

Tilapia Farmers Have Their Say
National Consultation Workshop
18th July, 2019
Nadi

Outcomes Report



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Executive summary

Representatives of tilapia clusters around Fiji attended a 1-day consultation workshop that was organized by the Pacific Island Famers Organization Network (PIFON) with financial assistance from the European Union and the International Fund for Agricultural Development (IFAD). The objective of the workshop was to gauge farmer perceptions on the current local tilapia industry, identify key challenges faced by

farmers and to discuss practical steps to develop the industry through a participatory approach.

The workshop provided the platform and a safe space for farmers to deliberate on the way forward for the tilapia industry in Fiji. The farmers also saw the need to establish a well-structured, well-networked and nationally recognised association that would support its farmer members, keep all stakeholders informed and well-connected and essentially form the foundation for a successfully developing industry. The formation of an association



Fig 1. Tilapia farmers and stakeholders begin discussions

also opened further donor opportunities to finance capacity building and further training, in addition to providing a collective link between farmers and public and private stakeholders. The newly established Tilapia Fiji conducted its first Annual General Meeting here and was tasked with actionable items that paved the way forward for the association. This included the development of a commodity plan and the need to conduct feasible studies on established farms to ensure sustainability.

Tilapia farming in Fiji has become a source of livelihoods for many families in Fiji and consumers rely on tilapia as another source of protein. With government bans on consumption of certain fish, such as *Kawakawa* and *Donu*, this is an opportune time to provide further exposure of this market. As discussed during the workshop most farmers did not have a farm plan in place, furthering the need for a body such as an association to support members in this area. This befits the association to support its farmers through best farm management practices and financial management as well.

Farmers also developed their strategies through recommendations during their group discussion. These recommendations shaped most of the discussions throughout the workshop and also involved contribution from the Ministry of Fisheries, SPC and other stakeholders that were in attendance. The discussion also involved the analysis of feed costs and quality of composition that continued to be a challenge for farmers.

The workshop ended positively with high hopes to see key changes and development to growing and strengthening the Tilapia industry. Lessons learnt from here can also be key in developing the aquaculture industry in Fiji as a whole.

Objectives of the Tilapia Farmers Have Their Say Workshop

The *Tilapia Farmers Have Their Say* workshop took place at the South Sea Orchids, Nadi, Fiji on 18th July, 2019. The workshop brought together representatives from various Tilapia clusters around Fiji. There were a total of 17 farmers that attended the one day Consultation Workshop which saw meaningful engagement between farmers and other stakeholders including supporting bodies such as the South Pacific Community and the Ministry of Fisheries.

The workshop objectives were to:

- Bring together Tilapia Cluster representatives from around Fiji to meet and network collectively in one place
- Additionally network stakeholders including Government and additional partners with cluster reps
- discuss current strengths, weaknesses, opportunities and threats (SWOT) of Tilapia farming



Fig 2. Lavinia Kaumaitotoya (PIFON) introduces the objectives of the workshop

- Discuss, share and agree to strategies towards developing the industry
- Potentially discuss the basis of a tilapia farmers Strategic Plan
- Form a national body of tilapia farmers who currently farm tilapia whether in clusters or non-clusters
- Nominate representatives to be part of the executive team of the potential association
- Develop general association rules to assist in good governance to further support the tilapia industry

These workshop objectives provided the framework for farmers to come together and discuss the way forward for the tilapia industry in Fiji and also an opportunity to look at the challenges within the industry and the progress that has been made thus far. It was essential that this national consultation take place as Tilapia was a growing industry and development plans and structures needed to be set up to ensure its growth particularly from the farmers end. The objectives of the workshop assisted farmers to focus on available knowledge and resources within their clusters to assist with the need of its members. Objectives such as this also brought about discussions that allowed farmers to consider the importance of lobbying to pursue short term subsidies and potentially establish projects that generate capital supported from government, NGO's, the private sector and donors. Furthermore, the national consultation provided the opportunity to conduct the association's Annual General Meeting, strengthen governance reach an agreement from farmers to set up such structures that would aid in further farm and industry development.

Background to Tilapia Farming in Fiji

Originating from Africa, artificial introductions of this species in many Asian and some Pacific Island countries began in the 1950s. Tilapia farming is expanding world-wide in both developed and developing countries due to its fast growth, potentially large size and basic culture conditions. This makes it ideal for rural subsistence farming, yet is amenable to more sophisticated, market-oriented culture programs. Tilapia culture requires minimal management and energy inputs. These fish have high reproductive and growth rates, are relatively disease free and hardy in nature. Some past introductions of tilapia into lakes

and rivers of Pacific Island countries have been inappropriate, causing problems in some places as they are territorial and aggressive, taking over native fish breeding and foraging grounds.

