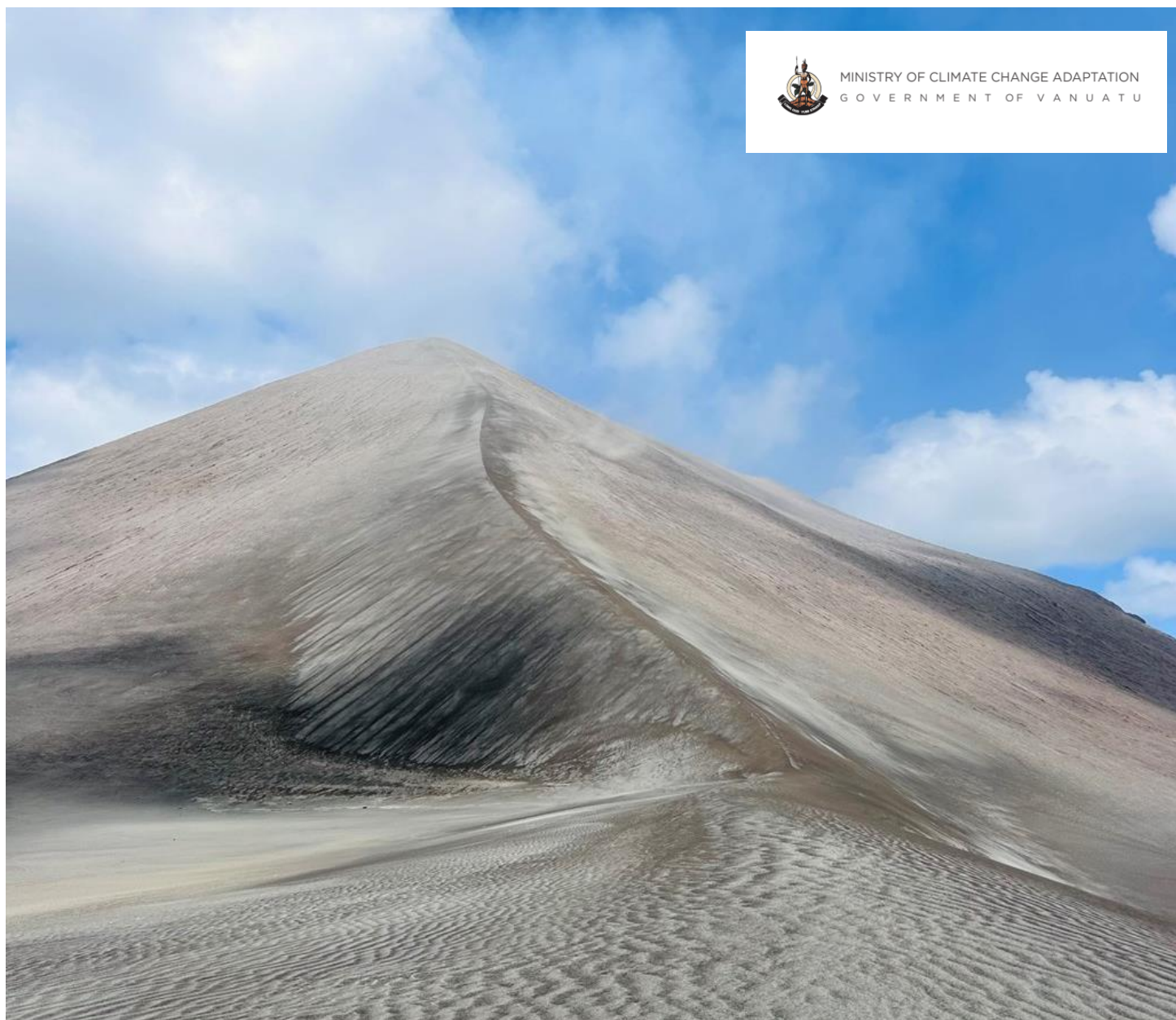




MINISTRY OF CLIMATE CHANGE ADAPTATION
GOVERNMENT OF VANUATU



Ministry of Climate Change Annual Report 2024

Ministers Statement



As we reflect on 2024, I am proud to present the accomplishments of our Ministry and the progress we have made toward achieving our vision for a prosperous and sustainable future. While we have celebrated significant successes, we have also faced challenges that have shaped our journey forward.

The 2024 Annual Report highlights the Ministry's achievements across its departments, offering insights into our business activities and how they align with the national strategic development plan.

Key milestones for the Ministry include:

- **National Solid Waste Summit:** On January 24, 2024, the Ministry of Climate Change, through the Department of Environmental Protection and Conservation, hosted the first National Solid Waste Summit. Stakeholders from Efate, Malekula, and Santo attended. The summit focused on waste separation initiatives starting in Port Vila and Efate, recycling programs, and a Container Deposit Scheme for beverage containers.
- **NGEF Launches Website and New Loan Package:** In February 2024, the National Green Energy Fund (NGEF) launched its new website and loan package for public servants, while continuing its support for renewable solar projects in communities.
- **Launch of Internal Guidelines:** The Ministry of Climate Change officially launched its Compliance Guideline, designed to support the Ministry's policy and legislative framework. The guideline will help enforcement officers and educate stakeholders and the public on compliance procedures.
- **Weather Radar System:** In July, Vanuatu celebrates a significant milestone through the Groundbreaking Ceremony of its first Weather Radar System. With the increasing vulnerability to the climate change crisis and disaster events, there's a need for timely and precise weather information to enhance Vanuatu's early warning services.
- **Two New Buildings:** Through VCAP2 project, the Ministry of Climate Change (MoCC) successfully supported the construction of a new warning centre in Santo and secured funding for the new Department of Environment building, which is currently under construction.
- **Introduction of Electric Vehicles (EVs):** The Ministry of Climate Change became the first government agency to purchase and use electric vehicles (EVs). This initiative marks the beginning of implementing the National Energy Road Map (NERM) and Nationally Determined Contribution (NDC) targets to have 10% of government vehicles as EVs by 2030.
- **Seventh Pacific Meteorological Council (PMC7):** In September 2024, the Ministry of Climate Change represents Vanuatu to host the PMC7 organized by its partners SPREP and World Meteorological Organization with about 20 member countries represented including key agencies and development partners have gathered to address climate and weather-related challenges faced by the Pacific. In addition, Hon. John Salong, Minister of Climate Change, launched the first National Environment State Report. This report, supported by SPREP, is aligned with the Environmental Protection Act and reinforces the importance of collaboration and data-sharing between government sectors to keep this document updated.
- **Contribution to Global Biodiversity Target:** On April 25, 2024, Anietyum in Tafea Province designated 6,031 hectares of land as a community 'tabu' area under traditional governance by the Anietyum Councils of Chiefs. This was supported by the FAO and DEPC through the Integrated Sustainable Land Coastal Management (ISLCM) project with financial backing from the Global Environment Facility.
- **UNFCCC COP29 and UNCBD COP16:** Vanuatu through the Ministry of Climate Change takes over the role of PSIDs chair and participated in the COP29 held in Azerbaijan. Vanuatu through


- the Department of Environment also attended the Environment COP16 in Colombia which was a series of meetings that focused on environmental issues such as biodiversity, climate change, and land degradation.
- **Launching key Climate Finance documents:** In December 2024, through the GGI project, the MoCC, Department of Finance & Treasury launched three climate finance documents. These documents include the NDA Project Development Handbook, which guides the assessment and approval of GCF project proposals; the National Accreditation Strategy, which outlines the process for securing accreditation to major climate funds like the GCF; and the Vanuatu National Climate Finance Roadmap 2021-2025, a strategic guide for mobilizing and managing climate change finance to support Vanuatu's sustainable development.


Vanuatu encountered significant challenges at the policy-level to the implantation level including the TC Lola response, the Volcanic ashfall in Tanna, and a 7.3 magnitude earthquake in December which caused a major loss of life, over 200 injuries, and widespread disruptions in communications, electricity, and water supply. Despite these challenges, the National Disaster Management Office was able to coordinate and respond to TC Lola, Tanna Ashfall, and the 7.3 magnitude. These disasters highlighted the urgent need for effective governance and disaster recovery and reconstruction.

Climate change continues to pose a significant threat to Vanuatu, affecting its economy, security, and people's livelihoods. The country remains highly vulnerable to rising sea levels, extreme cyclones, volcanic eruptions, floods, and droughts.

Despite these challenges, our Ministry remains committed to "promote a resilient, sustainable, safe and informed Vanuatu". The lessons learned throughout 2024 will guide us as we enter 2025, and we remain dedicated to advocating for such critical information to be readily available across Vanuatu.

I trust this report will allow you to join us in celebrating our achievements and recognizing the strength and resilience of our people as we work toward a sustainable and informed future.


 Hon. John Salong
 Minister of Climate Change,



Director General's Statement



The people of Vanuatu are highly susceptible and vulnerable to the effects of climate change and geological hazards, and Vanuatu remains at the top tier globally in terms of countries most prone to natural disasters. Climate Change is projected to have significant impacts, including rising sea levels, more violent tropical cyclones, droughts, earthquakes and volcanic ashfall.

The year 2024 had significant challenges at the policy to the implementation level, the TC Lola response, the Tanna Volcanic ashfall response and the 7.3 magnitude earthquake, which caused a major loss of life, over 200 injuries, and widespread infrastructure damage, disruptions in communications, electricity, and water supply.

These challenges created opportunities for the Ministry to strengthen partnerships with donor agencies, national, regional and international organizations, all government, partners and stakeholders. Thus, enabling the provision and donation of funding support and technical assistance to lessen the burden of the impact of the disasters, allowing the people affected to recover and able to continue to restore and rebuild their livelihoods.

The Ministry of Climate Change was able to navigate these challenges through the collaboration, cooperation and assistance from the Public Service Commission, all government agencies, partners and stakeholders. Therefore, the year 2024 also had its successes for the Ministry through activities that reached its targets by 100%. The achievements outlined in this report demonstrates a strong and dedicated team effort by the Ministry.

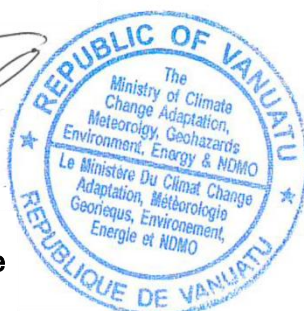
The Ministry plays a critical role in the sustainability of the livelihood of the people of Vanuatu. It is therefore critically important that climate change related scientific information and data developed and generated by the Departments within the Ministry, must be utilized by relevant government ministries, for medium to longer-term planning to drive the sustainable economic development of our country.

As the lead government agency for several major climate change-related projects, the Ministry effectively coordinated the implementation of the project activities in close collaboration with the line government agencies, partners and stakeholder organizations.

I would like to offer my sincere appreciation and gratitude to the hardworking Directors, Acting Directors, all staff (Ministry & projects) and the Honorable Minister Ralph Regenvanu (MP) and the Honorable Minister John Salong (MP) and their staff for their unwavering commitment, dedication, team spirit and proactive leadership during the year 2024.

Sincerely,

Mr. Abraham Nasak
Acting Director General
Ministry of Climate Change



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About Us

The Ministry of Climate Change currently houses five departments namely the Vanuatu Meteorology & Geo-Hazards Department, Energy Department, Department of Environmental Protection & Conservation, Department of Climate Change, and the National Disaster Management office. The NAB Secretariat sits within the Corporate Service Unit to fulfill the NAB's objectives.

Our Vision

Promote a resilient, sustainable, safe, and informed Vanuatu

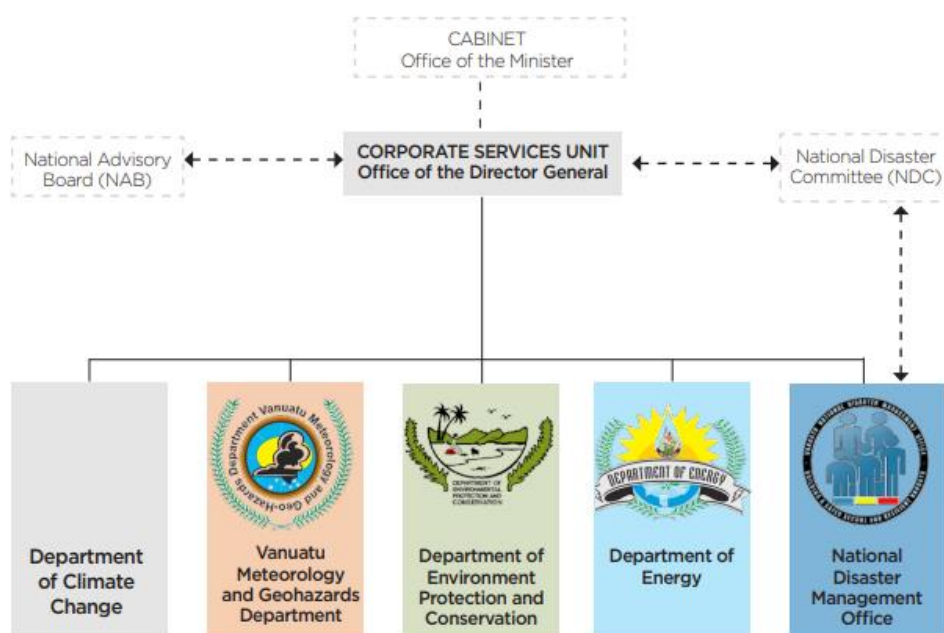
Our Mission

Develop sound policies and legislative frameworks, and provide timely, reliable, scientific information for service delivery to enable resilient communities, sustainable environment, and economic development.

Our Values

- Service delivery
- High performance against priorities
- Teamwork
- Positive Attitude and Action
- Professionalism
- Ethical: Honest and Transparent
- Equity: Gender, Geographic, Disability, Youth, Language, Ethnicity
- Environmentally responsible
- Reliability
- Commitment
- Accountability

The Ministry of Climate Change structure compromises five departments which is illustrated in the graph below;



1. Report Against 2024 Budget Narrative

The Ministry of Climate Change (MoCC) has encountered challenges with the budget narrative reporting due to discrepancies in the review process. Although MoCC diligently prepares and submits an updated budget narrative in 2024, the budget book continues to include an outdated 2021 version of the budget narrative, failing to reflect the necessary updates and changes aligned with the Ministry's current business plans and departmental activities. This misalignment has challenged the reporting of the Ministry's budget narrative for 2024, however, the activities outlined in the Business plan have reflected activities in the budget narrative submitted in 2024.

2. Report Against Relevant Business Plan Targets

Table 1: Corporate Service Unit

Activities	Output	Target	Status	Description for status	Target Achieved
Program 1: HUMAN RESOURCE AND GENDER EQUITY AND SOCIAL INCLUSION (GESI)					
1.1 Update MoCC Succession Plan	Succession Plan updated	1	Move to 2025BP	This activity has been moved to 2025	0
1.2 Facilitate the implementation of the 2024 Recruitment Plan for MoCC	# of staff recruited	7	Completed	Total of 8 new staff recruited this year	8
1.3 MoCC HRD Plan	Draft HRD Plan developed	1	Move to 2025BP	This activity has been moved to 2025	0
1.4 Support progress restructuring of Department with Ministry (CSU, VMGD-Geo-hazard/Research Unit, DEPC, DoCC)	# of restructures submitted & approved	5	Completed	Progressing well- JD consultation has been completed. with the current PSSM launched it causes a delay which however we have nearly completed translating all information from old template to the current new JD template.	6

1.5 Undertake PMAs to identify capacity gaps and monitor staff performance	# of Performance Appraisals submitted to OPSC	96	Completed	yet to identify training gaps in last year's appraisal - the team will organise a time to scan through all training gaps mentioned in the staff appraisal for 2023	98
1.6 Career awareness Tanna	# of career awareness completed & reports produced	2	Completed	Divert activity to Port Vila	2
1.7 Facilitate Capacity Building Training for MoCC staff (Leadership/Management, Logistic, Filing, Gender Based Violence)	# of trainings for staff & # of participants	4	In Progress	12+ staff attend trainings organise by projects in and outside of the country that HR support facilitate through VIPAM	12+
1.8 2022 PMA increment	# of staff incremented (2022 PMA)	3	In Progress	Budget and will be delivered in 2025 for CSU only, DoCC progress increment twice	2
1.9 Facilitate outstanding severance & leave package for MoCC resigned staffs for 2023 & 2024	# of staff received severance & leave payouts	5	Completed	5 staff severance paid	5
1.10 Facilitate in house training organized by VIPAM	# of in-house training conducted & reports produced	2	Completed	Trudy and Charles attended training on new JD template	2
1.11 Support women empowerment through participation in leadership training and International Women's Day event	# of female staff participated in relevant trainings & training reports produced	2	Completed	World Meteo Day and International Women's Day	2
1.12 Induction for MOCC Staff including provinces	# of inductions conducted for new staff	5	In Progress	Internal Audit Induction with province	2
1.13 Support awareness and advocacy program	# of programs supported	1	Completed	CSU support departments during WMO day, Environment week, IDRR day and climate Symposium	4

1.14 HR admin working Group	# of meetings and minutes of working group	10	In Progress	5 meetings so far attended by HR team	5
1.15 Internal guidelines review	# guidelines review	2	Move to 2025BP	None	0
1.16 Facilitate Increment for CSU Staff (2023)	# of staff incremented	1	Move to 2025BP	Budget	0
1.17 Submit 2023 Annual Appraisals	# of Appraisals for 2023 submitted to OPSC	96	Completed	submitted and OPSC has provided their feedback	98
1.18 Submit 2024 Work Plans and Mid-year Review and Annual Appraisals	# of workplans, mid-year review and end of year appraisals received	96	Completed	submitted	98
1.19 Progress restructure	# of restructures completed & submitted to OPSC	4	Completed	2 submitted complete other 3 consultation and preparing submission	5
1.20 Circulate leave tracker within CSU Managers	Leave tracker developed & proportion of Managers using the tracker	1	Completed	Updated and circulated	1
1.21 Transfer files to New Filing system	New filing system established	1	Completed	Established but still to be fully utilised	1
1.22 Facilitate intern and cadet Program	# of interns & cadets utilized by MoCC	5	Completed	9 interns 20 cadet programs and 7 on apprenticeship program	36
1.23 Participate in Open days	# of exhibition boots used & presentations conducted	1	Completed	OPSC day	1
1.24 Provide Guideline Training for MoCC staff	# of training conducted	2	Completed	A training with Admin team	1
1.25 Internal Capacity Assessment MOCC	# Gap analysis report produced	10	Move to 2025BP		0
1.26 Provide Quarterly leave update	# of updates provided to Departments	4	Completed	6 monthly updates and upon request	6

