regional levels and eliminate or minimize IUU fishing in the region.

In fulfillment of the Consultancy the CRFM Secretariat organized and convened a regional workshop of senior fisheries and enforcement personnel in Guyana from March 2nd – 3rd, 2005, to review the strategy and project proposal, and make recommendations for its finalisation. At the Workshop, the Consultant presented the strategy and project proposal, which was then reviewed and discussed by the participants, with recommendations made for its finalisation. As part of the process for the way forward on the finalisation of the Draft Strategy and Proposal, in order for it to pave the way to seek donor funding for its implementation, the Workshop appointed an Ad Hoc MCS Expert Working Group to assist the Consultant in finalizing the Draft Strategy and Proposal. The Group was comprised of Mr. Andre Kong, Director of Fisheries, Jamaica; and Mr. Peter A. Murray, OECS-ESDU.

Activities completed during reporting period:

- CRFM Secretariat organized and participated in the Ad hoc MCS Expert Working Group Workshop to finalise the Strategy and Proposal. The Draft MCS Strat Plan was submitted to the FORUM in April in St. Kitts and Nevis, with the FORUM deciding to give Member States two months to review the document and provide feedback.

Activities Planned for the Next Quarter:

- Finalise the Draft Strategy and Project document based on feedback from Member States.

Development of Pelagic Fishery (Belize):

Background:

A proposal for the project to deploy Fish Aggregating Devices (FADs) was submitted to the CARICOM Fisheries Unit (CFU) by the Fisheries Department of Belize in February 2002, with a request inviting the CFU, in its capacity as a regional fisheries management agency, to collaborate in the development and implementation of the project. In response to the above, the CFU reviewed and provided comments on the proposal and requested that the CFU be involved in all activities of the project, including construction, deployment and monitoring of the FADs, analysis of the data collected and preparation of the reports, to which the Department of Fisheries agreed. The CFU agreed to purchase items required for the construction of four FADs and suggested that two be built
and deployed in the first instance, followed by another two upon successful deployment of the first two. It was agreed that the project would be implemented as a collaborative effort between the Belize Department of Fisheries, The CFU and, the Coastal Zone Management Authority and Institute, with the Fisheries Department being the entity to oversee the project development. In 2004 the Coastal Zone Management Authority was financially challenged and ceased to be a collaborating partner in the project.

To date three experimental FADs have been built and deployed with assistance being given by the Belize Sports Fishing Association for the third FAD. All three FADs have disappeared from their designated locations and have not been recovered since.

Activities completed during reporting period:

- Review of the FAD programme undertaken by the Belize Department of Fisheries and the CRFM Secretariat.
- A Belize Experimental FAD Fishing Project Review and Status Report was prepared and submitted to the Programme Manager Fisheries Resource Management and Development for review.
- CRFM Secretariat and the Department of Fisheries held meetings to organize and convene a National Consultation with stakeholders to introduce and discuss the experimental FAD programme in Belize.

Activities Planned for the Next Quarter:

- The CRFM Secretariat will have an internal review of the experimental FAD programme and submit the findings to the Department of Fisheries with a follow up action plan.
- Continue to provide support to the experimental FAD programme in Belize.

Large Marine Ecosystems Project (LME):

Background:

The proposed project for the Sustainable management of the shared living marine resources of the Caribbean Large Marine Ecosystem (LME) and adjacent Regions will build on and complement existing projects and initiatives that focus on technical and institutional aspects of sustainable living marine resource use by focusing on governance, knowledge, and institutional issues in a transboundary context.

The project has as its overall objective: Sustainable management of the shared living marine resources of the Caribbean Large Marine Ecosystem (LME) and adjacent areas through an integrated management approach that would meet the WSSD target for sustainable fisheries.

The specific objectives of the project are:
• To identify, analyze and agree upon major issues, root causes and actions required to achieve sustainable management of the shared living marine resources of the Caribbean Sea LME;
• to improve the shared knowledge base for sustainable use and management of transboundary living marine resources;
• to implement legal, policy and institutional (SAP) reforms to achieve sustainable transboundary living marine resource management; to develop an institutional and procedural approach to LME level monitoring, evaluation and reporting.