The Pacific Island region is the world's smallest producer of farmed fish, producing just over 500 metric tonnes. By 2003 there were only about 100 ha of freshwater fish ponds, as well as some

fish cages in lakes and reservoirs, throughout the region. However, although still in its infancy, farming of tilapia in the Pacific is on the increase. Commercial tilapia farming is most developed in Fiji Islands and to some extent in Papua New

Guinea. Other countries in the region are also interested in this activity. The production of tilapia fry and fingerlings is done largely with the use of either plastic lined tanks, or earthen ponds, or net enclosures called "hapa" in ponds. All three methods are in use in Pacific Island countries, depending upon local circumstances. The Genetically Improved Farmed Tilapia (GIFT) is a selectively bred strain of the Nile tilapia (*Oreochromis niloticus*), originally developed by the WorldFish Center (WFC) in the Philippines. Globally, the Nile tilapia is an important freshwater aquaculture commodity, particularly in developing countries in Asia, Latin America and the Pacific region (Fitzsimmons et al. 2011). Its fast growth rates, wide tolerance of environmental conditions, ease of seed production, and ready marketability among other attributes, make it highly suitable for aquaculture development and genetic improvement (Gupta & Acosta 2004; McKinna et al. 2010).



Currently, the GIFT tilapia is the most widely farmed freshwater fish in the Fiji Islands, with approximately 175 farmers involved from extensive to semi-intensive levels of culture. The development of tilapia culture has contributed substantially to inland fisheries productivity in the country, with harvests of approximately 95.5 metric tonnes/year valued at FJ\$485,000.00 (Simos 2012). Currently Genetically Improved Farmed Tilapia (GIFT) *Oreochromis niloticus* (nile tilapia) are being sourced from the Ministry of Fisheries hatchery in Naduruloulou and distributed to local farmers for grow out to marketable size.

There are just over 400 farmers Fiji-wide with less than 20% involved at semi-commercial farming level, a large majority are subsistence farmers for food security. In 2013, SPC assisted in the formation of two major clusters (Western and Central division) of semi-commercial tilapia farmers to better organize farmers and effectively deliver technical assistance and needed resources. Since then there have been satellite clusters forming amongst farmer groups in Viti Levu and Vanua Levu in a bid to accommodate new farmers and growing interest.

The Event – At South Seas Orchid

Participants had the opportunity to share valuable lessons that were focused on the Strengths, Weaknesses, Opportunities and Threats (SWOT) allowing farmers to also plan and strategize on the future of tilapia farming in Fiji.

The participants were divided into 4 groups and were given questions that assisted them to critically analyze the important role their industry plays in contributing to the Fiji economy. It was also an ideal opportunity for farmers to identify the complex and needed improvements at industry level.

The analyses included 5 major steps which are included below:

Step 1: Identification of Issue and Change Required

- Why do you wish to form a Farmers' Association?
- What are the strengths, weaknesses, opportunities or threats of farming tilapia?



Fig 3. Farmers participate in group discussion

Step 2: Build Your Case

- How many people does tilapia affect in your cluster? How many members in your family, your community, your extended family depend on you for your fish sales?
- How many people do you hire (if any) to help you with your fish farming?
- What is the value: How much approximately do you make from your fish per harvest?
- Who do you sell too? Why do you think fish is important to those that you selling too?

Step 3: (i) Determine how and when to take your case

- What are your clusters 3 main priorities for the industry?

Step 3: (ii) Determine who to take up your Tilapia case

- Rules to guide your association – Articles of Association
- Should you pay fees for membership? How often do you wish or need to meet? How much do you think is a reasonable fee?

Step 4: Promote your case

- What does your cluster hope to get out of this meeting?
- What is you clusters main training equipment?
- Will you help promote the industry by posting on your Facebook page about this meeting and its outcomes?

Step 5: Reflect, Learn

- When should you think is the best time to meet again keeping in mind funds to host?

- Who is willing to host the next meeting – in a years' time from today? If they is a community hall near you with accommodation for those travelling in and from around Fiji?

The 5 step analyses allowed discussions and experience-sharing among participants that created an environment to critically think about the advantages and challenges of tilapia farming. It also brought out successful stories from around Fiji with cluster representatives sharing good practices of Tilapia farming.