1.27 Leave Update to be maintained Daily	Staff leave database is maintained	1	Completed	Leaves updates as shown in HR section of this report	1
1.28 Provide Monthly Update of Clock in/Clock out of CSU Staffs	# of reports generated	10	Completed	clock in machine was not circulated in Q1 however will send a reminder to start using clock in in machine	ongoing
1.29 Support system for staff to report grievances & seek Help (E.g. Counselling)	# of grievance guideline produced	1	Completed	Suggestion box	1
1.30 Facilitate Training needs for staff according to their appraisals	# of trainings identified for respective staff	2	Completed	Support to facilitate training and approval process	2
1.31 UNITAR Trainings	# of relevant training opportunities available	1	Completed	DOCC undertake the UNITAR training	1
1.32 Staff Kids Play Room	An allocated space/room for staff kids	1	Move to 2025BP	This is under discussion a working group will task to perform this task	0
1.33 Staff Rotation	# of staff rotated	2	Completed	Internal Audit support Compliance, FM supporting project finance, M&E co lead EO task while he's on study leave, Asset officer handling Executive Secretary work, HRM leading EO task while he's on leave.	4
1.34 Create Criteria to request for Cadet and Intern Program	1 Criteria set for Cadets & interns	1	Completed	Criteria developed and utilized	1
Program 2&3: CLIMATE CHANGE & DISASTER RISK REDUCTION (CCDRR) ADVISORY COORDINATION and CLIMATE FINANCE					
Ensure the development of appropriate Vanuatu CCDRR priorities, policies, guidelines and positions	Meet annually to develop NAB BP, prioritizing NAB activities.	1	Completed	The NAB Secretariat has compiled the NAB Sec 2024 Business plans and all staffs work plans, which was incorporated into the NAB Sec/CSU Business Plan 2024	1
	# of NAB Guidelines developed and launched.	6	In Progress	Design, printing and launching in Qtr. 1 2025	6

	# of CCDRR mainstreaming and integration guideline developed and launched.	1	In Progress	To be launched this year	1
	# of NAB Sec Quarterly & Annual Reports.	3	Completed	NAB Secretariat has compiled quarterly report and annually report 2024	2
	# of awareness sessions carried out to NAB members and stakeholders.	6	Completed	2 Provincial consultations, 2 National workshop, NAB Retreat	5
	# of review meetings carried out with stakeholders	2	Completed	3 national workshops for CCDRR mainstreaming review/ consultation workshop	3
Advise on the fulfilment of Vanuatu's international, regional, and national CCDRR obligations	Progress compliance with Vanuatu's international CCDRR obligations. # of activity/meetings/events reports	4	Completed	The NAB Secretariat has coordinated the attendance and or has attended to 37 International meetings/Workshops/trainings/discussions/webinars regarding the progress of Vanuatu's compliance to international CCDRR obligations. (Mode of attendance - Face 2 Face meetings, Virtual)	37
	Progress compliance with Vanuatu's regional CCDRR obligations. # of activity/meetings/events reports	2	Completed	The NAB Secretariat has coordinated the attendance and or has attended to 7 regional meetings/Workshops/trainings/discussions/webinars regarding the progress of Vanuatu's compliance to Regional CCDRR obligations. (Mode of attendance - Face 2 Face meetings, Virtual)	7

	Progress compliance with national CCDRR obligations. # of activity/meetings/events reports	2	Completed	The NAB Secretariat has coordinated the attendance and or has attended and or convening of / to 16 National meetings/Workshops/trainings/discussions regarding the progress of Vanuatu's compliance to Regional CCDRR obligations. (Mode of attendance - Face 2 Face meetings)	16
Advise, facilitate and endorse the development of new CCDRR programs, projects, initiatives and activities; including but not limited to related reviews, restructuring, mainstreaming, and policy development	Advise, facilitate and endorse the development of new CCDRR programmes and projects. # of projects directly implementing national priorities.	6	Completed	6 Projects endorsed by NAB, 2 research Project Differed, 1 advised for further consolations, 12 projects Screened y Project screening committee (total of projects review, consultation, advises - 29)	6
	Undertake reviews of CCDRR projects & initiatives. # of projects captured to be highlighted in annual report	4	Completed	12 Projects screened by project screening committee	12
	Support mainstreaming of CCDRR activities in Vanuatu. # of policies that include CCDRR	2	Completed	Support the NBSAP, National Disaster Risk financing Policy (DRF), Consolations for National L&D framework	2
Serve as a forum for information sharing, including discussions and reporting on sectoral level initiatives	Act as a Sectoral Forum to share, promote and report. # of CCDRR Projects, policies, research outputs, lessons learnt and	15	Completed	At least fifteen documents were uploaded onto the NAB Portal	15

	events on the NAB Portal				
	# of Newsletter editions published	4	In Progress	The quarterly newsletters for last year are in progress and will be completed this year	
	# of key contacts received	17	Completed	All contacts of NAB Members received and updates of 18 Members and 2 Observers.	20
	# of awareness sessions carried out.	4	Completed	PSC Day, National Career awareness, USP open Day, 2 Provincial consultations, IDRR day	6
	# of training conducted	2	Completed	A total of six trainings on NAB Portal, Climate Finance and UNFCCC negotiations were conducted.	6
	# of IEC Materials endorsed by NAB IEC Working Group	3	Completed	A total of fifteen IEC materials came through the NAB IEC endorsement process	15
	# of types of awareness materials printed	4	Completed	NAB Secretariat material printed (Pull up banners, brochures, bags, T-shirts for the NAB retreat) a total of 4,156 IEC materials were printed with a cost of VT1,566,095.	10
Advise, guide and coordinate the development of national CCDRR financing processes: Coordinate NDA's and Focal Points Mandates for all GCDF, GEF, and AF Activities.	# of consultations conducted on the Climate Finance Road Map (Reviewed)	2	Move to 2025BP	This activity has been pending to the launching of the roadmap, which happened at the end of last year, and will be done in 2025.	0
	# of meetings convened with stakeholders on the review of the GCF Country Program	2	Move to 2025BP	This is pending implementation of the readiness project from the AE - SPC. This activity will be done in 2025.	0

	# of consultations done to support the progress of the accreditation process.	2	Completed	9 workshops conducted for information on the processes	9
	# of submissions made	4	Completed	Climate Finance, Mitigation, Adaptation and Loss and Damage. Also contributed to the AOSIS submission on the GST.	5
	# of consultations /workshop/meetings attended on behalf of the NDA's office	10	Completed	More than 10 meetings attended national, regional and international	10
	# of training done	1	Completed	6 workshops supported by GGGI on Climate Finance	6
Ensure that the NAB Secretariat fulfils the directives of the NAB	# of inconsistencies identified on the MGHCC Act.	3	Move to 2025BP	Pending the overall review of the Act from MoCC	0
	# of Tor's revised and endorsed by NAB	4	Completed	CFF Technical WG ToR, CFWG TOR, UNFCCC TF TOR, PCWG TOR, IEC Endorsement Committee TOR, NAB PSC TOR	6
	# of equipment's (assets) procured and registered, # of stationaries (assets) procured and registered	5	Completed	NAB equipment's assets has been paid and delivered to staff, assists registered done	13
	# of NAB meetings held, # of attendees per meeting	6	Completed	5 NAB meetings held, 1 NAB retreat, 1 combined NAB WG meeting	7
	# of NAB WG/TF meetings, Workplans and Implementation Plan.	10	Completed	Climate finance - 1, Project screening - 3, Policy working group- 2, UNFCCC - 1, Durable solution taskforce - 2, National Technical working group meeting -1	10
	# of NAB Members retreat workshop conducted.	1	Completed	NAB retreated conducted 3 days event	1

	# of Partners meeting conducted.	1	Completed	Climate Finance donor meeting	1
	Part 3 of the MGHCC Act is reviewed.	1	Completed	Not inconsistencies but things yet to be implemented as per the Part 3 of the Act. Appointment of vice chair to the NAB yet to be made. Appointment of Academia representation yet to be done. Act to be reviewed/amended to capture current developments.	3
	Annual Reports 2023	1	Completed	completed	1
	# of new positions created under the NAB Sec structure.	2	Completed	Climate Finance officer, International Convention Liaison Officer	2
	Revise and update NAB Sec annual operating budget requirements (Q1).	1	Completed	To be launched this year	1
Program 4: ASSET AND FINANCE MANAGEMENT					
Provide financial expenditure to executive and provide provincial spending	# of budget Reports provided to the executive (including Provincial Spending)	2	Completed	Budget report 2024 submitted	2
Provide 2023 Annual Financial Report to Finance Dept	Annual Report 2023	12	Completed	Delivered to Finance Dept and also is incorporated in the 2023 Annual Plan	12
Secure Additional Funding for New Office Building	The supplementary Budget is secured	1	Move to 2025BP	the decision was not progressed due to other budget priorities	0
Stocktaking and Registration of New Assets	% of stocktaking update	100%	In Progress	On-going asset officer will update	80%
Financial Report including asset	Quarterly and Annual Report 2024	70%	Completed	Quarterly and Annual Financial Report produces	100%
Track spending on Climate-related programs	Report on CCDRR spending funds	4	In Progress		0

Severance paid	Amount paid and # of staff	4	Completed	DG's severance and other 4 staff severance paid	5
2024 Cash-flow for MoCC	Cashflow submission	1	Completed	Complete cashflow and submit to finance	1
Membership fees	Total amount and # of membership paid in 2024	1	Completed	Pay 5 members fees	5
Revenue Support	Total MoCC revenue collection in 2024	1	In Progress	Ongoing activity	1
Provincial stock take registry (Penama, Tafea, Torba)	Asset registry update for province	1	Move to 2025BP	This activity has been moved to 2025	0
Finance/Asset Refresher Training	# of refresher trainings and # of participants	3	Move to 2025BP	This activity has been moved to 2025	0
Collect Asset Data - Building, Land, Vehicle, Machines, Engines, AWS	Submission	2	Move to 2025BP	This activity has been moved to 2025	0
QMS & SMS Training	Submission	1	Move to 2025BP	This activity has been moved to 2025	0
Asset Management Performance - Land, Housing, Vehicles, Machines/Engines	Updated Asset inventory, asset lifecycle & risk management strategies	2	Move to 2025BP	This activity has been moved to 2025	0
Meeting with Audit officers - The audit officer	# of meetings with Audit officers	3	Move to 2025BP	This activity has been moved to 2025	0
Asset Management Performance - Project Vehicles - Audit	1 established database for project vehicles	2	Completed	Consultation and discussion ongoing	1
New Cabinet CSU Office Building (Design)	1 design completed	1	Completed	Design complete	1
Program 5: POLICY, PLANNING, AND REPORTING					
High-level Policy Initiatives/directives	# of COM decisions on MoCC COM paper	5	In Progress	3 Completed, 2 still in progress	3

Chair and participate in National Committee meetings (NDC, NGF, and projects)	# of meetings	10	Completed	Attend DCO, NDC and other project steering committee meetings	10
Develop a tool for Data collection for the MoCC department	# of M&E tool for data collection	5	Completed	Develop Business Plan tracker for all departments including CSU/NAB	6
Enhance the CSU filing system	1 Filing system maintenance and CSU staff access	1	Completed	Established a filing system for CSU/NAB and currently utilized	1
Organize monthly executive meetings	# of executive meeting minutes	10	Completed	8 executive meeting organise by CSU, other meetings was briefing to approve a decision as requested by the DG	8+ briefing
Update MoCC compliance database (Legs/Regs & regional and international MEAs developed and updated)	% of the development of the Compliance database	1	In Progress	Compliance database is regularly updated	1
MoCC Quarterly, Half-Yearly & Annual Report produced and submitted	# of submissions of the quarter and annual report	4	In Progress	Annual report published and submitted, however MoCC still need to strengthen quarterly reports	1
Corporate Plan Awareness to MoCC staff	# of participants and Report	1	Completed	CSU organise an awareness for the corporate plan	1
Corporate Plan Review Workshop	# of participants and Report	20	Completed	CSU organise a review workshop with MoCC staff for the corporate plan	1
2024 Business Plan submission	# of plan submitted	1	Completed	Submit and hard copies of book print and delivered	1
2023 Annual Report Submission	# of reports submitted	1	Completed	Submit and hard copies of book print and delivered	1
CSU staff meetings 2023	# of meeting, # of participants and minutes	12	In Progress	5 meetings organise for CSU staff and DG	5

CSU Planning workshop (Review and Reflection Business Plan 2023)	# of participants and meeting minutes	1	Completed	Mid term review and planning meeting 8-9 July 2024	1
MoCC End of Year Retreat	# of participants and meeting minutes	1	Completed	CSU organise a 3 days end of year retreat at MoCC farea in Dec 2024 to reflect on 2024 BP and draft 2025 business plan	1
MoCC 2025 Business Plan Draft	# of plan submitted	1	Completed	2025 Business Plan finalise and submit in Jan 2025	1
MoCC Project field Visit for the current project	# of field trip & Report	2	Move to 2025BP	This activity has been moved to 2025 BP	
Attend NSDP/SDG conference with M&E Unit	Report	1	Completed	Support the review of the VNR report for SDG conference	1
Progress MoCC Legal frameworks (Policies, Legs Regs & conventions) gaps identified	# Progress Report	1	In Progress	Most of the legislations are currently undergoing review, including several new legislations and regulations	7
MoCC laws are enforced and appropriate measures are undertaken to ensure compliance.	# Progress Report	1	In Progress	Mostly under DEPC, a number of actions have been taken as a result of enforcement	4
Training & Awareness of existing MoCC policies and Legislations including amendments	# of trainings # of participants	2	Move to 2025BP	This activity has been moved to 2025 BP	
Reports of projects and programs implemented by MoCC	# of project report and % of progress	3	Completed	VCCRP, VCAP and Vankirap project report to CSU	3
MoCC Minister being briefed regularly	Briefing statements	5	In Progress	ongoing	
Assist MoCC Dept Directors to have authorized enforcement officers for legislative	# of authorized enforcement officers	2	In Progress	ongoing	

enforcement (DoE & DEPC)					
Policy Direction under departments	Report	2	In Progress	ongoing	
Develop and review MOUs, MOAs and Contracts	# of MoU, MoA, and contracts	5	In Progress	Most have completed and several are still under review	5
Provide regular advice to DG and Directors	# of advice to DG & Directors	5	In Progress	Regularly providing advices also facilitating advice through OAG to DG/Director	5
Endorsement of Compliance Guideline	Report	1	Completed	Launched early this year, 2024	1
Support DEPC as an alternate focal point for UNODC	Report	2	In Progress		0
Communication, HR, Asset, procurement Guideline Awareness/Training	# Training/Awareness	2	Delayed	Yet to start awareness on recruitment, training and staff discipline guideline	0
Coordinate and support awareness and communication of the ministry	# of reports	2	Completed	World Environment Day at USP in Port Vila, PSC Day in Port Vila, IDRR Day	5
MoCC Media Release	# of media release	7	Completed	Between January to December	31
Short Video	# of short video produce	5	Completed	As at April	7
Participate in national/Regional & International events	Report	3	In Progress	National Solid Waste Summit, IDRR Day, COP29	2
Website and social media updates	Regular updates on the website and social media	10	Completed	Between January and December	116
Program 6: Administration and Support Services					

Develop MoCC health and safety guideline	1 draft health & safety guideline developed	1	In Progress	First draft developed, reviewed by executive	1
Evacuation Plan MoCC	1 Draft Evacuation Plan developed	1	In Progress	See activity above	0
Regular Cleaning of MoCC building	6 MoCC offices were cleaned and maintained	6	Completed	Ongoing Activities-Schedule created and circulated to MOCC Department	6
Office Supplies & Consumables	Inventory and stock levels maintained	1	Completed	Ongoing activities-up to date (Purchase Every Qtr.)	1
Filling and Archiving	A new filing system for CSU established	1	Completed	Currently in progress but will dedicate our time to continue Complete this CSU filling (SharePoint) on the May 19th 2024 and to the Month of July 2024	1
Admin and Logistics Support	# of appointments	5	Completed	Ongoing activity to support CSU and NAB-appointments	8
	1 yearly calendar for CSU	1	Move to 2025BP	This activity has been moved to 2025 BP	0
	# of CSU meetings supported	10	In Progress	ongoing, this year CSU organise 5 meetings supported	5
	# of domestic & international travels for staff arranged	3	Completed	Up to date-encourage the used of the domestic activities Request form- Support DG and cabinet and CSU staff domestic travel and logistics support	ongoing
	# of incoming & outgoing mails managed	15	Completed	Ongoing activities-Registered of incoming and outgoing mail up to date	20+
	Effective customer service - respond to queries & good communication - Customer feedbacks	5 (client positive comments)	Completed	Client's feedback awaiting suggestion Box to complete for receiving clients' comments & feedback	10+
	maintained record keeping	1	Completed	ongoing activity	1
Office Maintenance	Maintained buildings & clean compound	1	Completed	ongoing activity	1
Driver and Messenger	Maintained vehicle runs	1	Completed	vehicle servicing is up to date, service and logbook updated	1

