



**FFA**

**COURSE REPORT**  
**FOR**  
**PACIFIC ISLAND FORUM FISHERIES AGENCY**  
**And**  
**SECRETARIAT OF THE PACIFIC COMMUNITY**  
**REGIONAL COMPETENT AUTHORITY TRAINING COURSE**  
**Suva, Fiji - 2-20<sup>th</sup> June 2014.**

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**Acknowledgement**

I wish to personally thank the following people and organisations for their assistance, funding, and support that made this training possible and a success:

- European Union through the DevFish II funding
- Head of Delegation, EU office, Suva
- AUSAID funding through SPC
- DG FFA and FFA team that supported and gave me a hand in the preparation and logistics
- Fiji CA especially Mr. Momoka
- Solander, Tripacific and Golden Ocean for allowing our trainees to visit your facilities
- Fiji Ports Authority
- Professor William and team- Institute of Applied Science of USP
- Facilitators (Francisco Blaha, Cushla, Toimothy)

## **Introduction**

Forum Fisheries Agency (FFA) and the Secretariat of the Pacific Community (SPC) jointly funded a three weeks training workshop for Competent Authority Fisheries Inspectors and for the first time including Industry representatives from throughout the Pacific. All of the countries represented have a fully functional Competent Authority and are currently exporting to the EU, while Kiribati have demonstrated commitment and progress towards establishing their Competent authority. Other companies were also included because they intend to export to the EU.

Likewise participants at the workshop have appropriate knowledge working as an inspector within a functional CA or similar responsibilities in the industry.

The training was intense and contain some practical and field exercise which includes offloading verifications at 5am in the morning, process verifications in the weekend and trainees were given the opportunity to have first-hand experience of how to clean the factory.

Regardless of this the participants are to be commended for their interest and determinations during the workshop with good attendance and a genuine aspiration to learn during the three weeks.

The training was officially opened by the Head of Delegation in the EU office in Suva and was officially closed by the Deputy Secretary of fisheries in Fiji Mr Sanaila Naqali.

## **Details**

The areas covered in the training involves and includes:

- The role of the fisheries inspector
- Hazards, pre-requisite programmes and HACCP
- The Implementation of Inspection, Approval and Surveillance systems
- Export certification
- The CA Quality Management System
- Laboratory requirements
- Traceability of seafood products and Rapid alert
- EU market access requirements
- Approval Process
- US market access requirements
- China market access requirements
- Documentations and records
- Thermal Processing
- Water and Ice
- Food Borne illness and Risk based inspections
- Culture and food safety
- Building a winning team
- Difficult conversation
- Organization of competent authority
- Vessel and landing site inspections
- Factory inspections and processing verification
- Laboratory Field visit
- Fishing in the pacific
- Course review
- Course closing

## **GENERAL COMMENTS**

These overall comments are abstracted from the evaluation conducted during the training.

### **1. Training course Covered**

Overall the trainees/evaluation showed participants were generally very pleased with both the content of the workshop, learning objectives, timing and clarity of course instructions and activity.

### **2. Quality**

Generally the participants were exultant and valued the quality of materials provided and the quality of presentations use and presentations.