The Fiji government hopes to see and provide support towards an increase in tilapia production by local farmers with 1000 tons per year per farmer by 2029. The Ministry of Fisheries and SPC have been instrumental to the development of the current level of tilapia farming in Fiji, providing technical advise, resources and inputs. Dr. Tim Pickering, Inland Aquaculture Adviser from SPC stated that the good workshop attendance from farmers was an indication of the level of interest from farmers to grow the industry in Fiji.



Fig 4. Tilapia farmers discuss current challenges

Recommendations

Recommendations came about from meaningful group discussions amongst the farmers and provided a good platform for farmers to critically examine the potential and current best practices from their farms. From the SWOT analysis opportunities for the industry were identified and recommendations prioritized into important and workable activities that could contribute to the development plans for the industry. General areas of importance were:

- Feasibility studies of farms
- Funding availability for the establishment of new farms and expansion of existing ones
- Incentives available to motivate farmers to increase yield
- Increasing the number of privately-owned hatcheries around Fiji
- Obtaining proper business licenses and business management skills

These resourceful analyses led to the development of recommendations from farmers on the way forward for strengthening the tilapia industry. These recommendations included:

- Closer coordination with Govt, Cluster reps and feed manufacturers regarding feed pricing, feed composition, quality and availability
- The need for various specialized equipment to assist farmers
- Technical Support
- Strengthening of the tilapia Industry at the Cluster level
- The need for availability of quality tilapia fingerlings for pond stocking

Farmers also discussed the various roles of stakeholders such as the Min of Fisheries, SPC, NGOs and the private sector within the industry. Farmers were encouraged to think about long term sustainability of their farms outside of Govt aid. Having both well-established and new farmers present enriched the farmer exchange experience, providing a channel if knowledge sharing.

Discussion of Recommendations

1. Closer coordination with Govt, Cluster reps and feed manufacturers regarding feed pricing, feed composition, quality and availability

There may be a need for government to subsidize the cost of tilapia feed in order to keep the selling price low to ensure that tilapia feed becomes affordable to farmers. Feed type, quality, composition and manner of distribution is important to the success of any fish farm. The main discussion among farmers was that tilapia feed was the largest cost in production (currently supplied by Pacific Feeds Limited) and that farmers didn't have an easily accessible or affordable way of verifying the feed composition and quality. In addition to this, the production of feed is usually determined with the availability of ingredients, thus possibly compromising tilapia feeds. It was also suggested that if farmers were unhappy with feed that they were receiving, they should have the feed tested to ensure that they are receiving the best feeds. However, this provides the opportunity for farmers to produce their own feed within their clusters. This could then be developed into a potential business opportunity for additional income to farmers and their clusters. Analyses and recommendations such as these are ideal opportunities for farmers to lobby and influence decision makers in assisting them with their needs given the available resources they have readily. With the cost of tilapia feed steadily increasing, farmers were encouraged to explore local alternatives.



Fig 5. Tilapia farmers discuss strategies and recommendations

2. The need for various specialized aquaculture equipment to assist farmers

Many farmers have had to rely on government and NGOs to assist them with equipment to improve their farms. The farmers identified that there is no local supplier of specialized aquaculture equipment. Even though farmers are able to purchase some of this equipment; they will not be able to resell this equipment under regulations that are provided by the government. It was therefore recommended that a Tilapia Association be established to look into the purchase of such equipment. This will then enable farmers who are part of the association to use such equipment. It would then be clearly identified as a benefit for farmers to join the Tilapia Association. Farmers also identified another strategy focusing on equipment needs of their farms. They identified that it was important to seek the assistance of the association in purchase and utilization of equipment. As part of this recommendation it would be the role of the Association to monitor and maintain the use of such equipment. This encouraged farmers to be proactively engaged in their farms with additional resources added to improve their farms.

3. Technical Support

Even though there were well established farmers that attended the training, they clearly recognized that there was a need for continuous training from relevant authorities in tilapia farming, particularly for new farmers. With the changing weather patterns and the increasing cost of tilapia feed, farmers observed the need to be updated with the current best practices. These best practices were shared by other farmers as they told their stories of what were successful in their farms and what they needed assistance with. The government and SPC FAME provide much technical advice to farmers. Through their Aquaculture Division, the Ministry of Fisheries also provides an advisory role to stakeholders and relevant authorities on relevant policies, regulations, and technology to enable sustainable aquaculture development. The monitoring of existing farms through their assigned officer is an ideal opportunity to provide technical advice and training to farmers.