Provide an efficient, professional daily secretarial and administrative service to the Director General	# of appointments	10	Completed	ongoing activity - DG's executive secretary and admin support	10+
	# of photocopies and printing of documents/files	15	Completed	ongoing activity	15+
Support logistics arrangements domestic and internationally for DG, Senior Managers & Cabinet requested by DG	# of travels arranged	10	Completed	ongoing activity	10+
Coordinate logistic arrangements for ministry meetings venues, catering for official function	# of events coordinated	4	Completed	ongoing activities- so far 3 Logistic Event coordinated. (Encourage the used of the Logistic activities request form)- CSU/NAB meetings	3
Partners Meeting	# of partners meeting	1	Move to 2025BP	This activity has been moved to 2025 BP	0
archiving Room	A space for archiving	1	Move to 2025BP	This activity has been moved to 2025 BP	0
Office space for support staff	A space allocated for support staff	1	Move to 2025BP	This activity has been moved to 2025 BP	0
Lands Scaping	Face lift of MoCC Compound and Offices		Move to 2025BP	This activity has been moved to 2025 BP	0
PC For Support Staffs	# of PCs for support staff	2	Completed	Finance Intern & Admin Cadet	0
Purchasing of New CSU Vehicles	1 new vehicle for CSU	1	Completed	3 new vehicles, 2 EV and 1 for DG	3
MOCC Uniform	Sets of uniforms for MoCC	2	Move to 2025BP	This activity has been moved to 2025 BP	0
Ensure professionalism when Answering office phone Calls	Caller satisfaction	1	Completed	on going Activities	1

Ensure Professionalism when Greeting the Clients/Public	Clients' satisfaction - comment boxes (physical & electronic)	2	Completed	Physical-completion Date Next week & Electronic-PRO to sorted out with OGCI0	2
Transfer files to the new filling system	1 Filing system maintained and accessed	1	Completed	ongoing	1

Table 2: Department of Environmental Protection and Conservation

Activities	Output	Target	Status	Description for status	Target Achieved
Program 1: Traditional knowledge and cultural sites preservation					
CCA Management plan captures traditional resource management systems	Number of sites capturing traditional resource management systems	1	Completed	Management plans completed by FAO Nusumetu CCA, Efate CCA, Aneityum CCA, Bay Homo CCA	4
Number of identified culturally significant sites	Total Ha protected	100	Completed	Work with FAO ISLCM to Identify and develop MP for: Aneityum Tabu Area - 6031ha	6301
Program 2: Environmental governance					
Quarterly monitoring & compliance work in Port Vila and Luganville	Number of compliance activities	4	Completed	Compliance was carried out in Port Vila X 2 and in Santo X 2 X1 on Pentecost, X 1 on Torba, X 1 on Ambae X 1 on Malakula	8
Review and update Bills (EPC Act , Part 4)	Number of Bills passed	1	In Progress	1 Consultant working on EPC Act review of Part 4 and 1 Consultant Reviewing Waste Management Act and Developing New Legislation for Container Deposit Scheme and PSS Regulation	0.9
An M&E plan is developed to track environmental audits annually	M&E Plan is developed for the environment	1	Delayed	Delayed	0
Undertake PA governance assessment	Assessment report is complete	1	Move to 2025BP	Draft consultancy service for METT Handbook Development. ECARE to fund consultant.	0

				Consultancy work should start Q2 2025	
Finalize draft Chemical Safety bill (CSA) with OAG	Bill finalized and approved by parliament	1	In Progress	OAG working on drafting instructions	0.5
Finalize amendment to Waste Management Act with OAG	Amendment finalized and approved by parliament	1	In Progress	OAG working on drafting instructions	0.5
Validation of Legislative review for mangrove and sea grass	Legislative review is complete, and Regulations Order is developed	1	Completed	Working with MacBlue Project on this, including the Ridgeway Blake Lawyers on this activity, it is now completed	1
Discussion of National Roadmap for the management of Seagrass and mangroves	National Roadmap is complete	1	Completed	Work with MACBLUE Project to organize meetings 1.1st MACBLUE NSE Meeting Feb 2024 2.2nd MACBLUE NSE Meeting June 2024	1
Program 3: Human resource capacity development					
Provincial Officers are well-equipped to undertake their respective roles	Number of equipment purchased	1	Completed	i.1 GPS for each provincial officer, ii.1 MiFi for internet access, iii.1 Mobile phone	3
Provincial Officers are rotated each quarter to gain working experience in different settings	Number of provincial staff are rotated	3	In Progress	i. One extn. officer rotated from Malampa to Port Vila.	1
Attend Short-term Training both in the country and Overseas	Number of trainings attended by Each staff	3	Completed	Mimosa is currently in NZ attending Training, Ionie and Annabelle currently on Study Leave, Johnny Taio is currently undertaking short-term training course, and Mr. Anacleth has attended an exchange program in China, EIA training and GIS training this year were carried	3

				out by SPREP for staff capacity building	
Finalize DEPC Restructure carrying on from previous Directors	DEPC Structure is approved	1	In Progress	JDs have been transferred to the new JDs template, Restructure is currently on hold and will pick up again in the third quarter	0.5
Program 4: Environmental Impact Assessments and Planning					
Environmental Auditing conducted on Environmental Permitting	5 EIA Audits conducted	5	Completed	Not yet started. This activity will be undertaken before the end of this year. (Q3-Q4)	85
Consultation with developer on EIA implementing process and implementation of permit conditions	5 developers consulted on the EIA process	5	Completed	8 consultations were undertaken with stakeholders and business houses on the EIA process	8
PEA/EIA Public Consultations on development projects	5 Public consultations	5	Completed	i). 78 Preliminary Environmental Assessment (PEA) undertaken. ii). 2 EIA public consultations undertaken with communities on the development project sites.	6
Strengthen Stakeholders engagement -Joint EIA site assessment to proposed major projects site -DSA and Accommodation for 1 relevant stakeholder (government staff)	5 EIA sites to be assessed	5	Completed	9 EIA Joint Assessments are undertaken with another government stakeholder at the project sites. (list out sites)	14

Develop new and improvement of current EIA procedures	1 guideline and procedure developed	1	In Progress	i). 1 EIA training undertaken by SPREP with government, NGOs, and private sector stakeholders. ii). 1 development approval checklist developed. iii) 1 EIA media press release (Minister of MOCC/DEPC) and 1 article on EIA training and process.	0.5
Printing of EIA implementing documents	EIA application forms and information materials to be printed	10	Completed	i). More than 100 Environmental permit application form printed and distributed to developers. ii). 300 EIA brochures printed and distributed to the public and schools during National Environment Week.	10
Enforcement and compliance - Join Environment Permit checks for project activities and EMMPs in 1 province - DSA and accommodation for 2 staffs	3 compliance report produced	3	Completed	i). 2 non-compliance checks were undertaken in Santo and the report was provided. ii). 4 compliance checks were undertaken on Efate, but the report is yet to be submitted.	3
Engaging an expert to undertake specific environmental impacts assessment (when required for Director's decisions and advices)	3 Environmental impact assessment report submitted and reviewed by the EIA committee	3	In Progress	i). Engage 3 registered EIA consultants to undertake full Environmental Impact Assessments on several projects or developments and only 1 submitted a full EIA report	1
EPC Act provision on EIA and or the EIA Regulation must be reviewed	Reviewed 1 provision of EIA regulations	1	Move to 2025BP	Not yet started. Discussion on this activity will begin before the end of this year.	

Program 5: Energy Sector Support

Vehicle emission standards regulation is developed	Number of regulations developed	20	In Progress	Not yet started due to limited staff and budget, the officer responsible for study leave met with GGGi for the update.	
Program 6: Waste Management, Pollution Control and Chemical Management					
ODS applications are verified, assessed and approved on time	Number of applications approved	20	Completed	301 ODS permits approved from Jan-July 8th	20
Trainings conducted to DCIR Officers, Customs Brokers, and RAC Technicians	Number of trainings undertaken	3	Completed	x3 trainings conducted in Santo to RAC Technicians, Customs Officers, and Custom brokers x1 training conducted in Port Vila to RAC Technicians x1 training for Customs Officers planned for 18th July in Vila x1 training for Customs Brokers planned for 19th July in Vila	3
Trainee License and License to handle ODS are verified, assessed and approved on time	Number of Trainee Licenses and Licenses to ha	5	Completed	x13 Licenses approved so far	13
Kigali Implementation Plan project started	Nationwide survey conducted, data collected and report produced	1	Completed	Consultant recruited, data collected, and report produced - completed.	1
Private Waste Operator Licenses are verified, assessed and approved on time	Number of Private Waste Operators License app	5	In Progress	x3 PWO licenses approved	3
Consultations meetings are held between DEPC and the provincial governments or municipalities regarding dump sites	Number of consultations meetings held	2	Completed	Discussions are in progress with four provincial governments and a plan to visit and negotiate further is scheduled for early September	4

CDS Regulation is drafted	Draft CDS Regulation developed	1	In Progress	DEPC through PacWastePlus with Hon Minister support has recruited a Serious Business consultant team to make financial models for different options with their pros and cons for CDS WG and DEPC to make decisions on. Following that, then an amendment to the Solid Waste Management Act shall be conducted with a regulation based on that.	0.5
National electronic Waste Management Policy & Implementation Plan is developed under the GEF Islands Project	A National Electronic Waste Management Policy and Implementation Plan is developed	1	In Progress	GEF has already recruited the National Coordinator for this project. MoU and LoA still need to be made with DEPC or MoCC.	0.5
Waste separation and composting activities are carried out	Number of waste separation and composting activities	5	In Progress	V-Organic is managing the project, and waste separation awareness ongoing until proper waste recyclable hubs are established. Large amounts of organic matter continue to be dropped off at the seaside and composts are being produced. Consider other options to end	1
Work on development of Chemical and Waste Database	Chemical and Waste Debase is developed	1	In Progress	working with OGCIO, the database is partially complete with lists of chemicals categorized as low, medium, and high hazardous.	0.5
Development of local interpretation document based on GHS 7	Local interpretation document based on GHS 7 is developed	1	Delayed	will start in Q3-Q4	

Hazardous Substances Board is established	Establishment of Hazardous Substances Board	1	Delayed	however, DEPC has requested Vt1,000000 from UNEP to be set aside for allowances for board members. UNEP has agreed, that DEPC needs advice on where to keep this money when the project ends in December 2024 to be able to use it when CSA is approved and implementation begins.	
Training to stakeholders dealing/ handling hazardous chemicals and wastes	Chemical and waste training conducted	2	In Progress	Funding of approximately Vt700,000 was approved by Responsible Care NZ to pay for the Trainer's costs and logistics but is yet to be disbursed to conduct training. UNEP pays for bringing in participants from the islands. The plan is to conduct training in Vila and Santo.	0.5
PSS for Used Oil Regulation	Draft PSS for Used Oil Regulation	1	Delayed	Not yet started	
Tackling marine litter at selected sites in Shefa Province	Waste audits and beach clean ups conducted	2	Completed	x2 waste audits and beach clean-up conducted. Waste audit Data entered into Litter Intelligence website @ https://app.litterintelligence.org . Video on waste audits and clean-ups in progress, workshop on waste separation and composting to be conducted on Ifira Island and Erakor village this month, July and relevant signboards shall be placed at the two villages as well.	2

Identify and establish a used oil storage facility	Establishment of a used oil storage facility	1	In Progress	Used Oil Storage facility to be established at Melektree on Ocean Environmental Services (OES) land. This is because OES is buying and installing a pyrolysis machine to recover pyrolysis oil to be used in their large shipping vessels. In phase 2, DEPC shall contract a contractor to collect used oil which must be stored close to the machine. DEPC has recruited a consultant team, EMV to advise on the set-up of the Used oil storage facility and to make the design of it. Expressions of Interest shall be advertised soon for a contractor to do the set-up and x2 double-skinned containers for storing used oil of 72,500L to be procured very soon.	0.5
Program 7: National and International Environmental Obligations					
Implement national obligations for MEAs through improved information management systems (by implementing the inform project and the development of the SOE report)	Number of National Obligations for MEA's implemented	1	Completed	Submit National Targets for NBSAP, Submit National Voluntary Report for Cartagena Protocol	2
Reporting obligations for regional and international Conventions are completed	Number of report(s) outlining progress of rep	1	Completed	Submitted 3 Reports for 2021, 2022, and 2023	3

within the agreed time frame					
Review NBSAP and align with Global Biodiversity Framework	% of NBSAP is reviewed and aligned with GBF	100	In Progress	Activity depends on the completion of other NBSAP-related activity this year, hence this activity is to be moved to 2025	50
Develop National Targets for NBSAPs to be aligned with GBF Headline indicators	National targets 100% updated and completed	100	Completed	Working with the NBSAP Review Core team on this activity, DEPC have draft targets. Currently conducting Expert Group consultations as well as provincial consultations. Activity to be completed by Q3	80
Strengthen Monitoring systems for NBSAPS and GBF	Effective monitoring system for monitoring	1	In Progress	Facilitating the core team to carry out this activity, especially M&E MOCC. Activity to be completed by Q4	0.6
Attend UNCBD Regional Dialogue and the UNCBDCOP 16	Trip report	1	Completed	Meetings will be held in Q4. Activity to be completed by Q4.	1
Adhere to International Reporting obligations according to multilateral and bilateral Environmental Agreements	Number of reports submitted	2	Completed	CITES reports for 2021, 2022, and 2023 were completed this year. Montreal protocol report completed	4
Discussion of National Roadmap for the Management of Seagrass and Mangroves	National Roadmap is complete	1	In Progress	Work with MACBLUE Project to organize meetings 1.1st MACBLUE NSE Meeting Feb 2024 2.2nd MACBLUE NSE Meeting June 2024 (Activity Complete) Duplicate	0.8

Finalize and implement the NBSAP Accelerator Program as agreed	TA is recruited and stationed in Vanuatu	1	In Progress	Recruitment of project officers to begin in Q3. Toolkit will be developed by the project officer, after recruitment	0
Continue Participation in the GEO 7 program and meetings online	Number of IMAG meetings attended and or chaired	4	In Progress	Attended 2 sessions one in February 2024 in Nairobi and another in June 2024. Vanuatu is currently Vice Chair of the IMAG committee	2
Attend UNCBD SBSTTA. Attend UNEA 6. Attend UNCBD and UNCCD CoP. Attend UNCBD Dialogue in Fiji, and attend all other relevant regional and international meetings as well as national meeting	Number of Meetings attended	3	Completed	Facilitate meeting travel arrangements for: 1. UNCBD SBSTTA Mar 2024 2. UNCBD NBSAP Dialogue Mar 2024 3. UNCCD COP Nov 2024 4. UNCBD COP Oct 2024 (Attended 2 meetings already, other 2 meetings in Q4)	1
Program 8: Sustainable Financing					
Create new Revenue Chapter heads and sales items for the Extension Officers	Revenue Accounts & sales items establish	3	Delayed	Chapter head already created for Divisions and Provincial office, Revenue accounts is an administrative issue still in discussion with FM MOCCA and the Current Acting Finance officer	3
New programmes and activities for the DEPC Budget Development	Program and activities	5	Completed	Programs created so far are linked to chapter heads created above, 4 new programs created include, environmental protection, Biodiversity conservation, and Planning Division	2

Continuous consultations with Bilateral donors to fund New DEPC Building	Donor meetings were conducted and NPP applied for and approved	3	In Progress	CTB documents have been submitted, information from EA is that they are still waiting for the MBC to approve these funds to be transferred to 2024 budget	
Facilitate the development of NPP among Divisions	Number of NPP developed and approved	1	Completed	4 New NPPs submitted this year, 1. Baseline 2. Vehicles 3. Chemical management in schools 4. XX	4
Develop NPP for 30X30 High Ambition Coalition together with VFD and DOF	NPP is approved	1	In Progress	Development of the 30by30 roadmap will be completed by the end of the year, thus activity to prepare NPP to implement will be moved to 2025	0.5
Review and collate protected area-related income and livelihood needs to develop and livelihood toolkit and plan	Reported is published	1	Completed	Worked with GEF 6 ECARE Project to carry out CCA Livelihood Profiling for communities in project sites: So far completed for 33 sites (communities) (Activity completed)	1
Program 9: Biodiversity, conservation, ecosystem and research					
Establish and finalize CCA management plans for New PA/CCA	Number of registered CCAs	2	Completed	Work with FAO ISLCM, GEF 6 ECARE, and VCAP2 to carry out this activity. So far we have launched: 1. Nusumetu CCA in Tanna 2. Efate CCA in Efate 3. Aneityum Tabu Area (Activity complete)	2
Update and Maintain the Biodiversity and Conservation Database	No of entries into the database	50	Delayed	Biorap team for Bay Homo to provide the data to be entered into the database. to be moved to 2025	0

Collaborate with partners to develop and finalize Ranger's handbook to be used in registered CCAs	Number of CCA using Ranger's handbook, and Rangers Handbook is Launched	2	Completed	Work with Live and Learn Vanuatu to finalize Rangers Handbook and launch: 1. Rangers handbook Launched May 2024 2.12 CCAs currently using Handbook (Activity complete)	2
METT handbook developed and used to monitor CCA's	Number of Registered CCA's monitored using METT	5	Completed	So far 2 Rangers Training in Loru and Matantas involving 12 CCA Rangers, and another is scheduled for Q3. B&C NPP is co-financing this activity	2
Implement Project activities (GEF 5 ISLCM, GEF 6 ECARE, GEF 7 EAS , MACBLUE and GEF 8 VCAP II) project activities	% of activities completed	20	Completed	Activities for this are already captured in a few individual activities in the business plan. Such as ECARE METT activities, FAO ISLCM CCA Establishment activities, and VCAP 2 Biorap assessment activities, etc. Proposing to delete this activity	
Strengthen Collaboration between Police, Management Committees, Rangers and key stakeholders for CCA management rule compliance Invasive Species Awareness	Number of awareness completed	7	Completed	1 Awareness done alongside Vathe CCA Committee with neighboring communities in February 2024; PA Symposium; Live&Learn Vanuatu CCA Process Awareness; ECCA Radion awareness; ECCA TV interview; Wairua CCA Awareness; Loru CCA Awareness; CCA Awareness in Lebinwen SWB Malekula; CCA Awareness Bamboo Bay Malekula; CCA awareness	9