2.1 Quality of written documents provided

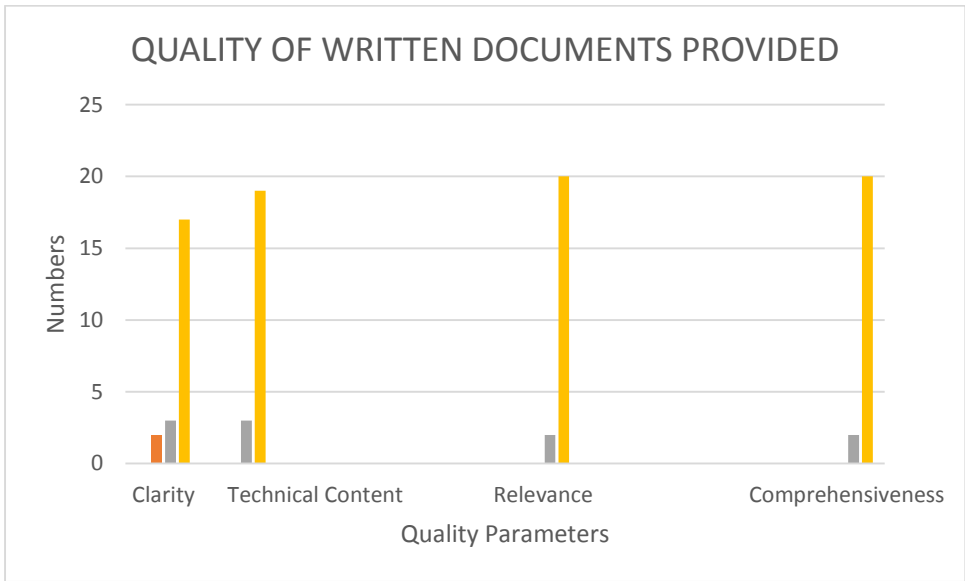


Figure 1: Evaluation assessments of quality of written documents by participants. As discussed above, the graph clearly shows that the written documents was well accepted by trainees.

Participants were not even given copies of the presentations but also extra reading materials and web addressed where they can excess materials from.

2.2 Quality of presentations

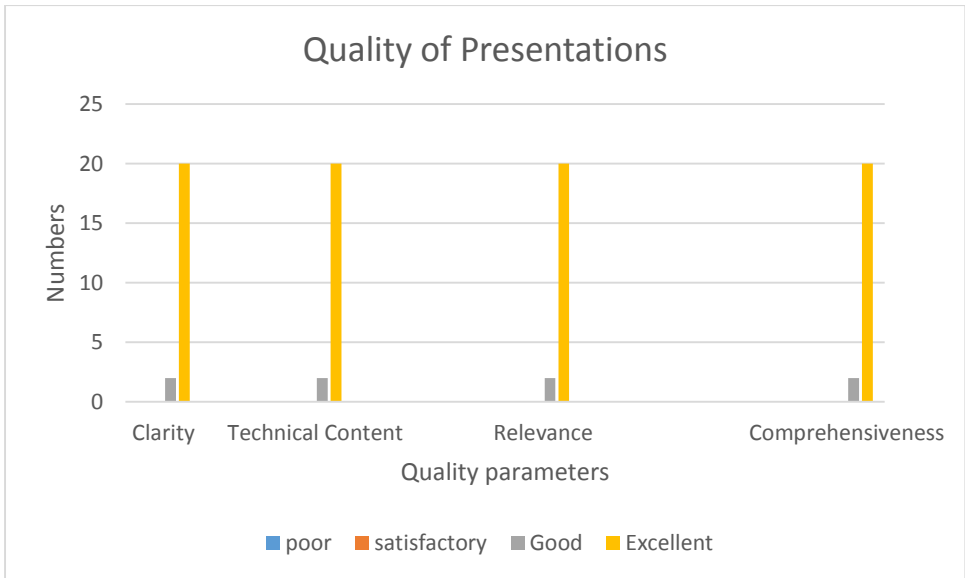
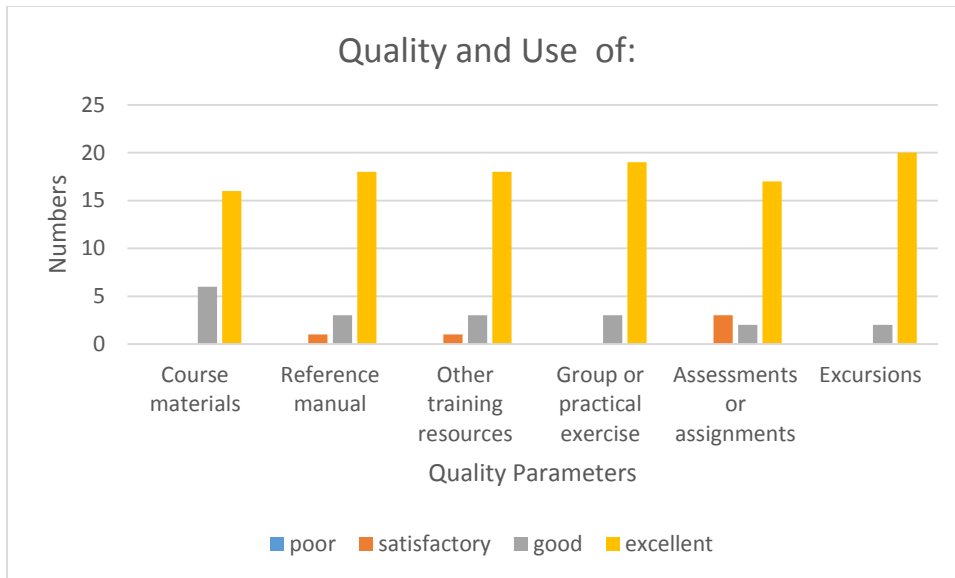


Figure 2: Evaluation assessments of the quality of presentations. 91% of the participants thought that quality of the presentations was excellent.