Farmers shared the need to efficiently use feed in ponds, as excessive feeding led to uneaten food that sinks to the bottom is wasted, rots and further affects dissolved oxygen levels. This saw the frequent purchase of feed and higher production costs. With technology now available farmers are able to purchase feed equipment that would assist in the efficient use of feed in ponds. Even though a small group of farmers were familiar with improved feeding efficiencies and methods, new and developing farmers needed more information in this area.

4. Strengthening of the tilapia Industry at the Cluster level

There are just over 400 tilapia farmers around Fiji but are largely farming at the subsistence level. A small percentage (less than 100) of these are semi-commercial farmers belonging to clusters that are well established in their respective areas. The presence of cluster reps was instrumental in voicing also the concerns of members of their individual clusters. There was a need to strengthen their own clusters in serving its members. Through their clusters and association, farmers have a collective voice to assist in addressing their needs within the industry. This would also mean that they become a well-structured body that would be recognized by government, donors and laying the platform for additional consultancy assistance where relevant particularly in highly technical areas such as genetics and diseases. The farmers identified the need for Farmer-to-Farmer learning exchanges that clusters could organize for their own farmers. The sustainability mechanism for this would mean that at the local level

farmers could collate and document their production data, knowledge, experiences and challenges that could either be addressed by the association or with government at the national level. When clusters are strengthened, they are able to request for extension officers that can provide technical advice for farmers. Supported farmers would further strengthen their clusters and essentially the association and vice versa. The cluster level of farmer organisation has been instrumental in the delivery of technical advice and resources by SPC and Fisheries. When capacity building training is provided for these clusters, they are then able to market their own produce as a cluster. As identified by the farmers there are many opportunities yet there is a strong need for capacity building particularly training in business development, product diversification, value adding and best practices.

5. Privately owned and operated hatcheries

Government currently operates a freshwater species hatchery in Naduruloulou and satellite hatcheries in Ba, Dreketi and Caboni. According to farmers that even with these hatcheries in operation, it is not able to meet the demand from farmers. It was also addressed by farmers that the current Govt. hatchery supplied different sizes and weights of fingerlings. Due to the demand from farmers, current hatchery supply may not be able to sustain and deliver sufficient fingerlings on time. Such practices make it difficult for farmers to plan and develop their farms. Support for more private hatcheries would provide farmers with options to where they would be able to source quality fingerlings. There is also a need for a standard of quality tilapia fingerlings to be established.



Fig 6 Farmers prioritizing their recommendations

There is also the threat of disease that could be spread during the delivery of fish to ponds when transported from one pond to another. Even though farmers recommended that private hatcheries be set up, there are still strict assessments that need to be done even before the initial set up. These requirements include the identification of accessible good quality water, substrate suitability for pond construction and climate.

Group specific discussions

This workshop brought together farmers that had similar successes and challenges and brought about good discussion.

There were group specific examples during group sessions which are highlighted below:

Beginning with the SWOT analysis for the general industry, much of the discussion surrounded **feed utilization**. Farmers discussed that **cost of feed** continued to rise and potentially discouraged new farmers. On the other hand seasoned farmers shared that it was a struggle to keep their farms afloat with all the unnecessary expenses they continue to incur. The use of feed trays was recommended by many of the more developed farmers to



Fig 7 Farmers discuss way forward for their clusters

improve efficiency which was taken on board by new farmers. It was clear that these farmer-to-farmer exchanges needed to be frequent to allow for more networking and learning amongst farmers. |

Business development and financing of farm activities was another subject that was greatly discussed by farmers. Farmers discussed the need to explore the possibility of discussions with financial



Fig 6 Group Presentation on way forward for the Tilapia Industry

institutions for loans from the banks or micro-financing. As part of this discussion most farmers identified that they did not have a farm or business plan. Farmers in their discussions realized the importance of having such plans in place to assist with the growth and long-term planning of their individual farms. Discussions also included the importance of **proper licensing of farms to assist with market access**. Some of the main markets for local tilapia farmers were local municipal markets around Fiji however licensing was seen to further market opportunities. In doing this farmers also potentially strengthened their own clusters.

Farmers also discussed the **incentives** that may contribute to farmers being motivated to increase their yield. It was also important to note that farmers who are intending to start tilapia farming should conduct a **feasibility study or site assessment** on their farms prior. This was also encouraged for farmers

that were already engaged in tilapia farming to help farmers determine and ensure the sustainability of their farms. However, it was also an activity for farmers to gauge progress and economically justify their tilapia farms.