				Wiawi; CCA Awareness for CCA Rangers	
	Registered CCAs Number of Awareness	4	Completed	1. LFA awareness in South Malekula; 2. Environment Week @ USP; 3. 400 IAS brochures printed for 4 priority IS; CRB control in Santo	4
The members of the National Research Council are appointed by the Director to administer the process of issuing research permits	Number of Council Member appointed	4	Completed	5 members appointed as of 2023 for 2 year term. Next appointment in 202	5
The members to the National Invasive Species Technical Committee are appointed by the Director to oversee the implementation of NISSAP and the Invasive Species NPP	Number of Technical Committee Members appoint	4	Move to 2025BP	Activity moved to Q1 of 2025	
All outputs of the ECARE, Project complement and support the work of the Department	Number of outputs achieved in 2024	2	Completed	Supported ECARE on Livelihood assessment output, and also assist in ECARE inception workshop, including facilitating procurement of Project Vehicle (Activity complete)	31
Community Based approach Invasive Species	Ha of land rehabilitated	2	Completed	1. Rehabilitation of Nusumetu CCA (1ha) 2.	2

management to combat biodiversity loss					
Implement at least 2 actions in each of the relevant policies and strategies (NBSAP, Oceans Policy, NISSAP and NEPIP)	Number of actions completed and achieved	6	Completed	2 in NBSAP (Register CCA, CCA Symposium) 2 NEPIP (Improved Relationship with VKS, Review of CCA) 2 NISSAP (CRB Control and Awareness on Santo, Little Fire Ants Survey on South Malakula)	6
Carry out BIORAPS for identified CCA sites	Number of Bioraps completed	6	Completed	Work with VCAP2 for this activity. Recruitment of BIORAP to carry out activity already complete. BIORAP team is currently in the country to carry out the activity. Activity to be completed by Q4. Duplicate activity, so far only 2 BIORAPS, BIEM Project Conducted 3 Biorap in South West Bay Malakula and MACBLUE project completed 4 BIORAPS in the islands of Malo and Efate	6
Protected Areas Symposium	Number total ha of area protected so far	1	Completed	National Protected Area Symposium organized together with National Environment Week - June 2024 (Activity complete)	1
Develop Road map for 30X30	Road map is completed	1	In Progress	Workshop conducted for this activity. Roadmap in the design phase. To be completed by Q3	0.8

Provide Training for Rangers on Rangers Handbook	Number of trainings	3	Completed	Working with Live and Learn Vanuatu on this activity. So far conducted 2 Training in Santo (Loru and Matantas). final training is on December 9th to 12 2024 on Santo for Rangers on Identifying and dealing with Invasive species	3
Seagrass mapping, seagrass and mangrove cover ground truth	# of Hectares mapped	1000	Completed	Mapping done on Malo Pass, Paunagisu, Siviri and Eratap	1584
training on digital earth on land cover for seagrass and mangrove	Number of GIS training	2	Completed	2 GIS trainings were attended by the DEPC team this year 1 for GIS and another Digital Earth in which Mr. Mickey Wellin from VCAP 2 represented DEPC on	2
Launch of important Document produced by the Division of Biodiversity and Conservation and partners	# of printed versions of books and documents	100	Completed	Management plans for All CCAs Aneityum, Nusumetu, ECCA on Efate @ 100 each Turtle Management plan 50 copies, and NPOA	350
Species Specific research	# number of Species studied	2	Completed	EIA process brochures printed = 300 for public and schools distributed during National Environment Week June 2024	2
Program 10: Outreach, communication and awareness					
Biodiversity Conservation Ecosystems and Research Awareness through special events, such as World Wetlands day, World Biodiversity Day and World Environment day	Awareness reports and # of people reach	9	Completed	i. Activity 100% completed	9

Carry out primary and Secondary schools' biodiversity and environmental protection awareness	Number of school Awareness on Biodiversity and Invasive species and Number of awareness materials developed	6	Completed	i. Biodiversity and other Environmental information and awareness, distributed during National Environment Week, & World Environment Day Events plus PSC Day in Vila and Panama II. Malampa IDRR day 5 awareness III) update and printing of DEPC Calendar (500) Copies, Invasive Species brochure 300 copies, Pull up Banner (20 pcs) IV. 10 media articles produced	7
Develop awareness materials for Biodiversity, Conservation and Invasive Species Publish articles through media	Number of articles published through media		Completed		
Initiate and support model schools implementing environmental programs.	Number of environment model schools established	3	In Progress	i. progress on the discussion of activities to be implemented. ii. 3 activities undertaken so far a). LIVE and Learn CCA tool kit 2nd phase. b). EIA training. c). Re-printing of DEPC awareness materials. Other activities will be progress in the second part of the year.	
Print EIA awareness materials (posters, brochures, pamphlets, pull-up banners)	Number of material types produced	3	Completed	EIA process brochures printed = 300 for public and schools distributed during National Environment Week June 2024	3
National Environment Week is commemorated annually in Vanuatu and	Number of events held in Vanuatu	1	Completed	i. Activity 100% completed	1

jointly with all environment sector partners					
Program 11: Data management and sharing					
Biodiversity Baseline data is collected at Key sites	KBA sites data are collected to be populated into the Flora and Fauna Database	2	Completed	Assessments have been completed on Laika KBA, MaloPass , Paunagisu, and Siviri (Undine Bay) Mangrove Sites, South West Bay Malakula	4
Set up a central data information sharing system for environmental data accession	Number of discussion meetings with Bureau of Statistics and other relevant stakeholders	1	In Progress	i. Progress on discussion of activities to be implemented. ii. 3 activities undertaken so far a). LIVE and Learn CCA tool kit 2nd phase. b). EIA training. c). Re-printing of DEPC awareness materials. Other activities will be progress in the second part of the year.	0.5
BIORAP data collection from Manaro Forest Reserve	Consultations were undertaken with the Penama Provincial Government, and four area councils in regards to the Manaro Forest Reserve. And BIORAP data is collected.	1	Move to 2025BP	i. Move to 2025 (NEW & NED)	
Prepare State of Environment Report with SPREP	Finalize and launch State of Environment Report	1	Completed	Launch of SOE report Launched in October of 2024	1
Upgrade database	Number of databases upgraded and being used	2	In Progress	Working with the UK Government on this. To be completed by Q4	

Program 12: Institutional Strengthening at Provincial Level					
Purchase stationery for divisional use for Extension Officers	Stationery purchased	3	Completed	Stationary purchased for 2 extn. offices (Sanama, Malampa & Tafea) LPOs committed and stationary purchased	3
Strengthening the role of environmental extension officers by providing them with office space, working equipment's and refresher training	Number of Provincial Extension Officers participating in CCA Registration and Biodiversity Management refresher trainings	3	Completed	the refresher training is yet to be undertaken on reporting and other DEPC process requirements before end of the year, All Officers will be attending the Invasive Species Forum on Santo	2
Strengthening the role of environmental extension officers by providing them with office space, working equipment's and refresher training	Number of trainings administered to Provincial Extension Officers	3	Completed	i. Office space secured for all extn. offices. ii. Necessary equipment purchased for extn. offices. iii. 3 training are offered and attended. (GIS - Sanma officer attended EIA training -no extn. officer attended, Climate Change resilience training - Tafea officer attended), Marine Spatial Plan Training in China - Sanma officer attended).	3

Table 3: Department of Energy

Activities	Output	Target	Status	Description for status	Target Achieved
Program 1: Human Resource and Support Service					
Strengthen Institutional Capacity	Training and Skills Gap Analysis developed	1	Move to 2025BP		0
	Succession plan and Retirement Plan developed	1	Move to 2025BP		0
	No in-country Training for staff carried out	2	Move to 2025BP		0
	No overseas Training for staff carried out	1	Move to 2025BP		0
	No Recruitments of Interns/cadets under the VIPAM Intern program	2	Move to 2025BP		0
	Implement DOE Structure	1	In Progress		
	Recruitment	3	In Progress	Finance and Procurement officer recruited, FM and AA to be recruited.	2
	Recruitment	3	In Progress	Resubmit Financial Visa	2
	Recruit Assistant Urban Electrification Officer	1	Delayed	No submission ever made	0
	Conduct periodic consultation meetings with donors and other government agencies	5	Delayed	Pending communication officer	0
	Establishment of Donor Commitment	1	Move to 2025BP	Draft ToR has been developed, pending review from Partners before approval.	0
Asset management	No report produced for the Management faulty equipment replaced	2	In Progress	few replaced and few yet to replace	1

	Regular Service maintenance of Vehicles carried out	2	In Progress	this will be an on-going activity. Complete 2024	1
	Asset Valuation for Port Vila Concession conducted.	1	In Progress		0.5
	Project Asset Transferred Report Produced	1	In Progress	Received recently stamped Asset Transfer Form from Finance so currently following up with Doreen on this.	0.5
Ensure an Enabling Working Environment	Task board for DOE operations	1	Move to 2025BP	Pending Communications officer Recruitment	0
	DoE Files	1	In Progress	Files are currently being scanned to completion for 2024	0.5
	Procurement Plan Implemented	1	Move to 2025BP	2024 Procurement plan has been met for some projects. Some still in progress to this year	0
	Office 100% Operational	1	Completed	The office is fully operational.	1
	Resourcing of provincial offices (TANNA, Malekula & Santo)	3	Move to 2025BP	This still needs to be set up and budget needs to be approved to cater for position.	0
	Supplementary Budget developed	2	Completed	Complete	2
Strengthen Policy Planning and Legislative Framework	2023 Procurement Plan	1	Completed	Submitted as part of business plan	1
	2025 Annual Business Plan and Budget developed	1	Completed	2025 Budget and NPP submitted. 2025 Budget needs to be appropriated by parliament and 2025 NPP needs to be approved or else needs to be reviewed and resubmit for 2026 Budget.	1

	RE Generation Bill	1	Move to 2025BP	draft bill to be incorporated into AOG template	0.5
	National Electrification Master Plan developed -Phase 2	1	Completed	All deliverables submitted and Full payment completed	1
	IPP Regulation developed	1	Move to 2025BP	Draft regulation to be incorporated into OAG template	0
	Photovoltaic Self-Generation Regulation developed	1	Move to 2025BP		0
	Definition of Electricity Access Policy paper	1	Completed		1
Timely & Quality Reporting	SMR Developed & submitted	2	Completed	2024 are submitted and 2025 underway	2
	Monthly project updates submitted	12	In Progress	This is an area that the Finance and Admin Team needs to work on (ie. Create a template as to what to report on)	2
	Mission Reports submitted	10	Completed	Domestic/International Travels - staff provide their Back to Office Reports. The international reports are provided to PSC too.	10
	Staff Appraisals submitted	2	Completed	All staff appraisals are submitted to HR. The Directors Appraisal has only 1 pending evidence and all is done.	2
	Quarterly Financial updates submitted	4	In Progress	This needs to be improved by the Finance team as there is no Manager in place to report on this.	2
	2023 Annual Development Report submitted	1	Completed	Completed and submitted	1

	The 2023 Department Annual Report was developed & submitted	1	Completed	Completed and submitted	1
	Electricity Generation/supply/consumption for Concession areas Report Developed	12	In Progress	Government still liaising with URA	
	Petroleum Report Developed	1	Completed	Target Achieved	1
	Monitor Targets for NERM for Electrification		In Progress	EU team including the Director to update	
Collection of Data to populate MRV Tool and LEAP Tool	Data Mechanism for Energy sector developed	1	In Progress	ESU Team keeps a record of EA through the KoBo database system and Petroleum data in the Excel sheet and can be assessed in the DOE shared drive folder	
	Strengthen and promote awareness activities on energy efficient technologies and conservation measures		In Progress	An awareness plan was developed but pending funding	
Collection of Data to populate MRV Tool and LEAP Tool	Data Mechanism for Energy sector developed	1	In Progress		
	Energy Open Day Organized	1	Move to 2025BP	There was no Open Day in 2024.	0
	2024 Communication Plan Developed	1	Move to 2025BP		0
	Provincial awareness for NGEF conducted	2	Completed	Conducted in collaboration with Helper1 in Torba and Pentecost.	2
	Number of Public awareness to be conducted on enacted MEPLS Law.	6	Move to 2025BP	Few done by ESU team to Malampa, Sanma & Tafea	0
	Government Budget Support		Move to 2025BP		0

Implement EE & C Act.	Energy Efficiency Appliances permits & other fees collected	1,000,000VT	Completed	Collected 1,031,000 Vatu in 2024	1,031,000
Program 2: Electrification Unit					
Promote RE Technologies	Installation of stand-alone PV systems in HHs	100	Move to 2025BP	60 HH electrified-Vanwoods MFI	0
	Installation of stand-alone PV systems in MSME	5	Move to 2025BP	3 Cooperatives Electrified	0
	Installation of stand-alone PV systems in Public Institutions	35	Move to 2025BP	2- Primary school, 1- Secondary school, 4-Public institution	0
	Installation of Hydro power systems	2	In Progress	VGET Project- Contractor has been mobilized for construction	
Promote Electricity Access	Installation of service line connections	1	Move to 2025BP	Re-submit NPP for East Santo. N.W Malekula funds secured awaits MoF to sign a contract with a contractor	0
	Promote utilization of RE systems		Completed		
	Rural solar PV water pumping systems installed	24	Completed		24
	Mini-grids	5	Move to 2025BP		0
	Utility grid extension	2	In Progress		
	Design of Solar PV & Battery storage for Tanna and Efate (design complete by April)	1	In Progress	Design completed await co-funding	
	Construction of Hydro in Sarakata	1	In Progress	Re-Design in progress	
	Develop a concept paper for NGEF setting up a recovery/replacement fund to aid the maintenance of Energy infrastructures	1	Completed		1

Promote RE technology and affordability	PIDF Solar Project in Sola, Vanua-Lava.	1	Move to 2025BP	Solar System commissioned, running in off-grid mode, needs battery capacity upgrade	0
	Takara Geothermal financial agreement secured	1	In Progress	The contract is managed by Geology and Mines	
	Funds for North East Maleklula LV secured	1	Move to 2025BP	To resubmit NPP	0
Program 3: Energy Security					
Implement the EE Act	Number of Public awareness to be conducted on the enacted MEPLS Law	(4) awareness with seasonal 4 workers agencies, 2 custom brokers, 2 Refresher Trainings, 4 short videos	Move to 2025BP	Refresher training conduct except for awareness for our seasonal workers will be continued in 2025	0
	Number of units coming into the Country and certificates issued	2,000 units and 100 certificates issued	Completed	recorded 5,275 units and issued 177 certificates	5,275 units and issued 177 certificates
	Market surveillance to check compliance requirements of products	2 in Port Vila, and 2 in Santo	Completed	Done 2 for Port Vila and 1 In Santo	3
	Study to compare MEPS and labelling standards of well-developed economies for each product under schedule 1 to determine partial or full adoption	25% of study completed	Move to 2025BP	study ongoing	
	Review of import duty levels to introduce a dynamic form of import duty based on energy labels and explore options to	Increase in sales of 3 star and above products	Move to 2025BP	has consulted the customs office	

	provide relaxation on other taxes like VAT				
Vehicle Emission Standard	Consult with respective agencies and petroleum suppliers	23 Consultations	Completed	vehicle emission standards developed and gazetted	23
Green Building Initiative	Publicity through media to promote the adoption of green building guideline	One television show, one radio program, and two publications via an internet platform	Move to 2025BP	yet to develop a guideline	0
Vanuatu Coconut for Fuel Strategy	Consultations with respective agencies and provincial heads	6 consultations	Move to 2025BP	Developed and progressed with implementation in 2025	0
Enhancing Vanuatu's market for energy efficient appliance	Affordability of energy efficiency appliances	4 consultations	Move to 2025BP	worked with the NGEF	0
LEDS adoption	Develop and carry out awareness creation programs on LED's adoption		Move to 2025BP	Distribution to continue in 2025	0
Default temperature settings	Awareness creation on proper use of AC for residential and commercial applications and importers encouraged to import models that come with default settings	4	Move to 2025BP	consult with suppliers and importers on the initiation	0
Implementation to the EEER	Amendments required to be made in the EE Act of 2016	12 options	In Progress	DI submitted to the MOCC legislative committee	
Efficiency cook stove and copra dryers	Number of rocket stoves and copra dryers	3,000 EE stoves	Move to 2025BP	seek funds for replications	0
Energy Audit	Number of energy assessments done in the Public Sector	10	Completed	done 50+ audits and will continue in 2025	50

1. Onsite measurements of fuel storage and stocks before and after fuel tanker operations	1. The SSP petroleum products diesel and petrol stock is checked and verified.	(4) Tanker monitoring in Port Vila with SSP	Completed	8 tanker monitoring in Port Vila	8
	2. The density of the petroleum products supplied by SSP is checked and verified.	(1) Tanker monitoring of LPG with Origin Energy in Port Vila	Completed	1 tanker monitoring of LPG	1
2. Conduct tests of petroleum fuels before and after fuel tanker operations.	3. The supply and distribution of petroleum products are checked and verified for price adjustments with the MOPS benchmark and FOB Singapore.		Completed	13 price adjustments in 2024	13
4. LP Gas stocks are frequently monitored for energy security and the LP Gas price is monitored and updated for information and analysis.	Tanker monitoring in Luganville with SSP	2	Completed	1 in Santo	1
3. Periodic checks with SSP for petroleum product FIFO stocks and prices.	(4) Quarterly LP Gas stocks and price data updates	(1) Tanker monitoring with Origin Energy in Luganville	Completed	4 price updates but will continue in 2025	4
4. Periodic checks with Origin Energy for stock receipts and residential and commercial LP Gas prices	Fuel Quality Verification in the 6 provinces	28	In Progress	12 in Efate and 7 in Santo	12
Petroleum Safety Act	6 consultations	6	Move to 2025BP	Pending 1st draft from the SLO	0
EV Adoption	6 consultations	6	In Progress	PCREEE & GGGI are currently assisting DOE to identify legislations and	

				policies for the update of EVs in Vanuatu	
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Table 4: Department of Climate Change

Activities	Output	Target	Status	Description for status	Target Achieved
Program 1: CLIMATE CHANGE ADAPTATION					
1.1 knowledge & Information.	Monthly reports on work plan progress and inputs on Departmental reports (SMR, Quarterly report & report of output review, etc.)	10	Completed	two more reports to do	8
1.1.2 Adaptation Key Messaging	Promote Adaptation key messages & ensure delivery through national adaptation events & other media platforms.	1 report /50 people	Completed	done- Small Island Outreach & Climate Symposium	2
1.2 ICE development	Adaptation IEC Materials Developed & Printed	1	Completed	TOT completed	1
1.3 Thematic Program 1: Improving Governance for Climate Change and Disaster Resilience	Climate Change Adaptation Advocacy on Adaptation Implementation Against National Plans	1	In Progress	based on reports received	1
1.4 Fulfil international obligation concerning the UNFCCC	Lead and coordinate the Climate Change Adaptation Initiatives	2	In Progress	Attended the COP	1
1.5 Provide support to VCAP project Team on development of the National Adaptation Plan.	Project activity development plan	1	In Progress	consultant recruiting stage	1