Activities completed during reporting period:

• The CRFM Secretariat has been monitoring the activities leading to the approval of this project and following up with countries to ensure that they support the Project and the CRFM’s participation.
• CRFM Secretariat to follow up with IOCARIBE

ECOST Project:

The main objective of the ECOST project is to develop a new approach for the evaluation of fishing activities and fishing policies in order to contribute to a better management of aquatic resources in the world. The project falls under the logic of the decision of Johannesburg to restore the marine ecosystems for 2015 and the philosophy of the Code of Conduct for Responsible Fisheries (CCRF) for a responsible fishery.

The project involves 23 partners and is geographically spread over 3 continents (3 countries for each continent) that are characterized respectively by ecosystems of coastal upwelling (West Africa with Mauritania, Senegal and Guinea Bissau), delta (South East Asia with China, Vietnam and Thailand) and coral reef (Caribbean with Cuba, Jamaica and Dominican Republic). Within each region/ ecosystem (eco-region) several fisheries have been selected as representative of global fishing activities. Furthermore, a marine protected area will be chosen in order to establish comparative analysis within the said eco-region, and to serve as a reference point.

Activities completed during reporting period:

• The CRFM Secretariat continued to monitor the implementation of the Project

Safety at Sea Project:

The objectives of the project are to undertake an evaluation/ needs assessment of the numbers and types of incidents/ injuries that divers receive in the commercial / artisanal fishery and compile the results in a format suitable to be stored in a database for analysis and development of a management plan at a later date.

The expected outputs are:
- A database with information on number of divers in the conch lobster fishery, types of injuries associated with diving in the conch and lobster fishery, causes of diver injuries in the conch and lobster fishery, frequency of injuries associated with the lobster and conch fishery and the problems and risk divers face in the conch and lobster fishery.

- An assessment of the diver occupation in the CARIFORUM / CARICOM Region

- This document will provide the stakeholders of the lobster and conch resources and the Department of Fisheries in the CARICOM / CARIFORUM region with the necessary data to initiate a plan to reduce the hazards associated with unsafe diving practices in the artisanal diving fishery.

- Reports on findings

- Baseline data for further studies.
APPENDIX A:

PROCUREMENT LIST
APPENDIX B:

CRFM SECRETARIAT
STAFF
# CRFM SECRETARIAT STAFF

## COORDINATION and MANAGEMENT

<table>
<thead>
<tr>
<th>NAME</th>
<th>POST</th>
<th>Skills Area/Level</th>
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<tbody>
<tr>
<td>Hugh Saul</td>
<td>Executive Director</td>
<td>MSc. / MBA</td>
</tr>
<tr>
<td>Milton Haughton</td>
<td>Deputy Executive Director</td>
<td>MSc. / Dip. Mang.</td>
</tr>
<tr>
<td>Anthony Luis Mills</td>
<td>Corporate Services Manager</td>
<td>MSc. / MBA</td>
</tr>
<tr>
<td>Terrence Phillips</td>
<td>Programme Manager, Fisheries Management and Development</td>
<td>MSc.</td>
</tr>
<tr>
<td>Susan Singh-Renton</td>
<td>Programme Manager, Research and Resource Assessment</td>
<td>PhD</td>
</tr>
<tr>
<td>David Brown</td>
<td>Coordinator, Advocacy/Policy and Planning</td>
<td>PhD.</td>
</tr>
<tr>
<td>Michael Salton</td>
<td>Biologist</td>
<td>MSc.</td>
</tr>
<tr>
<td>Rhoda Morris</td>
<td>Senior Finance Officer</td>
<td>BA, CPA</td>
</tr>
</tbody>
</table>

## TECHNICAL

<table>
<thead>
<tr>
<th>NAME</th>
<th>POST</th>
<th>Skills Area/Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrew Barnes</td>
<td>Accounting Assistant</td>
<td></td>
</tr>
<tr>
<td>Pamela Gibson-Murphy</td>
<td>Administrative Secretary</td>
<td></td>
</tr>
<tr>
<td>Sherlene Audinett</td>
<td>Secretary</td>
<td></td>
</tr>
<tr>
<td>Rochelle Staine</td>
<td>Information Clerk / Typist</td>
<td></td>
</tr>
<tr>
<td>John Cyrus</td>
<td>Office Assistant / Driver</td>
<td></td>
</tr>
<tr>
<td>Zelma Baizar</td>
<td>Office Attendant</td>
<td></td>
</tr>
<tr>
<td>Olin Myers</td>
<td>Office Assistant</td>
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</tr>
</tbody>
</table>

## ADMINISTRATIVE & FINANCE SUPPORT

<table>
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<tr>
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APPENDIX C:

REPORTING ON USAGE OF FINANCIAL INFLOWS