Technical expertise to assist farmers with production and daily operations of their farms was a major need. The farmers identified SPC (FAME), Ministry of Fisheries and PIFON as stakeholders that could assist with the development of the tilapia industry in Fiji. Leading into this discussion, farmers discussed important reasons to **establish an association**. It was important for an association to look after the needs of the farmers and assist in the growth and development of the tilapia industry. PIFON facilitators stressed that the association also needed to be well structured and networked in order to attract donors, relevant expertise and other relevant stakeholders who could positively contribute to the industry.

Farmers discussed the importance of **consistently supplying to the market**, which was vital to the growth of the industry and part of the industry development plan. The farmers recognized that the consumers were also influenced by the size of the fish even before buying them. With government putting in place a ban on grouper fish (*donu and kawakawa*) it was recommended that partnering with the Ministry of Fisheries in **marketing of tilapia** as another source of protein was vital. Farmers also discussed the need to value-add their products providing higher perceptions of the product to consumers. Although **value-adding** may be deemed an extra cost to farmers it was also an opportunity for further market access. It was important that **standards** were set and adhered to, to improve product delivery particularly for potential overseas markets.

Generally, the workshop was a success with farmers having a sense of recognition for the immense work that had already been established in the industry by various stakeholders. Tilapia farming in Fiji has become a source of livelihoods for many families. In saying this, there are still challenges within the industry that needs to be addressed with the relevant stakeholders. Farmers continue to struggle with the current price of feed, other production costs and markets, therefore it was important for farmers to share knowledge and experiences amongst one another to encourage participation and further farm development particularly for newly established farms.

Conclusion

The workshop concluded with the groups providing summary remarks and priority recommendations from their discussions and instrumentally, provided a valuable opportunity for the establishment of their farmers association. Farmers shared the need for proper structures, organization amongst themselves and good governance as some key factors towards the way forward. Through the presence of cluster representatives from around Fiji present, it was agreed that the workshop also be the first Annual General Meeting of the newly formed tilapia farmers association - Tilapia Fiji.

During this AGM, it was agreed that executive members would be appointed including divisional cluster reps.

The Committee for Tilapia Fiji is listed below:

- **President:** Katarina Baleisuva
- **Vice President:** Laisiasa Cavakiqali
- **Secretary:** Amelia Vatukatakata
- **Treasurer:** Basilio Rokoraua
- **Central cluster rep:** Arun Lata
- **Western cluster rep:** Josese Talemamerika
- **Northern cluster rep:** Rupeni Rasigarea

Salote Waqairatu had volunteered to assist in Communications alongside Amelia, which was supported by PIFON (Lavinia Kaumaitotoya).

The tilapia committee was tasked with a few issues that the members had addressed as part of this meeting. One of these main tasks was for the committee to develop an industry plan or a commodity plan that would assist in the development of the tilapia industry in Fiji. SPC and the Ministry of Fisheries also offered office space for potential venues for future executive committee meetings. It is hoped that with the successful establishment and management of this new farmer group there be a growing membership of additional farmers from the aquaculture sector in general.

Apart from this major achievement, this workshop allowed a wider networking of tilapia farmers to share knowledge, experience and perceptions on how to collectively move the tilapia industry forward in Fiji. The discussions proved very valuable with the input of farmers from different levels of experience.

Coupled with contributions and insight from two other major stakeholders, SPC and the Ministry of Fisheries, farmers were able to collectively assess the current status of the industry and begin to chart the way forward together as stakeholders. The workshop also provided the opportunity for farmers to strengthen their relationship with government and other stakeholders that were present. According to the farmers the workshop was a success because it also helped in the identification of other opportunities that tilapia farming can venture into such as potential exporting of tilapia, identifying and strengthening new markets possibly through value-adding and technology improvement for farm operation.

Field Visit – South Seas Orchid Experience



Agenda

Questions for Cluster Representatives (derived from *Tilapia Farmers Having Their Say*, PIFON) during group discussion:

Step 1: Identification of Issue and Change Required

- Do you wish to form a Tilapia Farmers Association, Why?
- What are the strengths in doing this? What are the weaknesses? What are the threats to the industry? What are the opportunities for the industry?

Step 2: Build Your Case

- *How many people does Tilapia affect in your cluster.* How many members in your family, your community, your extended family depend on you for your fish sales?
- How many people do you hire (if any) to help you with your fish farming?
- *What is the value:* How much approximately do you make from your fish per harvest?
- Who do you sell to? Why do you think fish is important to those that you're selling your to?