1.6 Thematic 6:	Support the National Vulnerability Assessment Framework (NVAF) to advocate for its national dashboard and assist through stakeholders MoU's to continuously provide required data.	1	In Progress	collaborating with Stakeholders for MOU- data sharing	1
1.7 Engage with VCCRP implementation activities (Year 1 quarter 4 and Year 2 quarter 1-4 activities)-DoCC line activities.	Reports	1	In Progress	Reported (Ongoing Progress and advocacy development)	1
1.8 Project support and coordination	Assist & Support implementation of the Climate Change Adaptation Projects	2 reports	In Progress	Reported (Ongoing Progress and advocacy development)	2
1.9 Communication & Outreach	Support Climate Change Awareness at Malampa Province & Climate Change Symposium dedicated Activities.	Report /# of beneficiary	Completed	Done	1
1.10 Provide usual Support to NAB Secretariat	Provide usual Support to NAB Secretariat with its processes:	1	In Progress	Engaged in Meetings and exchange messaged/ discussions	1
1.11 NCCRDD Intergraded into National Curriculum	NCCDRR is imbedded through the educational curriculum system.	1	In Progress	Efforts are being tracked-exchange of emails/ discussions	1
1.12 Loss & Damage	Support L&D activities through strength projects as a basis for L&D through the Department's work and as well at the National level.	1	Completed	Progressing well thus far	1

1.13 Staff Capacity Building	Any relevant training or workshop to enhance knowledge & skills in relevant work	11	In Progress	Attend overseas missions	2
Program 2: CLIMATE CHANGE MITIGATION (LOW CARBON DEVELOPMENT)					
2.1 Lead and coordinate the Climate Change Mitigation Initiatives in Country for the UNFCCC, Regional and National (National Positions, Ministerial Papers (Speech, statement etc.)	#COP28 Mitigation Reflection Report #Mitigation team Quarterly meeting report # Mitigation National position developed #Intercessional Report #COP28 Mitigation report	1	Completed	Reported (Progress on Quarter 1 & 2)	1
	5. Attend Intercessional (Conditional) - June 6. Attend COP29 – November 7. Attend & Co-chair the UNFCCC Taskforce	4	Completed	Reported	3
	29th March, 29th June, 27th Sept, 8th Oct [Quarterly meeting]	1	Completed	Reported (Ongoing Progress)	1
	29th March [National Position reviewed & updated]	1	Completed	Reported	1
	17th – 30th June [UNFCCC Intercessional] Nov-Dec [COP29]	1	Completed		1
2.2 Participation at Climate Change mitigation technical dialogues and negotiations	#Meeting Report submitted	1	Completed	Reported (Ongoing virtual meetings and in-country engagement)	1
2.3 Bilateral coordination for finance mobilization at COP29	#Bilateral Report Submitted	1	In Progress	Attend COP	1

2.4 Climate Change Mitigation Advocacy on Low Carbon Development – LT – LEDS & Revised and Enhanced NDC and the consistency of maintaining 1.5 to stay alive	60	5	Completed	ongoing	1
	#CBIT Advocacy Report #Forest Carbon Advocacy Report #REDD+ Advocacy report	1	Completed	Ongoing	1
	#ICAT Advocacy report	1	Completed	Reported (Ongoing Progress and ICAT advocacy development)	1
2.5 Mitigation IEC Material Developed & Printed	Material approved and printed	2	Completed	Reported [4 sectorial mitigation publications -Printed 125 each and 1 pull-up banner]	2
2.6 Climate Change Awareness in Malampa Province	#Malampa Training report	1	Completed	Complete	1
2.7 Monthly reports on work plan progress and inputs on Departmental reports (SMR, Quarterly report & report of output review, etc.)	Track mitigation work progress overtime; Monthly report submitted	10	Completed	Reported [monthly & BTOR	
2.8 Collaborate with relevant stakeholders/Donors/Development partners to identify Green Development alternatives and support implementation of green framework to minimize carbon emissions (2.2.6 – SP)	Meeting report submitted [documenting areas of collaborations]	1	Completed	Reported (Ongoing Progress and development)	1
2.9 Assist & Support implementation of the Climate Change Mitigation Projects	#Implementation Report	2	In Progress	Reported (Ongoing Progress on engagement)	1
2.10. Consultation with sectors on potential levy fees	Consultation Report Submitted	1	In Progress	Reported (Ongoing Progress and development with Mitigation TWG)	1

2.11. Sectoral tracking of NDC/LEDS implementation at the National Level across sectors	NDC Tracking & Meeting Report submitted	1	In Progress	Reported (Ongoing Progress and implementation development)	1
2.12. Support and coordinate bilateral on article 6 – Carbon credit	#Workshop Report submitted	1	In Progress	Reported (Ongoing Progress on Carbon development)	1
2.13. Capacity building programs identified, coordinated and delivered to the climate change	#Project deliverables report [ICAT/CBIT] #Market Training Report [Markets]	2	Completed	Reported [ICAT Capacity Building Training]	1
2.14. Capacity Building – Training on Grant Writing (Project Concepts) for the Area Councils of Malampa	#Training Report provided	1	Completed	Reported on Malampa	1
2.15. Climate Change Awareness at Malampa Province	#Malampa Training report		Completed	Symposium in Malampa province	
Program 3: Communications, Outreach and Partnership					
3.1 Monitoring and reporting of CC mitigation & adaptation programs implemented by key external stakeholders	# of reports received		Completed	Reported (Ongoing Progress and development)	
3.2 Quarterly Reporting Development	# of quarterly reports	4	Completed	Reported	2
3.3 Developed Annual Development Report (ADR)	# of reports	1	Completed	Reported	1
3.4 Development of Six Months Reports (SMRs) (Department & Projects)	# of reports	2	Completed	Reported	1
3.5 Mid-Term Review Workshop	Number of review workshops	2	Completed	Reported	1
3.6 GIS/V&A Training development	Number of trainings	1	Completed	Reported	1
3.7 Vulnerability Impacts Assessment	# of reports	1	Completed	Reported	

3.8 Development of M&E framework Draft	# of reports	1	In Progress	complete draft- M&E guideline/ SP Strategy Plan completed	1
3.9 M&E impact & beneficiary assessments on Climate change developments & programmes	# of reports	1	Completed	done-reported- Tafea outer islands	1
3.10. Provide support to the development of the CCDRR Implementation Plan & Corporate Plan	# of reports	2	Completed	review updated	1
3.11. Data stock-take and collection	Number of Reports & Meetings Propose solutions to improve data collection from Departments	1	Completed	PARTneR II projects supported	1
3.12. M&E equipment's to be purchased	Number of equipment	1	Completed	Reported purchased	1
3.13. Community-based adaptation/mitigation Monitoring & reporting	Ensure community plans and action frameworks are developed within sectors and provinces	1	Completed	done-reported	1
3.14. Monitor implementation of COM decisions	Briefing updates of COM decisions and SMR reports on COM decisions	1	Completed	Reported (Ongoing Progress and development)	1
3.15. Mainstream CCDRR Policies across other sectors	Government Policy consulted	1	Completed	Reported on Provincial outreach- NAB	1
3.16. Progress of activities (priority activities per DoCC Department) are evaluated	M&E Tracking Tool	1	Completed	Reported (Ongoing Progress and development)	1
3.17. Reports of projects implemented by DoCC are reviewed and analysed	Monthly reports submissions	12	Completed	Reported (Ongoing Progress and development)	6
3.18. Developed a streamlined data collection & project M&E indicator GES	Report	1	In Progress	Reported (Ongoing Progress and development)	1

3.19. Develop annual campaign on specific biodiversity on climate issues	Report	1	Completed	done & reported	1
3.20. Facilitate and support in coordination and knowledge exchange visit on climate change between women, youths to climate change and national resource management	Report	1	Completed	Attend workshops/meetings-reported	1
Program 4:Administration, Support services and Human Resources					
4.1 Financial reports	Department report (a least 10) Project Financial report- # of financial reports Human resources report (#of reports produced	4	In Progress	Reported	3
4.2 Budget and NPP Entries for 2024 (cooperate plan pillar 1-soc 6.1.2)	The budget entered into VBMS # of NPPs submitted and budget narratives	1	Completed	Reported & submitted	1
4.3 Supervise Finance & Administration Officer	# Of Monthly reports Appraisal	12	In Progress	Reported & submitted	6
4.4 Support National Climate Finance Taskforce	# Of meeting attend	3	In Progress	Reported BTOR	2
4.5 Collaborate with relevant stakeholders to explore options for a climate change insurance or risk-sharing scheme	# Of reports on a scoping exercise	1	In Progress	Based on stakeholders' reports	1
4.6 Implement measurable improvement in climate change budgeting, financial statements, reporting, audit processes, procurement practices, project management and transparency policies	# of reports	1	In Progress	Reported	1

4.7 Meet UNFCCC obligations	# Of reports, Meetings minutes	1	In Progress	Reported Virtual meetings (regionally and nationally)	1
4.8 Well Manage NPP budget throughout the activities	3 budgets reports	3	Completed	Reported	2
Program 5: Administration and Operations					
5.1 Payment process	Making sure that all Invoice, DSA, Imprest, and Bills are committed and get approval from the Supervisor & Director	50	In Progress	reported ongoing activity	
5.2 Filling	File according to LPO #'s and Mail Dates	30	In Progress	well recorded through observation	2
5.3 Support the development of technical engagement & skills by supporting Work Placement, Cadetships, and Internships	MOCC CP (Program: 6 Activity 6.1	2	Completed	Reported two internships under VIPAM Contract	2
5.4 Participate and engage with awareness programs, long and short term trainings, open days, and mentoring programs	MOCC CP (Program: 6 Activity 6.1	2	In Progress	Reported (Ongoing Progress and development)	1
5.5 Ensure high-performing staff and positions identified by Succession Planning are supported to receive scholarships	MOCC CP (Program: 6 Activity 6.1		In Progress	Reported	
5.6 Monthly Warrant	Provide report on updated budget	11	In Progress	Reported	6
5.7 Secretarial duties	Maintain good customer Relationship	16	Delayed	needs proper coordination	
5.8 Assets	Records and monitor all DoCC Assets	23	In Progress	based on observation	1
5.9 Electrical door	All staff to used electric cards	12	Delayed	No funds	

Table 5: National Disaster Management Office

Activity	Output or Service Target	Activities of Business plan	Activities Output of business plan or Service Target	Action Target	Status	Description for status	Target Achieved
Program 1 : NDMO DRM Governance Framework							
Objective 1: Strengthen the NDMO Governance framework through improved reporting/ M&E, planning, budgeting, resourcing, legislation, policy and procedure and by advocacy for DRM CC mainstreaming							
1.1 Consultation with stakeholders on the review of the CCDRR policy implementation plan	Review CCDRR policy implementation Plan	Conduct awareness consultation on the CCDRR policy implementation plan	Awareness conducted through Provincial PTAG and Reported Provided	1	In Progress	Activity was carried out by NAB and PDO in their respective Provinces	1
1.2 Support the development of the Displacement Policy Implementation Plan	Implementation of the displacement policy	Facilitate the review of the displacement policy and develop M&E framework	Displacement policy update M&E framework develop.	1	In Progress	The Review activity is in progress.. Displacement Policy Progress Update, Review and Implementation Plan - Inception...workshop conducted on 1st of November 2024:	

1.3 Assist NAB through Project Screening and NAB meetings to identify gaps, integrate and harmonies CCDRR policy into relevant projects, legislations and policies.	6 projects addressing CCDRR policy gap	Coordinates meetings and consultation related to DRM with stakeholders	Minutes of the meeting and consultations	1	Completed	Cluster, inter agency, bilateral meeting	1
1.3 Assist NAB through Project Screening and NAB meetings to identify gaps, integrate and harmonies CCDRR policy into relevant projects, legislations and policies.	6 projects addressing CCDRR policy gap	Participated to the MoCCA Legislative consultation	Approval of MoCCA review of Legislation	1	Delayed	No consultation in 2024	
1.3 Assist NAB through Project Screening and NAB meetings to identify gaps, integrate and harmonies CCDRR policy into relevant projects,	6 projects addressing CCDRR policy gap	Participate in NAB National Meetings/Consultations	Inform authorities regarding situations in relation to DRM	1	Completed	Participation to steering committee meetings	1

legislations and policies.							
1.4 Ensure smooth and timely access to Disaster Risk Financing	At least 1 Project access Disaster Risk Financing and total funding	Develop project to access grant to support NDMO business plan	At least 1 Project access Disaster Risk Financing and total funding	1	Completed	Development of Concept note to fund several Project (IDRR, Business plan retreat, National DRM plan, Assessment guideline...)	1
1.5 Review Business Continuity Plan per Covid 19 operations or any other unexpected situation	Review BCP	Finalised the business continuity plan of NDMO including COVID 19 and other hazards	At least 1 Business Continuity plan developed, finalized & Approved.	1	Completed	Update of 2020 BCP	1
1.5 Review Business Continuity Plan per Covid 19 operations or any other unexpected situation	Review BCP	Develop NDMO Logistic Contingency Guideline	Providing a clear road map to users to access and coordinate logistics tasking during an emergency	1	In Progress	Involved in response operation	0

1.5 Review Business Continuity Plan per Covid 19 operations or any other unexpected situation	Review BCP	Develop Provincial Logistics Contingency Plan	Develop Provincial Logistic contingency plan to foster preparedness PDCCC, PDO & Stakeholders know how to utilize the Plan	1	Move to 2025BP	This activity is not carried out due to response operations and also not enough funds to support this activity.	
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Implementation plan of DRM Act	Implementation plan of DRM Act	1	Completed	Mainstream in the business plan of 2024 - 2025 (Setup PDCCC, and MDCCC, review plan, emergency funds guideline)	1

1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Update of National response plan	Review and launch National Disaster Risk Management Plan Review and revise Cyclone and Earthquake support plan	2	In Progress	The National Cyclone support Plan was reviewed and completed ready for NDC endorsement. The National DRM Plan will be moved to 2025 due to funding delay	1
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of	develop PEOC SOPs	Consultation meetings Training / workshop	2	Completed	Penama and Tafea , care international workshop in august	2

	community disaster plan developed (490) 2 municipal disaster response plans						
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Review PEOC SOPs	Consultation meetings Training / workshop	4	Move to 2025BP	not yet done	0

1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Setting and strengthening of PDCCC, Develop SOP and TOR	Consultation meeting with partners and stakeholders Training and workshop Actual Planning and Budget allocations	3	In Progress	only complete 2 for Samna & Tafea	2
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of	Review of Provincial disaster and climate change Response plan (PDCRP)	3 PDRCP review / SHEFA and TORBA & TAFEA to finalise	3	Move to 2025BP	complete 2 for Tafea	2%

	community disaster plan developed (490) 2 municipal disaster response plans						
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Developed island based volcanic response plan	Volcano Support Plan developed At least 1 volcano response plan for a specific island	1	In Progress	First Draft template has been done	0

1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Develop the Area council Disaster response plan guidelines	1 Area council Disaster response plan guideline 1 Tot Training	2	Completed	south Pentecost & north Maewo	2%
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of	Develop and review Area Council disaster response plan	At least 2 response plans - TORBA and PENAMA	2	Completed	south Pentecost & north Maewo	2%

	community disaster plan developed (490) 2 municipal disaster response plans						
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Develop Logistic Response guidelines	Develop logistic guidelines for all clusters Review internal logistic guidelines for NDMO operation Develop logistic guidelines at the Provincial levels	3	Move to 2025BP	Involved in response operation	

1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Develop Volcano Support Plan	Complete Volcano Support Plan 2024	1	In Progress	Template develop Consultation made in Ambae and Tanna	0
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of	National Response Plan Template	Complete template and approved by Director NDMO	1	Completed	Work to be done for next BP on Cluster response plan	1

	community disaster plan developed (490) 2 municipal disaster response plans						
1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Compile an integrated all necessary documents to produce NDMO Doctrine (Document compliance system)	A Doctrine is produce	1	Completed	On going update	1

1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans	Severe weather event support plan	Severe weather event support plan	1	Move to 2025BP	0%
1.7 Strengthen communities with durable solutions for displacement (durable and suitable long-term solutions) appropriate for evacuation.	Report on evacuation centres mapping updated 1 evacuation centre guidelines and 1 training manual developed and reviewed Report on implementation	Develop standard tool to support safe displacement operation during disasters	ToT & Launching of the ECM Guideline	4	In Progress	Evacuation Centre Registration form reviewed, Evacuation centre and safe area Data base is ongoing, Evacuation centre Operations and Management Guideline is finalized. TOT & Launching of the ECM Guideline will

						move to first quarter 2025	
1.8 Staff wellbeing, health and safety policy and provisions established and implemented	Staff welfare, policy developed and provisions in place Implementation plan	Staff health and safety guideline developed	1 guideline developed for normal/ field / disaster operation Improve Personal staff equipment	1	Completed	Guideline of CSU	1
1.8 Staff wellbeing, health and safety policy and provisions established and implemented	Staff welfare, policy developed and provisions in place Implementation plan	Annual leave and sick leave monthly report	12 annual leave and sick leave monthly report	12	Completed	Admin and RH record	1
1.8 Staff wellbeing, health and safety policy and provisions established and implemented	Staff welfare, policy developed and provisions in place Implementation plan	Staff annual leave plan	1 Staff annual leave plan	1	Completed		1

1.9 Ensures NDMO complies with its regulatory and legal requirements as well as internal policies and bylaws	1 compliance officer added to the new structure	Develop guidelines to strengthen implementation of work	Comprehensive, proper and adequate guidelines to user	1	Move to 2025BP	This activity is not carried out due to response operation	
1.10 Review NDMO structure to support the implementation of the NSDP, CCDRR policy and DRM act	Approved structure submission	Run a Internal capacity assessment	1 time in a year	1	Completed	Done during the restructure process	1
1.10 Review NDMO structure to support the implementation of the NSDP, CCDRR policy and DRM act	Approved structure submission	Draft a new NDMO structure	NDMO structure drafted	1	Completed	Structure submitted	1
1.10 Review NDMO structure to support the implementation of the NSDP, CCDRR policy and DRM act	Approved structure submission	Policy for research and development of responses to the hazards, disasters and emergencies	1 Policy for research document draft	1	Move to 2025BP	Waiting of the approval of new structure	