Recognizing that were dealing with adult, all session were inclusive. Participants have to work in groups, deliver recap and there were ice breaking sessions and free flow of interactions.

All presenters used power point which include some videos and practical sessions. All these are also reflected in Figure 3 below.



**Figure 3: Evaluation assessment of the quality and use of materials. Majority of the participants believed that the quality of the materials and how it was used during the training were excellent.**

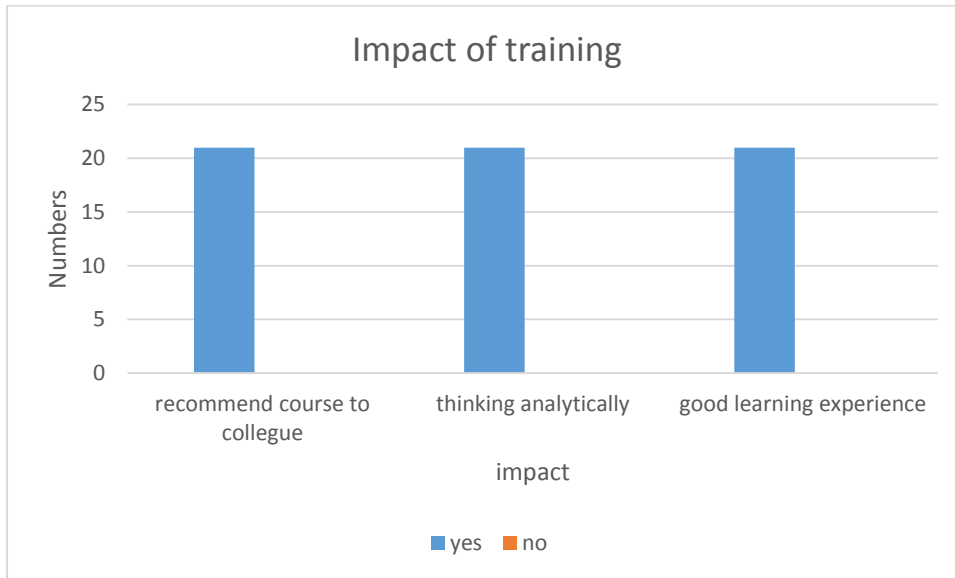
### 2.3 Ratings of Trainers



**Figure 4: Evaluation assessment of trainers. All trainers were rated excellence by the participants. However, 1 was given a good ratings on Encouragement of participants.**

The effectiveness of any training is dependent on a few factors. One of them is the effectiveness of the trainer and his/her ability to deliver the training. Each participants as part of the evaluation exercise were asked to rate all the facilitators (trainers) on parameters shown in Figure 4. All the trainers were given excellent rating on all assessment parameters except one was rated as good on participatory or encouragement of student participants.