Step 3: (i) Determine how and when to take your case

- What are three priorities of your cluster for Fiji's tilapia industry?

Step 3: (ii) Determine who to take up your Tilapia case

- Some rules to guide your Committee / Association
- Should there be fees for membership or clusters? How often do you wish or need to meet? How much do you think is a reasonable fee?

Step 4: Promote your case

- What does your cluster hope to get out of this meeting?
- What is your clusters main training requirement?
- Will you help promote the industry by posting on your Facebook page about this meeting and its outcomes?

Step 5: Reflect, Learn

- When should you think is the best time to meet again keeping in mind funds to host?
- Who is willing to host the next meeting maybe in a years' time from today? If there is a community hall near you with accommodation for those travelling in from around Fiji?

Draft Agenda: Tilapia Farmers Having Their Say; Venue: South Seas Orchids, Date: 25th June

8.00am	Registration
8.30am	Opening Session Prayer: Statements: <ul style="list-style-type: none"> - President - MOFF representative - SPC Representative
8.45am	Introduction of participants / Facilitator
9.00 am	Step 1 : Identification of Issue and Change Required <ul style="list-style-type: none"> • Formation of Tilapia farmers and Association • Group work (SWOT)
9.30am	Feedback from Group Work
10.00am	Official Photo - Tea break
10.30am	Step 2: Build Your Case (Group Work) <ul style="list-style-type: none"> • How many people does tilapia Industry affect? • What is the value of your industry? • Importance of Tilapia to which industries? • What is the potential for growth?
11.00am	Feedback from Group Work
11.30am	How to better grow our fish <ul style="list-style-type: none"> • Needs of farmers or what is missing? • Converting ideas into projects • What can I contribute? • What are the 3 priority needs / requirements
12.00pm	Feedback from Group work
12.30pm	Lunch break -
1.30pm	Step 3: (i) Determine how and when to take your case: (Group Work) <ul style="list-style-type: none"> • Prioritization of your SWOT, and group feedback
2.00pm	Feedback from Group Work
2.30pm	Step 3: (ii) Determine who to take up Tilapia issues <ul style="list-style-type: none"> • Elections of your Interim Committee • Some rules to guide your Committee / Association • Fees for membership or cluster? How often do you need to meet?
2.45pm	Step 4: Promote your case <ul style="list-style-type: none"> • Determine next steps • Strategic Plan write up / Training Write Up
3.15pm	Break - afternoon tea
3.45pm	Step 5: Reflect, Learn <ul style="list-style-type: none"> • Next meeting or update • Facebook page? Cluster contact details • Where to from here?
4.15pm	Closing Session: <ul style="list-style-type: none"> • Closing comments from members
4.30pm	Interim Committee members Closing Statements

	Closing Prayer, END

Participant Listing

No	Name	Contact	Cluster
1	Rupeni Rasigarea	9771314	Labasa
2	Laisiana Adivukivuki	9677171	Rakiraki
3	Jone Vatukatakata	9630099	Tavua
4	Amelia Vatukatakata	9630099	Tavua
5	Laisiasa Cavakiqali	9312871	Ba
6	Azat Ali	9526846	Nadi
7	Josese Talemaimerika	9941612	Nadi
8	Jona Dilo	9508138	Nadi
9	Tevita Nabura	9099537	Nadroga/Navosa
10	Arun Lata	8490516	Tailevu
11	Katarina Baleisuva	7108130	Tailevu
12	Manoa Drugucava Gade	9512221	Tailevu
13	Colaivalu Vulavou Drugucava	9512221	Tailevu
14	Josese Vusoniceva	2171063	Tailevu
15	Basilio Rokoraua	8748350	Tailevu
16	Peni Motoya	7699415	Tailevu
17	Joeli Naqarase Tarovia	9937011	Rakiraki
	Supporting		
18	Jone Varawa	Ministry of Fisheries	
19	Dr Tim Pickering	FAME/SPC	
20	Avinash Singh	FAME/SPC	
21	Suliasi Vatulawa	FAME/SPC	
22	Penina Ravunamoce	FAME/SPC	
23	Lavinia Kaumaitotoya	PIFON	
24	Salote Waqairatu	PARDI2/PIFON	
25	Anare Tavo	PIFON	
26	Illeyah Draunidalo	PIFON	
27	Amarachi Nnah-Ogbonda	PIFON (Intern)	