1.11 Strengthened Financial management and auditing mechanisms	Annual financial and auditing report	Preparation of Annual Budget Plan 2025 for NDMO	Allow the efficient functioning of NDMO operational activities	1	Completed	Developed	
1.11 Strengthened Financial management and auditing mechanisms	Annual financial and auditing report	Preparation of annual budget plan 2025 for Province	Allow the efficient functioning of Provincial operational activities	1	Completed	activity report	1%
1.11 Strengthened Financial management and auditing mechanisms	Annual financial and auditing report	Update Asset registry For 2024	Undertake office and equipment's service, repairs and disposal Updated Asset registry Brief staff on asset registration guideline (especially in response time)	3	Completed	Done under the coordination of CSU Update done in Shefa	
1.11 Strengthened Financial management and auditing mechanisms	Annual financial and auditing report	Develop NPP for 2025	NPP for asset, building and equipment. NPP for improve capacity of provincial office (payroll, operation)	1	Completed	4 NPP done	
1.12 Strengthened operational management systems at national level by having sufficient staff and resources.	100% of current structure implemented and 95% of resources allocated	Recruitment of Vacant NDMO positions.	Assistant finance and Admin Training and awareness Information management Shefa PDO	3	In Progress	2 vacant positions to be recruit early 2025	

1.12 Strengthened operational management systems at national level by having sufficient staff and resources.	100% of current structure implemented and 95% of resources allocated	2025 Budget	Budget for 2025 prepared and submitted (input of 1.12.4)	1	Completed		
1.12 Strengthened operational management systems at national level by having sufficient staff and resources.	100% of current structure implemented and 95% of resources allocated	Technical Advisory support to NDMO	Negotiate for suitable Technical Advisor and prepare contract to sign and Terms of Reference (TOR)	1	Completed	Renew of Julien and Allan and mission of Noa Start	
1.12 Strengthened operational management systems at national level by having sufficient staff and resources.	100% of current structure implemented and 95% of resources allocated	NDMO Business Plan Retreat	Workshop to Finalized 2024 BP, Mid year review of 2024 BP, draft 2025 BP	3	Completed	1 workshop in January 1 review in June 1 week workshop on November	3
1.12 Strengthened operational management systems at national level by having	100% of current structure implemented and 95% of resources allocated	MOCCA Corporate Plan 2022-2026	Review program and priority and draft corporate plan for NDMO Programs and priorities from 2027 to 2030.	1	Completed	First Review during Retreat 2024	

sufficient staff and resources.							
1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	Set up of CDCCC	3 CDCCC per Province (Conduct Community consultation, Conduct training and registration) Update the National CDCCC Data Based.	6	Completed	Torba, Malampa, Penama, Shefa	6%
1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	CDCCCs up date and registration	Community consultation Training and registration Update and Sharing of data	1	Completed	6 province	29
1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	Resource Emergency operation centres with computers and other PEOC resources	NDMO IT Staff to install computers and other response related resources into all Emergency Centres and PEOC.	6	Move to 2025BP		1%
1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	Coaching visit by PPLO to Provinces	Develop coaching agendas for coaching visits to all Provinces	1	Completed	Torba and Malampa	2%

1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	NDMO with PDO Exchange Programs with other Provinces	Design programs for exchange programs Facilitate the actual exchange programs with all provinces	6	Completed	6 provinces	6%
1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	Setting up and registration of Area Council Disaster and Climate Change Committee (ACDCCC)	Area council consultation DRR Training Setting up and registration of ACDCCC	3	Completed	Sanma/ Shefa & Tafea	6%
1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	Define cluster roles and linkage in an emergency response at provincial level	Contribute to preparedness and risk reduction within community	1	Completed	Shefa	1%
1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated	Provincial utilities and administrative cost	Daily work costing	1	Completed	6 provincial report	1%
Program 2: Human Resource Training and performance management							
Objective 2: NDMO staff further their studies through existing educational programs							
2.1 Support development of technical engagement & skills by supporting work placement,	At least 1 work Placement and 1 secondment 4 Cadetships and 4 Internships Recognised Volunteer	Engage supporting staff in the response operations	At least 1 work Placement and 1 secondment 4 Cadetships and 4 Internships	6	Completed	5 internship start in November 2024	

Cadetships and Internships	database established for disaster response						
2.2 Track annually number of NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement & Succession Planning	10 NDMO staff receiving different qualifications. Succession Plan (HRD plan) PACIMS (Pacific Incident Management Systems) Training framework by 2023	Strengthen PEOC Capacity	Provide training to all PEOC functional unit on the PEOC roles and responsibilities	6	Completed	6 provincial	6%
2.2 Track annually number of NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement &	10 NDMO staff receiving different qualifications. Succession Plan (HRD plan) PACIMS (Pacific Incident Management Systems) Training	Surge capacity for PEOC	Additional human resource at the provincial level	6	Completed	6 province	6%

Succession Planning	framework by 2023						
2.2 Track annually number of NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement & Succession Planning	10 NDMO staff receiving different qualifications. Succession Plan (HRD plan) PACIMS (Pacific Incident Management Systems) Training framework by 2023	Organize LCA training at the provincial level	Training of PDO's and stakeholders on LCA at the provincial level	1	Move to 2025BP	Due to response operation this activity did not carry out and also training tools or forms still have to be put together.	2%
2.2 Track annually number of NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy,	10 NDMO staff receiving different qualifications. Succession Plan (HRD plan) PACIMS (Pacific Incident Management Systems)	Introduction of PIEMA Training	PIEMA Training activity will build the community capacity in addressing solutions regarding disasters	1	Completed	6 province	6%

Retirement & Succession Planning	Training framework by 2023						
2.2 Track annually number of NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement & Succession Planning	10 NDMO staff receiving different qualifications. Succession Plan (HRD plan) PACIMS (Pacific Incident Management Systems) Training framework by 2023	Train government officers on “working in EOC”	Social media platform Training Awareness Meeting minutes Train government officers on “working in PEOC”	4	Completed	Malampa, Penama, Tafea, Sanma	4%
2.3 Develop Staff induction guideline on technical DRM field as part of capacity building	1 Induction Guideline developed	Staff DRM induction guideline	1 Staff induction guideline drafted	1	Move to 2025BP		

2.3 Develop Staff induction guideline on technical DRM field as part of capacity building	1 Induction Guideline developed	NDMO DRM training catalogue (on-the- job and certified (USP/VNU)	1 catalogue drafted	1	Move to 2025BP		
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Staff workplan for 2024 final review	Business Plan developed align with Ministry Corporate Plan and NDSP	1	Completed		
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Staff workplan for 2024 Mid-year review	Enable efficiency in completion of department goals	1	Completed		
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan	Staff workplan for 2025	Enable efficiency in completion of department goals	1	Completed	Business plan 2025	

	achieved annually.					
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Staff workplan for 2024 end of year appraisal	Enable efficiency in completion of department goals	1	Completed	
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Human Resources Development Plan draft	Participate in HRDP for MoCCA HRDP for NDMO reviewed	1	Completed	New Structure and JD submit
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan	Monitoring and Evaluation matrix for 2024 Business plan	Develop M&E tool	1	Completed	Report Matrix of business plan 2024 and contribution of CSU matrix

	achieved annually.					
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Department monthly report of business plan activities	12 reports	12	Completed	
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Department Quarterly Report produced for business plan activities	Produce 1 report for each quarter	1	Completed	Report Matrix complete in business plan retreat in Nov 2024
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan	Department annual report for 2023 for business plan activities	Cooperation of department in each respective field to carry out the department has set goals	1	Completed	

	achieved annually.					
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Department annual report for 2024 for business plan activities Draft	1 reports	1	Completed	
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Monthly financial report for provincial budget	12 reports	12	Completed	
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan	Quarterly financial report for provincial budget	4 reports	4	Completed	

	achieved annually.					
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Monthly financial report of NDMO allocated budget 2024	12 reports	12	Completed	
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Quarterly financial report of NDMO allocated budget 2024	4 reports	4	Completed	
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan	Annual financial report of NDMO allocated budget 2024	1 reports	1	Completed	

	achieved annually.						
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Six monthly report (SMR) - DSPPAC	SMR for policy decision	1	Completed		
2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.	Annual Development Report (ADR) - DSPPAC	ADR for NSDP implementation	1	Completed		
Program 3: Inclusive disaster preparedness and response coordination							
Objective 3: Enhance Disaster Risk Management (DRM) operations preparedness, response for a safer, secure & resilient Vanuatu							
3.1 Ensure disaster and emergency preparation, preparedness, response is	All plans are gender inclusive	Active participation in clusters/working groups coordination meetings	Inform working groups/clusters regarding DRM and incident management system	1	Completed	6 province	6

gender inclusive							
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Ensuring inter agency coordination meeting held on bi-annual basis	Involvements of inter-cluster within National, provincial, and community level	1	Completed	Regular meetings with interagency during energy and for cyclone season preparedness	
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Ensuring inter-cluster coordination meetings held on quarterly basis	4 meetings minutes	4	Completed	Regular meetings with inter-cluster during emergencies and for cyclone season preparedness	4
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Ensuring active coordination of clusters and working group where NDMO is the lead	Meetings minutes of each cluster and of the inter-cluster meeting every quarter	1	Completed	Regular meetings with cluster during emergency and for cyclone season preparedness (DECM, Shelter and Logistic cluster)	1

3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Review guidelines and assessment, response tools and templates Strengthen reporting process for stakeholders	Revise and develop SOPs for assessment template and tools (us kobo apps) Modification of assessment template and tools Improve accurate data collection and information sharing Review and update Assessment report template Review and create SITREP template for AC level and PDC Review and create suitable template for disaster impact report	3	Completed	Disaster damage assessment guideline developed + 2 Assessment Form	3
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Utilize Kobo Toolbox/Collect for data collection and analysis during humanitarian responses	Transfer paper-based assessments to Kobo Toolbox platform Conduct 8 data collection training Develop a standard assessment report template to display data collected accordingly. Install Kobo Collect in 30 android devices	10	In Progress	Training in Tafea / Penama / Malampa. ToT to be run before end of 2025	4

3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Review MEND guide to build response plan for each hazard including mass evacuation activities	Review of the existing MEND Organised a national consultation for Mend review Organised a provincial First review draft MEND for all Volcanic islands in Vanuatu	3	Move to 2025BP	Consultation at Provincial level Tafea / Penama /	1%
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Updates and maintain, NFI's and infrastructures including storage facilities at all levels	NFI's, other logistic facilities updated at least quarterly Logistic contact produced and updated quarterly Liaise with partners to assist to conduct / updates the stock taking in all levels	8	In Progress	Continuously updated	8%
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Update logistics capacity assessments (in all Provinces)	Update logistics capacity assessments and shared with partners	1	In Progress	Three Provincial LCAs Updated that is Sanma, Penama and Tafea, other 3 provinces not yet	1%
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Coordinate and respond to National Disasters and emergency in accordance with DRM Act	Activations of NEOC Number of responses coordinated	1	Completed	Lola and Tanna Ash fall response	2

3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Improve Communication Feedback mechanism (during emergency response)	Conduct 2 provincial training and Simulation & National Refresher training Develop SOP for feedback Mechanism Modification of feedback template and tools Build Capacity of accurate data collection and information sharing Internal Lessons learn of the activity	6	Completed		1
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	Participate in National Recovery Committee (NRC) meeting	Attendance to NRC meeting (minutes) Provide NRC meeting feedback to NDMO executive members	2	Completed	During Earthquake emergency and other preparedness meeting (presentation of new act of recovery)	
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	End of disaster response report	Develop assessment and disaster response report template Timely SITREP and disaster Assessment reports produced	2	In Progress	TC Lola and Tanna ash fall report in progress	

3.2 Support the Gender & Protection Cluster in times of emergency to ensure human dignity and that the rights of all Ni Vanuatu including women, youth, vulnerable groups and the elderly are supported, protected and promoted	Active participation in G&P Cluster	Ensure support of G&P cluster response during times of emergencies and disasters	Inclusion in NDMO documents , Attendance in all G&P cluster meeting	1	Completed	Attendance to G& P meting Consultation for Assessment guideline	1
3.4 Ensure Response Plans take gender, PLWD and vulnerable groups into consideration	100% of response plan with gender and social inclusion consideration	Provide training on how to use the response tools and systems at the National, Provincial and Community level	Response tool approved ToT to PDO Training on use of existing and new response tools Refresher training on NDMO's Feedback mechanism	4	Completed	ToT on Assessment to be done before end of 2024 To be continued in 2025	1
3.4 Ensure Response Plans take gender, PLWD and vulnerable groups into consideration	100% of response plan with gender and social inclusion consideration	Provide technical advice to other government office in developing their own emergency response plan for each disaster/ incident	numbers of government agencies that have been assist - at least 1	1	Move to 2025BP		

3.4 Ensure Response Plans take gender, PLWD and vulnerable groups into consideration	100% of response plan with gender and social inclusion consideration	Liaise and support government department / private sectors to develop their own Disaster response SOP for each disaster/incident	<ul style="list-style-type: none"> - Training and awareness (Sanma Education cluster) - Consultation - Deliver through media platforms - Template developed to advice on creation of plans 	1	Completed	Training done with education To be continue with other department in 2025	1
3.6 Provincial Disaster Committee established and operationalize	ToR and SOP developed for MDC	Up date of registration of PDCCC	Status report of each PDCCC Up date registration of 6 PDCCC	6	In Progress	Sanma/ Tafea	2%
3.6 Provincial Disaster Committee established and operationalize	ToR and SOP developed for MDC	Induction training for PDCCC on DRM Act	Training Provided on DRM act to the PDCCC & MDCCC members	8	In Progress	Penama, Tafea, Sanma	3%
3.6 Provincial Disaster Committee established and operationalize	ToR and SOP developed for MDC	Develop ToR for sectoral working groups at the Provincial Level (PDC)	TOR to guide sectoral working group	1	Move to 2025BP	6 provinces	0%
3.6 Provincial Disaster Committee established and operationalized	ToR and SOP developed for MDC	Organize PDCCC meetings - 1 meeting per quarter	4 PDCCC meetings conducted	4	In Progress	Sanma	1%
3.7 Municipal Disaster Committee established and operationalized	ToR and SOP developed for MDC	Establish the Municipal Disaster and Climate Change Committee	Municipal Disaster and Climate Change Committee established 1 Municipal Disaster Plan Develop	1	Move to 2025BP	Sanma & Port Vila	0%

3.7 Municipal Disaster Committee established and operationalize	ToR and SOP developed for MDC	Induction training for MDCCC on DRM Act	1 presentation conducted	1	Move to 2025BP	Sanma & Port Vila	0%
3.8 Improvement of EOC resources	Have all EOCs well-equipped and operational	Improve EOC resources	- Buy printer A3 for NEOC - Replacement 4 PC for NEOC	1	Move to 2025BP	Purchase printer for NEOC and install compete. NEOC installation of PC complete. This activity is to be continued in 2025 for NEOC and PDOs	1
3.8 Improvement of EOC resources	Have all EOCs well-equipped and operational	Equipment requirements for Provincial Disaster Office operation	Equipment requirements listed for each provincial disaster office	1	Move to 2025BP	Move to ICT	
3.8 Improvement of EOC resources	Have all EOCs well-equipped and operational	Infrastructure priorities for NDMO 2024 - 2030	Infrastructure priorities for NDMO 2023 - 2030	1	In Progress	Consultation done with WFP, DFAT, SPC, UNOCHA, AFD	
3.8 Improvement of EOC resources	Have all EOCs well-equipped and operational	Helpdesk support	Supporting Staff of NDMO HQ and provincial NDMO office		Delayed		
		3.9 Communication					
3.9 Communication		Provide department sim and cell phone and data for NDMO National staff	Phones purchase	1	Completed	Phone purchase	
3.9 Communication		Provide department sim and cell phone and data for PDOs	Phones purchase	1	Completed	Phone purchase	

3.9 Communication		Strengthen emergency communication infrastructure and equipment (Egov, internet connectivity)	Egov connection to provincial offices are operational	6	Move to 2025BP	Pending procurement of Starlink, OGCIIO will assist	0
Program 4 : Harmonization and mainstreaming of Disaster Risk Management and Climate Change Adaptation							
Objective 4: Facilitate harmonization and mainstreaming to promote coherence between disaster risk management including climate change approaches, systems, programmes and stakeholders involved in development. (Preparedness, Response and Recovery)							
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	Develop and Review of awareness materials and development of active campaigns	Multimedia platform Engage communities in awareness campaign, humanitarian events and training.	3	Completed	IDRR Day and PSC days	
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	Strengthen disaster awareness media reporting at the National and provincial level	Develop a media awareness guideline	2	Move to 2025BP		
4.1 Conduct preparedness awareness in schools and communities with support from	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	Conduct awareness on multi-hazard response in all province	Number of multi hazard awareness run at provincial level Lessons learn Develop and review IEC tools material	1	Completed	IDRR Day and PSC days	

stakeholders and partners							
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	IEC tool on the review of the volcano disaster response plan	IEC tools on Volcano Disaster Response Plan	1	Completed	1 movie produce	
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	(VCCRP activity 1.1.1.1) NDMO develops and field-tests CDCCC status assessment tool in partnership with DLA and NDMO	recruit Local consultant	1	Completed	Done in 2023	
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	(VCCRP activity 1.1.1.2) Assess CDCCC status using field-tested tool	CDCCC Status Assessment tools approved Tot Training for AC officers to assess CDCCC Status CDCCC are establish (if necessary)	29	Completed		

