

7.4 TRAINING AT NAMIBIAN MARINE AND FISHERIES TRAINING INSTITUTE

This course is offered by NAMFI. It is a nine months course for fisheries inspectors, fisheries observers and includes theory followed by practical in-service training. A total of 25 inspectors and observers completed the course during the year under review.

NAMFI continues to play an important role in the training of Namibians for the fishing industry. In 2004 NAMFI trained an average of 500 students in navigation, engineering and safety.

The structure of the Institute was re-organised by the Board following the completion of a study that examined the requirements of the International Convention on Standards of Training, Certification and Watch-keeping for Seafarers. This Convention has compelled NAMFI to re-orient its educational strategies and methods and to carry them out as in accordance with the required international standards.

Aquaculture staff participated in several training courses covering quality control and monitoring of growing areas. Aquaculture staff also undertook theoretical and practical studies and laboratory analysis of biological samples. Courses attended include:

- Four staff at Domasi College, Malawi (fresh water fish farming).
- One staff member at Busan, South Korea, (mariculture).
- One staff member at Cairo, Egypt (brackish water fish farming).

7.5 DONOR ASSISTED TRAINING

In addition, the Ministry utilises available donor support for capacity building through training of technical and professional staff. Donor agencies that continued to provide support for capacity building during the year included BENEFIT, BCLME, NORAD, ICEIDA, and SADC Regional Fisheries MCS Programme. A total of 14 staff members benefited from support provided by these donors.

8 REGIONAL FISHERIES RELATIONS

8.1 SADC REGIONAL FISHERIES MCS PROGRAMME (SADC MCS)

Namibia continued to benefit from this Programme during the course of the year. Fisheries Inspectors and Observers attended a total of 182 various courses in the field of safety at sea, investigation techniques, radio operation techniques to management. Also opportunities were extended to some staff members to study fisheries economics, and human resource management in the UK. Others participated in regional MCS courses in South Africa.

Sea surveillance missions were undertaken using the Namibian PV *Anna Kakurukaze Mungunda* in the EEZs of Angola and South Africa, with funding and technical assistance provided by the Programme.

Other activities arranged under the Programme include a review of the Marine Living Resources Act (2000). Further, technical assistance was provided in the areas of MCS economics, compliance information systems and legal matters.

8.2 BENGUELA LARGE MARINE ECOSYSTEM PROGRAMME (BCLME)

BCLME is a multi-sectoral initiative by Angola, Namibia and South Africa to facilitate the integrated management, sustainable development and protection of the ecosystem. It is funded by GEF through the United Nations Development Programme with financial and in-



Figure 18: Site visit at one of the Small Scale Farmers pond in Omusati Region.

7 HUMAN RESOURCE DEVELOPMENT

The Ministry continued to train its staff members at all levels and in various fields throughout 2004.

7.1 BURSARIES

The Ministry provides a bursary scheme for staff members. Bursaries are awarded on an annual basis for staff members to further their studies in fields relevant to their daily duties. Funding is provided from the Marine Resources Fund. In 2004, a total of 20 staff members benefited from the bursary scheme, pursuing various degrees/diplomas/certificates locally and abroad on a part-time or full-time basis.

7.2 DECK OFFICER TRAINING

The Ministry continued with the training and upgrading of Deck officers who have previously obtained a Class 3 Certificate of Competency for Deck Officers at NAMFI. The aim of this course is to obtain a Class 2 certificate at management level. Six Deck Officers were successfully trained by the end of 2004. This training is essential to allow these officers to take over officer positions occupied by expatriates on patrol vessels.

7.3 MARINE ENGINEER OFFICER TRAINING

Five Engineer Officers were sent to Cape Technikon in Cape Town, South Africa, with financial assistance from NORAD. Three successfully obtained a Class II Marine Engineering certificate. Unfortunately, two tragic motor vehicle accidents involving Ministry trainees occurred during 2004. One resulted in the death of an engineering student in September 2004. The second accident resulted in one engineering student being seriously injured.