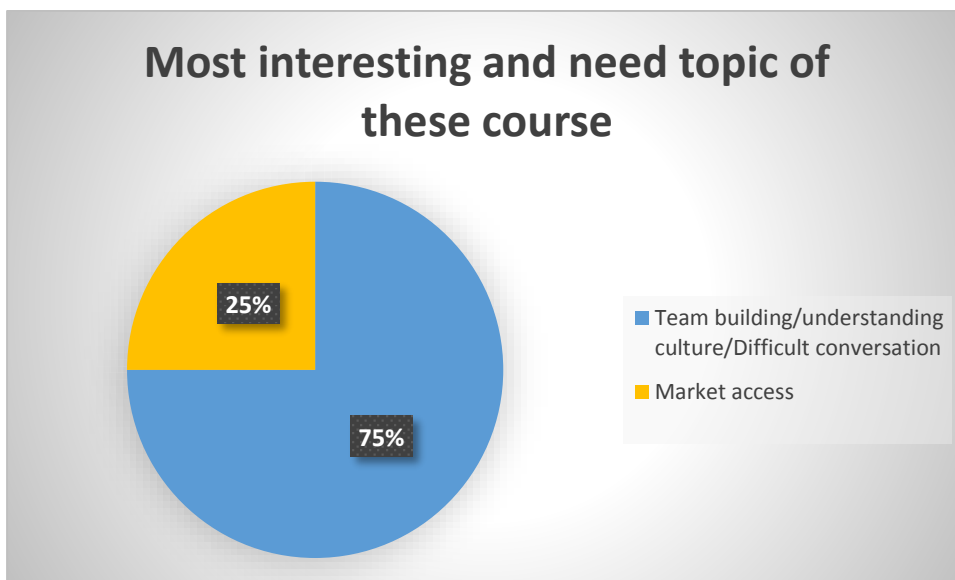
## 2.4 Impact of Training



**Figure 5: Impact of training to the participants. 21/22 responded and all indicated that they recommend this training to college, the training has impacted them to think and be analytical and all had a good learning experience.**

If this is something to go by, then this training could be conducted on a yearly basis but reduced to two weeks instead of three.

## 2.5 Most interesting and need topic



**Figure 6: Most interesting and need topic of the course. Surprisingly, 75% of the participants thought that the key take away home for them was the topics that centered on people. These are topics such as Building a winning team, difficult conversations, Culture and Food Safety etc. While**

**understanding systems is vitally important, it is the people that determine the success/efficiency and effectiveness of that system.**

This is an area that may need to be addressed with the CAs. Feedback from the participants that they need more of this training.

The effort all these years was to develop a system and making sure that it work. A key component often neglected is the people that owns and operate the system.

### **3. Venue**

Participants echoed their appreciation of the venue and the facilities available for the training.

4. General areas of the workshop that could be improved in future deliveries include:

- Training can now be rearranged to 2 weeks where key components covered such as market access requirements, systems and people.
- The need to harmonise and validate checklist with competent authorities so that they are relevant.
- More practical sessions which include both the industry and CAs together. However, that will depend on the industries willingness to accommodate their counterparts from the region.

5. General Recommendation and future interventions

1. Some countries like PNG has indicated their willingness and interest in having a 1 week training on building a winning team, difficult conversation and culture. This to be for all their senior CA team members and also industry reps. Communication has begun with NFA in the development of a program. Invitation could also be extended to other regional CAs especially their team leaders.
2. Attachments-Aimed at harmonizing and sharing of knowledge and capacity building. This was discussed during the training. It was recommended that some CA officers could accompany technical experts when they are on an assignment. For example, in my trip to Kiribati, an officer from Fiji and Solomon Island CA could also be part of the team. This where they will have to learn how to prepare a country for EU application, some work ethics and systems.
3. Mentoring- all countries present echoed the need for mentoring. This is a way of calibrating CA officers and likewise QC/QAs in the industry. Training such as in 4 below can also be included as part of the mentoring program.
4. Microbiology- an area observed during the training was the need for both CAs and Industry representatives to improve on some basic area of knowledge especially microbiology in order to understand to be able to conduct effective risk based inspections. This will be inbuilt into mentoring program.

**APPENDIX ONE: LIST OF PARTICIPANTS**

**PACIFIC ISLAND FORUM FISHERIES AGENCY**

**And**

**SECRETARIAT OF THE PACIFIC COMMUNITY**

**REGIONAL FISH INSPECTORS TRAINING COURSE FOR COMPETENT AUTHORITIES AND INDUSTRY  
 REPS.**

**Suva, Fiji – 2nd June – 20th June, 2014**

**LIST OF PARTICIPANTS**

<b>Num ber</b>	<b>NAME</b>	<b>COUNTRY</b>	<b>ORGANIZATION</b>	<b>ROLE/WORK</b>
1	Alipate Momoka	Fiji	CA- Health	Head of operation
2	Taina R. Waqaliva	Fiji	CA	CA
3	Laite Savuro	Fiji	CA	CA
4	Saurara Gonelevu	Fiji	CA	CA
5	Lorima	Fiji	Industry- Tri pacific Marine	Production Manager
6	Joe Peters	Fiji	Solander	HACCP Leader
7	Esther Shankar	Fiji	Solander	QC
8	Binesh Chand	Fiji	Fiji- Industry- Golden Ocean	QA manager
9	Losana Morotikei	Fiji	Industry- GO (Vessel)	QC
10	Sunta Sundar	Fiji	Viti Foods	QA supervisor
11	Suliana Ravula	Fiji	Viti Foods	QA
12	Alois Kinol	PNG	NFA (POM)	CA
13	Alfred Yangas	PNG	NFA (Madang)	CA
14	Martina Ragagalo	PNG	NFA (Lae)	CA