4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	(VCCRP activity 1.1.1.3) Support the development of CDCCCs as necessary based on the findings of 1.1.1.2, including, where needed, CDCCC kits and community workspace	CDCCC Resource Kit provide	29	Delayed	Duplication	
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	(VCCRP activity 1.1.2.1) CDCCC leadership and technical training & 1.1.2.2 women in leadership and children/youth engagement in CDCCCs and adaptation planning processes	Workshops to develop training materials For CDCCC leadership	29	Delayed	Duplication	
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	(VCCRP activity 1.1.2.2) Targeted training for women in leadership and children/youth engagement in CDCCCs and adaptation planning processes	Workshops to develop training materials For CDCCC leadership	29	Delayed	Duplication	
4.1 Conduct preparedness awareness in schools and communities with support	6 awareness in schools across 6 provinces 6 awareness in communities	Support DLA to develop local adaptation plans (Activity 1.2.2 and Activity 1.2.3)	Local adaptation plans are developed	1	Delayed	Duplication	

from stakeholders and partners	per year 5 IDRR Day						
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	Coordinate IDRR day	Mass awareness, Number of people informed and who received IC materials, Report produced	1	Completed	1 Report produced	1
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	1.1.1.1 NDMO develops and field-tests CDCCC status assessment tool in partnership with DLA and NDMO	Workshop with stakeholders to review and update tool Field test Local consultant	1	Completed	1 field test and final product report produced-2023 activity	1

4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	1.1.1.2 Assess CDCCC status using field-tested tool (where CDCCC are established, evaluate gender-balance, engage children/youth and people with disabilities, and consult with community to identify opportunities to strengthen CDCCC)	Local consultant ToT Training for AC officers Assessment in communities	3	Completed	Local Consultant Hired, TOT training for the ACCOs and AA ,CDCCC Assessment Completed, more the 3 reports produced	3
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	1.1.1.3 Support the development of CDCCCs as necessary based on the findings of 1.1.1.2, including, where needed, CDCCC kits and community workspace	CDCCC resource kits	1	In Progress	10 CDCCC resource kit purchase, 19 in progress	
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	1.1.2.1 CDCCC leadership and technical training & 1.1.2.2 women in leadership and children/youth engagement in CDCCCs and adaptation planning processes	Workshop to develop training materials ToT Training for AC officers Training for communities	3	In Progress	Training Materials developed, Leadership Training completed for ACCOs. Consultant hired for Women in leadership and children and youth. Training plan in progress	2

4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	1.1.2.2 Targeted training for women in leadership and children/youth engagement in CDCCCs and adaptation planning processes	Workshop to develop training materials ToT Training for AC officers Training for communities	3	In Progress	Consultant hired for Women in leadership and children and youth and training plan is in progress	2
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	1.1.2.3 Conduct follow-up refresher training 1 year after initial training with CDCCCs as well as regular monitoring/support visits	Monitoring and supervision visits (Council to community) Monitoring and supervision visits (National to provincial visits)	2	Move to 2025BP	NDMO Component under VCCRP project plan for year 2025 activity.	
4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	Facilitate and support desktop and simulation exercises (SimEx)	1 SimEx take place at provincial level	1	Completed	Simulation exercise of tsunami in Malekula with French army and Provincial government	1

4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	Strengthen partnership between emergency stakeholders and NDMO in New Caledonia	A MOCCA Delegation meet with key partner in New Caldedonia	1	Completed	Participation to Cyclone in New Caledonia + bilateral meeting	1
4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	Search and rescue / fire services consultation at national and provincial level	Run consultation in 3 urbans area	1	Move to 2025BP		

4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	Search and rescue training	Organized a training of Search and recruit	1	Delayed	Funding cancel	
4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	Support National ICT day event	Report produced, Number of people reached and informed	1	Move to 2025BP	Event Cancel within islands, OGCIO will only host in Vila	0%

4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	Coordinate and facilitate World humanitarian day event	Produce an event proposal, Consultation minutes, Finalize all program documents	1	Completed	Participated in a program support by OCHA	
4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	Support National Tsunami day event	Produce an event proposal, Consultation minutes, Finalize all program documents	1	Completed	Participation in Simex on 5 November (Online exercise)	1

4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal, and 1 NEOC)	Support National PSC day event	Produce an event proposal, Consultation minutes, Finalize all program documents	1	Completed	Awareness booth in Port Vila event	1
4.4 Connect FM93 to VBTC for use of early warning and hazard preparedness	New MoU with VBTC Established transmission link with VBTC	Strengthen collaboration with BTC	At least 1 coordination/consultation meeting with VBTC	1	Move to 2025BP	Pending due to Radio room maintenance, FM transmitter maintenance and testing of radio coverage before we request MoU	0
4.5 Support the Vanuatu National Emergency Radio Network (VNERN)	Installation of VNERN base stations in NDMO buildings	NDMO supports and assist VGNERN team with the installation	Installation of VGNERN base stations in NDMO buildings NDMO coms team to attend VGNERN training	2	Move to 2025BP	Pending equipment final testing	2
4.6 Participate in global, regional, and National events, consultations,		Participate in global, regional, and National events, consultations, meetings, or forums	At least 1 event attended	2	Completed	SPC manager regional meeting in Fiji Anticipatory Action Meeting Fiji	2

meetings or forums							
Program 5: Utilize technology to support local operators to access disaster information remotely							
Objective 5: The public at large has access to disaster information for planning and decision-making purposes							
5.1 Provide regular updates on disaster risk reduction key messages and information on NDMO website and other relevant online platform	Annual Report details on information uploaded to an online platform, its usage, and initiatives	Update the NDMO Web site	Consultation meeting with relevant partners to update/recreate a website	2	Move to 2025BP	Information management officer to handle this action when recruited	
5.1 Provide regular update on disaster risk reduction key messages and information onto NDMO website and other relevant online platform	Annual Report details on information uploaded to online platform, its usage and initiatives	Publish online risk map platform	Make available the risk maps for public, administration and agency	1	Move to 2025BP	Partner project to work on it	
5.2 Progress preparation of a National Vulnerability Assessment (NVA) with a Multi Hazard and Risk Map	A National Vulnerability Assessment done and made visible Multi hazard and risk maps made available	Develop hazard specific risk Mapping	Realised risk and vulnerability assessment maps Realised evacuation map for volcanic area Make specific Hazard risk maps for each province	3	Move to 2025BP	PARTner project to work on it	

	to everyone for use						
5.3 Coordinate, strengthen and manage DRM data with stakeholders	Report provided on data management activities Review CBDRR working group ToR	Deliver training/advice on DRM to stakeholders as required	Training and awareness Deliver training/advice on DRM to stakeholders as required	1	Completed	Briefing of cluster on NDMO Disaster damage assessment process	1
5.3 Coordinate, strengthen and manage DRM data with stakeholders	Report provided on data management activities Review CBDRR working group ToR	Maintain current regional, national and provincial contact lists	Data sharing on share drive	1	Completed	Contact list update for 2024 -2025 cyclonic season	1
5.4 Strengthen DRR reporting obligation against The Sendai framework (UNDRRR)	Reports provided according to report submission timeline. Sendai reporting training and awareness	Contribute to Sendai Framework reporting	Strengthening partnership by producing report and submit to UNDRR (Fiji) Vanuatu MTR national voluntary review	2	Move to 2025BP	Cancel in 2024 due to disaster response	

5.5 Repository for hazard and other disaster related information	Repository established and kept by NDMO	Establish repository	Install a new share drive Developed a proper hazard and disaster related information management	1	Move to 2025BP	Installation of equipment complete. Pending server configuration and DATA	1
5.5 Repository for hazard and other disaster related information	Repository established and kept by NDMO	Design assumption impact table according of each hazard strength	Impact base forecasting data drafted	1	Completed	Develop for Cyclone	1
5.5 Repository for hazard and other disaster related information	Repository established and kept by NDMO	Record each disaster event in a data base	Data base drafted	1	Move to 2025BP		

Table 6: Vanuatu Meteorology and Geo-hazards Department

Activities	Output	Target	Status	Description for status	Target Achieved
Program 1: Administration, Management, Policy and Planning					
Activity 1.1 Develop and submit plans	2023 Annual Report against 2023 Business Plan	1	Completed	Submitted to CSU	1
	2024 Business Plan	1	Completed	Submit to CSU	1
	VMGD Strategic Plan Review	1	In Progress	Managers working on final draft	
	Number of Mid-Term or Six-Monthly Reports	3	In Progress	Quarterly	
Activity 1.2 Develop, Compile and submit reports	Number of VMGD & Project staff activities mission report.		In Progress		
	Number of Quarterly Reports Submitted to Admin	20	In Progress		19
	Number of Quarterly Reports submitted to CUS	24	Completed		24
	Number of new project proposals developed	4	Completed		4
Activity 1.3 Develop small grant project proposal for donors	Number of Management Meeting Organized	2	Completed		2
Activity 1.4 Organize meetings (Face to Face & Virtual Meeting)	Number of General Staff Meeting Organized	12	Completed		11
	Number of Admin Division Meeting Organized	4	Completed		4
	Number of VMGD Business planning meeting organized	12	Completed		11
	Number of Virtual Meetings	2	In Progress		1
	VMGD staff performance is well monitored and assessed	20	In Progress		18

Activity 1.5 Monitor and Assess VMGD Staff Performance Appraisals	# of staff	11	Completed		11
Activity 1.6 Staff punctuality is managed Manage Staff Work Ethics	Reduce number of disciplinary actions	90-100% of Staff are punctual	In Progress		
	Internal Work Environment Policy in Place	0-1 disciplinary actions taken	In Progress		
	Effective Management of Department Assets and Utilities	1	In Progress		1
Activity 1.7 Ensure all VMGD utilities are up and running at all times	Number of assets procure in 2024	100% operational	Completed		
	Number of Maintenance services	1 Asset inventory report	Completed		
	VMGD Office & Outer Islands Stationaries		In Progress		
	Finance Reports		In Progress		
Activity 1.8 VMGD Monthly expenditure report	Provide Monthly expenditure on project fund	12	Completed		12
	Monthly record and usage of fuel	12	Completed		12
	Budget entered into the Vanuatu Budget Management System (VBMS)	12	Completed		12
Activity 1.9 Budget Entry for 2025	Number of NPP submitted and approved		Completed		
Activity 1.10 New Project Proposal (NPP)	Number of LPOs committed	2	Completed		2
Activity 1.11 Local Purchase Orders (LPOs)	Develop Commercial Policy on Costing of VMGD products	>100 per Quarter	In Progress		
Activity 1.12 Revenue Initiative & Collections	Number of VMGD revenue VMGD policies reviewed	1	In Progress		1
	Review Cost of Climate Data based on data resolutions and durations		In Progress		

	HR complete Recruitment of vacant position	1	Delayed	VIPAM process is cumbersome	1
Activity 1.13 HR, Capacity Building, Training & Community awareness	Conduct Internal refresher trainings	8	In Progress	Forecasters seasonally	4
	Local training workshops	8	In Progress	Trainings by Finance & VIPAM	7
	Outer island schools & community awareness	6	Completed	WMO Day awareness	6
	1-To strengthen policies	8	In Progress	Reviewing VMGD Strategic plan	7
Activity 1.14 Regional & international obligation	2-Improve VMGD Services	1	In Progress	Weather app released	1
	3-Improve capacity building		In Progress	Regional trainings continuous	
Program 2: Weather Forecasting and Services					
Activity 2.1 Aviation Weather Services	Dissemination of Terminal Aerodrome Forecast (TAF) for NVSC, NVSG, NVSS, NVSL, NVVV, NVVW AND NVVA	1460	Completed	Daily routine task	1460
	Dissemination of Area Forecast (ARFOR)	1095	Completed	Daily routine task	1095
	Dissemination of Route Forecast (ROFOR) for Air Vanuatu Flights departing Bauerfield and Pekoa for International Airports	100	Delayed	Due to Air Vanuatu Issue	0
	Terminal Trend Forecast (TTF) when weather condition warranted for NVSS, NVVV and NVVW	699	Completed	Daily routine task	699
	Incident Report	1	Completed	1 incident report submitted	1
	Improve existing products and develop new Products when required	2	Move to 2025BP	To be completed in 2025	0

	Dissemination of Marine forecast in graphic and text	1460	Completed	Daily routine task	1460
	Dissemination of Marine Warnings when Weather condition warranted	200	Completed	Daily routine task	120
Activity 2.2 Marine Weather Services	Dissemination of High Seas Forecast in graphic and text	730	Completed	Daily routine task	730
	Dissemination of High Seas Forecast when weather condition warranted	100	Completed	Daily routine task	50
	Incident Report	1	Completed	Incident report submitted	1
	Live Marine weather briefing to domestic boat captains	1	Completed	Live weather briefing contacted	1
	Improve existing products and develop new Products when required	2	Completed	Improvement of products done	2
	Radio Vanuatu Forecast product, issued every four hours in texts and graphics	1460	Completed	Daily routine task	1460
	7-Day Weather Forecast in graphic and text	730	Completed	Daily routine task	730
Activity 2.3 Public Weather Services	Surface Chart in graphic	1460	Completed	Daily routine task	1460
	Forecast Policy	730	Completed	Daily routine task	730
	Forecast uploaded on VMGD website automatically.ie. Himawari satellite image, weather charts	365	Completed	Daily routine task	365
	Provincial Forecast displayed on VMGD website for the tourism prime spots	365	Completed	Daily routine task	365
	Cities Forecast	365	Completed	Daily routine task	365

	Severe Weather Warning issued when weather condition warranted	50	Completed	Daily routine task	30
	Provincial Forecast displayed on VMGD website for the tourism prime spots	365	Completed	Daily routine task	365
	Recorded Variables, data provided by the Observation Division	365	Completed	Daily routine task	365
	Incident Report	1	Completed	Incident report submitted	1
	Improve existing products and develop new Products when required	5	Move to 2025BP	To be completed in 2025	0
	Dissemination of TC information, Advisories and Warnings Bulletins.	10	Completed	TC operation	10
Activity 2.4 Tropical Cyclone (TC) Services	5-Day TC Outlook	360	Completed	Daily routine task	360
	Tropical Cyclone	1	Completed	TC operation	1
	Improve existing products and develop new Products when required	1	Completed	To be completed in 2025	1
	Tsunami	5	Completed	Tsunami operation	5
	Advisory	5	Completed	Tsunami operation	5
	Tsunami	10	Completed	Tsunami operation	10
Activity 2.5 Aviation Quality Management System under Part 174 Certification	Initiate the creation of flooding forecasting bulletins/warnings	2	Move to 2025BP	To be completed in 2025	1
	Create an action plan	2	Completed	Address through QMS	2
	Improve verification	1	Completed	Address through QMS	1

Activity 2.6 Obtain Certification through IMO for Marine services	IMO Certification	1	Move to 2025BP	To be completed in 2025	0
	Aviation forecast refresher training	2	In Progress	Part of training move to 2025	1
	Marine forecast refresher training	2	In Progress	Part of training move to 2025	1
	Public weather forecast refresher training	2	In Progress	Part of training move to 2025	1
	Public weather forecast refresher training	2	In Progress	Part of training move to 2025	1
	Tsunami refresher training	2	In Progress	Part of training move to 2025	1
	Tropical Cyclone refresher training	1	Completed	Training completed	1
Activity 2.7 Radar user interface training	# of internal training	11	In Progress	Part of training move to 2025	6
Activity 2.8 External Training	Ocean buoy user interface training	1	Completed	Training completed	1
	MeteoFactory and Synergie upgrade training	1	Completed	Training completed	1
	AWS platform training	1	Completed	Training completed	1
	Flood forecasting system training	1	Completed	Training completed	1
	Quality data control training	1	Completed	Training completed	1
	Mobile monitoring equipment training	1	Completed	Training completed	1
	Interpretation of weather warnings workshop	1	Completed	Training completed	1
	VBTC run Media training	1	Completed	Training completed	1
	Impact Base Forecast training	1	Completed	Training completed	1
	WMO Class 1 or Diploma in Meteorology	1	Completed	Forecasters will attend training by end of 2025	0

	Tropical Cyclone Course (TCC), Pacific Met Council, Regional met & WMO related trainings, updates and new developments	1	Completed	Training completed	1
	WFSD product awareness and consultation	5	Completed	Awareness done in certain parts of Vanuatu only	5
Activity 2.9 Marine products, Public Commercial products and Tropical Cyclone products	Severe weather report	3	Completed	Daily routine task	3
Activity 2.10 Case Studies and Research	Investigation, questionnaires and verification of tropical cyclone intensity and coverage, identify storm surge run up height, flooding vulnerable area	3	Move to 2025BP	Will be conducted in 2025	0
Activity 2.11 Carry out Post Assessment of TC Judy & Kevin (Scientific research data collection)	Update SOPs/template instructions for WFSD	1	Completed	SOP updates completed	1
Activity 2.12 Review of Standard Operating Procedure	Planning and Budget	23	Completed	Review of SOP completed	23
Activity 2.13 Engage in the VMGD Business, corporate planning and annual budgeting for 2024.	Business plan	1	Completed	Business plan completed	1
Activity 2.14 Appraisal	Appraisal	3	Completed	Complete all appraisal	3
Program 3: Provides Climate Information, Long-term Forecasts, Services and Warnings, other related					
Activity 3.1 Planning	Climate Division Business Continuity Plan (BCP) Completed	1	Move to 2025BP		

	1st Draft of Climate Division Business & Budget Plan for 2023 completed	1	Completed	Submitted	1
	Draft CSD 2023 Business Plan Reviewed, approved and ready for implementation in 2024	1	Completed	Submitted	1
Activity 3.2 Develop & Review Procedures Directives & Contracts	Climate Services Division Operational Procedures reviewed and implemented	1	Completed	Implemented	1
	ENSO Directive reviewed	1	Completed	Awaiting Implementation	1
	Number of Climate Services Division Meetings	6	In Progress	2 Meetings	2
Activity 3.3 Organize Meetings and Workshops	Number of VMGD Annual Planning Retreats attended	2	Completed	2 Retreats Attended	2
	2024 National Climate Outlook Forum Conducted and Report Provided	1	Completed	NCOF Successfully	1
	Number of Mission Report by Climate Officers	10	Completed	Report Submitted	10
Activity 3.4 Compile and Document Reports for VMGD including project reports	Number of Six-Month Report (SMR)	1	Completed	Submitted	1
	Number of Quarterly reports submitted by Staff	9	In Progress	Need to submit Q2,3,4	
	Climate Services quarterly Reports submitted to VMGD Admin	4	In Progress		
	Climate Services Annual Report	1	Completed		1
	2023/2024 Tropical Cyclone Season Outlook completed	1	Completed		1
	Number of trainings attended locally – face to face or via virtual platform and report submitted	30	In Progress		11