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15	Alfred Bomsep Nakem	PNG	Majestic Seafoo, LAe PNG	QC
16	Fredrick Tio	PNG	Industry-RD Canners Madang, PNG	QC
17	Zingham Salimbi	PNG	NFC- Kaveing, PNG	Trainer-Post harvest
18	Hugo Koli	SI	Soltuna, Noro, SI	Industry
19	Mark Arimalanga	SI	Health, Noro, SI	CA
20	Tebeio Tamton	Kiribati	Fisheries, Tarawa, Kiribati	CA
21	Riakaina Teiwaki	Kiribati	Industry-KFL, Tarawa, Kiribati	Deputy Manager
22	Enny Keaki	Kiribati	Industry-KFL, Tarawa, Kiribati	QC Lead
23	Anthony Ele	Solomon	Industry-NFD, Noro, SI	QC

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**APPENDIX TWO: Training Time Table**

<i>Day</i>	<i>Time</i>	<i>Module</i>	<i>Topic</i>	<i>Comments</i>	<i>Trainer/Facilitator</i>
Monday 2 <sup>nd</sup> June	0830-09.00am		Registration of participants	Participants have to be registered each day they attend	Fiji CA
	09.00-10.00 am		Official opening	Participants will be seated, chief quest escorted to his seat, Devotion, garlanding, welcome of the CQ and then official speech	MC
	10.00-10.30am		Tea Break		
	10.30-11.00		Administration/housekeeping		JT, TN
	11.00-1.00pm		Ice breaking- Getting ready for the Training And pre assessment evaluation		JT, TN, FB
	1.00-2.00pm		Lunch Break		
	2.00-5.00pm	1	Fishing in the Pacific	Theory and discussions of current systems in place	FB, JT, TN
Tuesday 3 <sup>rd</sup> June	0400-0800		Fish Offloading inspections	Practical assessment	JT, FB
	0800-8.15am		Recap		Fiji CA
	08.15-09.00am		Country brief	PNG CA and SI CA	
	09.00-10.00am	2	Roles of Competent Authority Inspectors	Theory and Group discussion	CH, FB, TN, JT
	10.00-10.30am		Tea Break		
	10.30-1.00pm		Hazards and Hazards Control		CH, TN, FB, JT
	1.00-2.00pm		Lunch break		
	2.00-.5pm	5	Hazards and Hazards Control		CH, TN, FB, JT
Wednesday 4 <sup>th</sup> June	08.00-08.15am		Recap		SI CA
	08.15-09.00am		Country Brief	Kiribati	JT
	09.00-10.00am		Hazards and Hazard control		
	10.00-10.30am		Morning Tea		
	10.30.-12.00pm		Laboratory Requirements	This will be followed by a field trip in pm	CH
	12.00-1.00pm		Lunch		
	1.00-3pm	4	Laboratory	IAS visit	CH, JT
	3.00-3.30pm		Afternoon Tea		
	3.30-5.00pm		Panel Discussion		
Thursday 5 <sup>th</sup> June	0.800-08.15am		Recap		PNG CA

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	08.15-09.00am		HACCP	Theory Discussion	CH
	09.00-10.00am				
	10.30-12.00pm		Vessel Inspection	Theory	FB, JT, CH, TN
	12.00-1.00pm		Lunch Break		
	1.00-5.00pm		Vessel Inspections	Practicals exercise-Solander	FB, TN, JT
Friday 6 <sup>th</sup> June	08.00-08.15		Recap		
	8.15-9am		Country Brief		Kiribati/PNG
	9-10am	8	Traceability	Theory and Practical exercise	FB, CH, TN, JT
	10.30-5.00pm	15	Inspection Methodologies Technical Inspection Reporting Regulatory alternatives for EU market access and EU Controls	Theory plus practice at completing at least 2 inspections	FB, CH, JT, TN
Monday 9 <sup>th</sup> June	8.00-8.15am		Recap		TN
	8.15-10.00am		Organisation of CA		JT, FB, CH
	10.00-5.00pm		Understanding EU market Access (fish ad Food and Fish as Legal resource)	Theory and exercise	CH, FB, TN, JT
Tuesday 10 <sup>th</sup> June	8.00-8.15am		Recap		
	8.15-10.00am		Country Report- Fiji CA		Fiji CA
	10.00-10.30		Morning Tea		
	10.30-1.00pm		Seafood Hygiene (GHP)	Theory and exercise	JT
			Food borne illness		
	1.00-2.00pm		Lunch		
	2.00--5.00pm		Monitoring and sampling Plan	Discussions	FB, CH, JT, TN
Wednesday 11 <sup>th</sup> June	08.00-08.15am		Recap		GO Rep
	9.00-1.00pm	4	EU Fish Requirements for Hygiene (Hygiene Package and Legislation)	Theory and Discussion	FB, TN, JT
	1.00-2.00pm		Lunch Break		
	2.00-3.00pm		Practical Session on Approval Process	Tutorial-	CH, FB, JT
	3.00-4.00pm	7	Water Supply-EU		TN, FB
	4.00-5.00pm		Documentation and Records		CH, JT
Thursday 12 <sup>th</sup> June	08.00-08.15		Recap		Majestic Rep
	09.00-1.00 pm		Requirements for EU Fish Hygiene Controls (Vessels, landing sites, factories, using official EU training materials under DG SANCO BTSF initiative)	Theory plus class activities designing an approval system for EU establishments and reviewing EU requirements against country legislation	FB, JT

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	2.00-5.00pm		EU Monitoring Programmes for Fishery Products (using official EU training materials under DG SANCO BTSF initiative)		FB, TN, CH, JT
Friday 13 <sup>th</sup> June	08.00-08.15am		Recap		Soltuna Rep
	08.15-09.00am		Ice Breaking Activity CA brief	Fiji CA- High light on TRACES	JT, Fiji CA
	09.00-1.00pm		Difficult Conversations, Conflict Avoidance/ Resolution, Power Asymmetry and intercultural understanding	Theory plus a class activity reviewing individual country legislation against the EU water requirements for monitoring	Vibeke Brethouwer, FB, JT
	1.00-2.00pm		Lunch Break		
	2.00-4.30pm		Water and CA discussion		TN
Monday 16 <sup>th</sup> June	08.00-08.15am		Recap		KFL Rep
	09.00-1.00am		Thermal processing	Practical	FB, JT
	1.00-2.00pm		Lunch Break		
	2.00-3.00pm		Team Building	Theory and Discussion	JT, FB, TN
	3.30-5.00pm		CA Panel Discussion/Review		PNG CA/JT
Tuesday 17 <sup>th</sup> June	05.00-08.00am		Fish offloading if possible		FB, TN, JT
	08.00-09.00am		Food Safety/CA and Culture		JT,FB, TN
	9.00-1.00pm		US Health Conditions on Seafood export	Theory and discussion	FB,JT, TN
	1.00-2.00pm		Lunch Break		
	2.00-5.00pm	3	Certification	Theory and group exercise/mock	FB, TN, JT
Wednesday 18 <sup>th</sup> June	08.00-08.15am		Recap		Fiji CA
	08.15-10.00am		Regional Support Group		FB, TN, JT
	10.30-1.00pm		Monitoring program and Rapid Alert	Theory and Group work	FB, TN, JT
	1.00-2.00pm		Lunch Break		
	2.00-3.00pm		Inspection exercise		JT, FB, TN
	3.30-5.00pm		Discussion on Regional CA Association and Symposium	Future Direction	TN, FB, JT
Thursday 19 <sup>th</sup> June	8.00-8.15am		Recap		PNG CA
			Review of the Training		FB, TN, JT
			Preparation for Presentation		FB, TN, JT
Friday 20 <sup>th</sup> June	08.00-08.15am		Recap		JT, TN, FB

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	8.15-1.00pm		Presentations and evaluation		FB, TN, JT
	1.00-2.00pm		Lunch Break		
	2.00-3.00pm		Presentation and Evaluation		FB, TN, JT
	3.00-5.00pm		Official Closing and Presentation of certificates.		

### **APPENDIX THREE: COURSE RESOURCE SUMMARY**

#### ***Resources supplied:***

- **Each participants were supplied with e-copies of all presentations and additional reading materials which includes:**
  - **Relevant EU regulations**
  - **USFDA Seafood HACCP guide**
  - **Rapid Alert**
  - **Summary of China market access requirements**
  - **Bad Bugs book (food micro)**
  - **Reading and interpreting micro results.**