Activity 3.5 Human Resource Development and Training	Training & Development Plan for Climate Services developed	1	Move to 2025BP		
	Succession Plan for Climate Services developed and implemented	1	Move to 2025BP		
	Climate Services Structure reviewed and presented to VMGD Management	1	Completed	Submitted	1
	Climate Services JDs reviewed and submitted to VMGD Admin	3	Completed	Submitted	3
	Number of Climate 101 sector trainings delivered	1	Completed	Submitted	1
	Number of Pre – COP meetings attend	1	Completed	Attended	1
	Number of regional and international research dialogue attended and report submitted	1	Move to 2025BP		
Activity 3.6 Research & Development	Number of Pacific Island Climate Outlook Forum (PICOFF)	2	Completed	PICOFF-14 and PICOFF-15	2
	Research Policy reviewed and implemented	1	In Progress	Research Policy Draft in place, needs funding for consultant	
	Research Proposal Developed and Submitted for Funding	1	In Progress		
	Impact Data Compiled and Report provided	1	Completed	Impact Database Operational	1
	Number of Case studies published	2	Delayed	Need funding	
Activity 3.7 Performance Management	Number of Work Plans for Climate Services Staff developed	6	Completed	Submitted	6

	Number of Appraisals for Climate Services Staff	6	Completed	Submitted	6
Activity 3.8 Quality Management system	Documentation on QMS on Climate Services compiled	20-30%	Move to 2025BP		
	Number of SOPs reviewed	14	Move to 2025BP		
	Number of Vanuatu Climate Update (VCU) produced and disseminated	12	In Progress	The Assistant Seasonal Forecaster has been moved to A/PSO	5
	Number of Early Action Rainfall Watch (EAR Watch) produced and disseminated to Stakeholders	12	Delayed	The Assistant Seasonal Forecaster has been moved to A/PSO	
Activity 3.9 Climate Services Division products and Services	Number of Agro - Met bulletin produced and disseminated to Stakeholders	12	Completed	Up to Date	12
	Number of Fisheries – Climate bulletin produced and disseminated to Stakeholders	12	In Progress		
	Water -Climate bulletin draft template completed and used	1	Delayed	Van-KIRAP Component to fund this activity has lapsed	
	Number of Vanuatu Ocean Outlook bulletin produced and disseminated to Stakeholders	12	Completed	Up to Date	12
	Number of Seasonal Climate Summary produced and disseminated	2	Move to 2025BP	Need quality data to proceed and dedicated human resource to carry out this activity	
	State of Climate in Vanuatu for 2021	1	Move to 2025BP		

	Climate Outlook information updated on Website	1	In Progress	Currently updating the new website	
	Number of Vanuatu Monthly Climate Summary produced and disseminated.	12	Completed	Up to Date	12
	Number of Online Climate Outlook Forum participated	12	Completed	Up to Date	11
	Number of Monthly Climate Briefing for Community Climate Centres & stakeholders around Vanuatu	12	In Progress	7 Climate Briefings so far	7
	Climate Information on 116 Toll Free is update	12	Completed	Up to Date	11
	Impact data is incorporated into climate products	1	Move to 2025BP		
	Traditional and indigenous knowledge indicators are incorporated into all 9 climate products	9	Completed	TK Bulletin	2
Activity 3.10 Climate Data Management	All program under Data Management Coordinated	1	Completed		1
	Data backlog reduced	1	In Progress	To be continued into 2025	
	Climate Database and Equipment Operationalized	8	In Progress	To be continued into 2025	
Activity 3.11 Data Archive	All historical and real time data archived	1	In Progress	New Data Archive Officer recently recruited; to be continued into 2025	
	Data Storage Facility Maintained	1	In Progress	New Data Archive Officer recently recruited; to be continued into 2025	
	Development of impact database	1	Completed	Achieved	1

Activity 3.12 Data Quality Control and Homogenization	Quality Control of Data is performed and report provided	1	Completed	Monthly QC on all synoptic station data for use in Climate Products	1
	Number of Data analysis provided based on customers request	1	Completed	Data Analysis Up to Date with all Data Requests	1
	All Climate Data are homogenised	1	Move to 2025BP	New Data Homogenization Officer recently recruited; to be continued into 2025	
	Number of Clients' Data Requests compiled and submitted	1	Completed	All Data Requests	1
	Monthly performance report	84	Delayed		
Activity 3.13 Vanuatu Rainfall Network	Digitization report of metadata on sites specifications detail	1	In Progress	Meta Data Collection in Progress	
	Rain gauge installation Report	6	Move to 2025BP		
	Sites Visits Report	6	Completed	Submitted	6
	Report on Payment for rainfall volunteers	12	In Progress	Last Quarter still needs to be paid	8
	Report of Climate and Weather products send to provincial VRN volunteers	12	Completed	Report Submitted	12
Activity 3.14 Traditional and Local Indigenous Knowledge	Work with VRN to distribute TK Monitoring forms to 83 VRN & TK Focal persons for past and existing TK Sites	100	Move to 2025BP		
	14.2 Collect TK Stories during site visits/research/social media/informal discussions	50	In Progress	New TK Officer recently recruited; to be continued into 2025	

	All the TK products to be printed out and store them and ready for distribution	1000	In Progress	New TK Officer recently recruited; to be continued into 2026	
	Work with other government department & NGOs to collect their historical data	2	Move to 2025BP	Looking to work closely with Ministry of Health	
	Portals and Apps Operational	5	Completed	All Operational	5
	Website Customized and Operational	1	Completed	Up to Date	1
Activity 3.15 Climate Early Warning System	Vanuatu Observational Networks expanded and operational		Delayed	No funding	
	Community CIS Sites operational	4	Completed	4 sites operational on a monthly basis	4
	Number of Climate Products Disseminated and Report Provided	1000	In Progress	Most CIS Products are up to date	600
Activity 3.16 Community Engagement and Outreach Activities	Number of Awareness Activities conducted with support from other government agencies	10	Completed	Up to Date, report submitted	10
	Number of New Awareness Material developed	5	Completed	New Brochures and Climate Signboards Developed	5
Program 4: Weather Observation and Data Collection					
Activity 4.1 Provision of weather and climate monitoring	24/7 continuous measuring, recording and dissemination of weather and climate data.	a. Synoptic data -17,520	Completed	This activity is continuous	6
Activity 4.2 Infrastructures, Instruments & Standards	a. Monthly AWS General Maintenances for all Provincial sites.	a.12 General maintenance report	Completed		6
	b. All manual station metadata is update & documented	b.7 meta data report	Move to 2025BP	Proper training in 2025	6

	c. All site instruments layout mapped to WMO standard	c. 7 assessment report & recommendations	Move to 2025BP		6
	d. Quality data for all manual stations	d. 7 Manuel station	Move to 2025BP		
Activity 4.3 Compliance	a. SOPs and manuals are developed & reviewed	a. 8 SOPs and Manuels	Completed		1
	b. 24/7 Operations to measure, record and disseminate weather and climate data.		Completed		
	Quality Control	QMS Part 174	In Progress	Working on the 3 non- conformities	
Activity 4.4 Staff training and development	a. Certified and competent AMOs	2 + Weather Observers	In Progress	Trainer has been identified	
	b. Quality data for all manual stations		In Progress		
Activity 4.5 Performance Management System	a. Weather Observation business plan is achieved	21 Staff	Completed		14
Community and School's Outreach	Supporting VMGD's Outreach activities to the last Mile	10 Outreach Missions	Completed		2
Program 5: Volcano & Seismic Monitoring, Analysis and Warning Services			In Progress		
Activity 5.1 Improve current knowledge in Geo-Hazards	domestic research (volcano & Seismology) and pending international research Agreements	2	In Progress		2
Provide and undertake on the job/ in-house training & refresher trainings/workshops on crisis SOP's, work ethics and (or) monitoring systems	# of volcanology	2	Completed		2
	# of Seismology	2	In Progress		
	# of Capacity building	2	Completed		2

Coordinate & facilitate training workshops and attachment with other counterparts in Geo-Hazards field	# of staff	Volcano: 1 staff, Seismo: 1 staff, Technicians: 1 staff	In Progress		1
Participate in regional and international conferences, trainings and seminars	# of seminars and reports		In Progress		2
Activity 5.2 Maintain and collaborate with regional institutes to enhance early warning systems with regards to Volcanoes, Earthquakes and Tsunami's	(Volcano, Seismic, Tsunami)/Pending Collaborations	3	Completed		3
Collaborate with regional and (or) international partners and observatories for sharing seismic and other data to re-enforce earthquake monitoring system in Vanuatu and the region and enhance regional seismic network		1	Completed		1
Activity 5.3 Undertake rapid assessment of volcanic eruption, earthquakes and tsunami crisis			In Progress		
Carry out Hazards assessment and awareness in response to any minor/major volcano activity events		Pending Volcano Crisis	In Progress		1
Carry out an earthquake intensity survey, hazards assessment and carry out awareness in response to minor/major earthquake events		Pending Earthquake Crisis	In Progress		

Carry out tsunami run up, hazards assessment and awareness in response to a minor/major tsunami event		Pending Tsunami Crisis	In Progress		
Operations on Geo-Hazards services during crisis			In Progress		
Acquire a vehicle dedicated for the Warning Centre operations for quick response service		1 Vehicle/pending crisis	In Progress		
Contribute in the tropical Cyclone shift		Pending Cyclone Number	In Progress		
Tsunami warning system check (Siren, Tide tool, Information boards and signages)			In Progress		
Establish Gaua & Vanua Lava monitoring stations to Geo-Hazards near real-time network	# of stations	2 stations	Move to 2025BP	Pending instruments shipment	
Ensure appropriate data flow from the regional network and outer stations seismic & volcano stations to the national data centre	Data streams up to date and daily records		In Progress		
Geohazards equipment/instruments are registered in the instrument database			Completed		
Work with the ISPs Technical team to ensure that the link to the outer station is uninterrupted		All Geo-hazards station networks	In Progress		
Installation of Intensity meter (IM) stations and SHEFA seismic station		4 installations of IM and 1 installation of SHEFA seismic station	Completed		

Fencing of Seismic stations		3 stations	Move to 2025BP	Funding source issue	
Volcano and seismic Monitoring stations maintained and (or) serviced quarterly		All Geo-hazards seismic stations	In Progress	National airline issue and new PSC financial expenses internal circular	
Ensure all communication equipment/receivers/transceivers are regularly serviced/maintained	Communications receivers/antennas, cleaned/ bi-annually		In Progress		
Ensure Geohazards Warning centre's operational equipment is up and running	Geo-Hazards Warning Centre Operational		In Progress		
Monitoring of Vanuatu seismic network	Monitor the link connections from VMGD domain network		In Progress		
Build a new shed and Installation of new site of YASH station			Move to 2025BP	Pending accessing Pacific Fund project fund	
Maintain Geo-hazards and ORSNETS servers and Back-up server.		3 Geo SERVERS maintenance with logs	Completed		
Maintain the Geo-scope station for global earthquake monitoring network	Update mission		Completed		
Activity 5.4 Organise Geo-Hazards information into the Hazards database and issue the corresponding hazards information to reduce Geo-Hazards risks to local communities, the general public and the tourism industry	Issue monthly Earthquake Bulletins or when necessary for relevant authorities and the general public	12(monthly bulletins) plus Pending Earthquake Crisis	In Progress		
Issue monthly reminder Volcano Alert Bulletins or when necessary for tourism industry,		12(monthly bulletins) plus	In Progress		

relevant authorities and the general public		Pending Volcano Crisis			
Back up data in databases		365	In Progress		
Issue Media Release			In Progress	Pending crises	
Issue volcano, earthquake and tsunami activity update for Director VMGD			Completed		
Collaborate with other international scientific institutes (the Volcanic Ash Advisory Centre in Wellington, IRD France etc..) to provide information about Vanuatu volcanoes			In Progress		
Improve Geo-Hazards advisories and/or information dissemination Methods		1	Completed		1
Review and update education and awareness materials		3	In Progress		
Participate in COP activities			In Progress		
Activity 5.5 To ensure a high standard operation of the Vanuatu Geo-Hazards Division	Update SOPs/instructions/templates Geo-hazards response, emergency response, Issuance of Geo-Hazards products	3	In Progress		1
Activity 5.6 Proper management of Geo-Hazards staff and assets	Engage in the VMGD Business, corporate planning and annual budgeting for 2024/2025	2	In Progress		
Bi-annual and Annual reports on the Geo-Hazards operations and achievements for 2024		2	In Progress		
Assessment of staff performance through appraisal (PMR)		3	In Progress		

Geo-Hazards asset control		2	In Progress		
Ensure the Geo-Hazards business plan is implemented		1	In Progress		
Program 5: Volcano & Seismic Monitoring, Analysis and Warning Services					
Activity 5.1 Improve current knowledge in Geo-Hazards	To carry out scientific research either domestically or international in the field's volcanoes, earthquakes and tsunamis in Vanuatu	2 domestic research (volcano & Seismology) and pending international research Agreements	In Progress		
	Provide and undertake on the job/ in-house training & refresher trainings/workshops on crisis SOP's, work ethics and (or) monitoring systems	volcanology: 2	In Progress		
		Seismology 2 Capacity building: 2			
	Coordinate & facilitate training workshops and attachment with other counterparts in Geo-Hazards field	Volcano: 1 staff Seismo: 1 staff Technicians: 1 staff	Move to 2025BP	Pending training offer or invitation	
	Participate in regional and international conferences, trainings and seminars	Pending invitation	Completed		
Activity 5.2 Maintain and collaborate with regional institutes to enhance early warning systems with regards to	Maintain multilateral agreements/MoUs with other research Institutes or Organization etc... to address	3 (Volcano, Seismic, Tsunami)/Pending Collaborations	In Progress		3

Volcanoes, Earthquakes and Tsunami's	National Geo-Hazards monitoring				
	Collaborate with regional and (or) international partners and observatories for sharing seismic and other data to re-enforce earthquake monitoring system in Vanuatu and the region and enhance regional seismic network		In Progress		
Activity 5.3 Undertake rapid assessment of volcanic eruption, earthquakes and tsunami crisis	Liaise with NDMO, and other stake holders in terms of advice for their disaster response plan and action in times of volcanic eruptions, earthquake and tsunami	Pending Crisis	Completed	Ambrym volcano crisis and Penama earthquake crisis	2
	Carry out Hazards assessment and awareness in response to any minor/major volcano activity events	Pending Volcano Crisis	Completed	Ambrym and Ambae volcanic crisis	1
	Carry out an earthquake intensity survey, hazards assessment and carry out awareness in response to minor/major earthquake events	Pending Earthquake Crisis	In Progress	Pending funding	
	Carry out tsunami run up, hazards assessment and awareness in response to a minor/major tsunami event	Pending Tsunami Crisis	In Progress	Pending tsunami crisis	
	Operations on Geo-Hazards services during crisis		In Progress		

Acquire a vehicle dedicated for the Warning Centre operations for quick response service	1 Vehicle/pending crisis	In Progress		
Contribute in the tropical Cyclone shift	Pending Cyclone Number	In Progress	Pending cyclone	
Tsunami warning system check (Siren, Tide tool, Information boards and signages)		In Progress		
Establish Gaua & Vanua Lava monitoring stations to Geo-Hazards near real-time network	2stations	Move to 2025BP	Pending funding source	
Ensure appropriate data flow from the regional network and outer stations seismic & volcano stations to the national data centre	Data streams up to date and daily records	In Progress		
Geohazards equipment/instruments are registered in the instrument database	1 Register asset instruments for Geohazards, into the Inventory and Instrument Database. 2. Monthly checks on the database for updates of inventory asset	Completed		
Work with the ISPs Technical team to ensure that the link to the outer station is uninterrupted	All Geo-hazards station networks	In Progress		
Installation of Intensity meter (IM) stations and SHEFA seismic station	4 installations of IM and 1 installation of SHEFA seismic station	Completed		

	Fencing of Seismic stations	3 stations	Move to 2025BP	Pending funding source	
	Volcano and seismic Monitoring stations maintained and (or) serviced quarterly.	All Geo-hazards seismic stations	In Progress	National airline issue and new PSC financial expenses internal circular	
	Ensure all communication equipment/receivers/transceivers are regularly serviced/maintained	Communications receivers/antennas, cleaned/ bi-annually	In Progress	National airline issue and new PSC financial expenses internal circular	
	Ensure Geohazards Warning centre's operational equipment is up and running	Geo-Hazards Warning Centre Operational	In Progress		
	Monitoring of Vanuatu seismic network	Monitor the link connections from VMGD domain network	In Progress		
	Build a new shed and Installation of new site of YASH station		Move to 2025BP	Pending accessing Pacific Fund project fund	
	Maintain Geo-hazards and ORSNETS servers and Back-up server.	3 Geo SERVERS maintenance with logs	In Progress		
	Maintain the Geo-scope station for global earthquake monitoring network	Update mission	Completed		
Activity 5.4 Organise Geo-Hazards information into the Hazards database and issue the corresponding hazards information to reduce Geo-Hazards risks to local	Issue monthly Earthquake Bulletins or when necessary for relevant authorities and the general public	12(monthly bulletins) plus Pending Earthquake Crisis	In Progress		

communities, the general public and the tourism industry	Issue monthly reminder Volcano Alert Bulletins or when necessary for tourism industry, relevant authorities and the general public	12(monthly bulletins) plus Pending Volcano Crisis	In Progress		
	Back up data in databases	365	Completed		
	Issue Media Release	Pending crisis	In Progress	Pending crisis	
	Issue volcano, earthquake and tsunami activity update for Director VMGD	Pending crisis	Completed		
	Collaborate with other international scientific institutes (the Volcanic Ash Advisory Centre in Wellington, IRD France etc..) to provide information about Vanuatu volcanoes	Pending crisis	In Progress		
	Improve Geo-Hazards advisories and/or information dissemination Methods	1	In Progress		
	Review and update education and awareness materials	3	Completed		
	Participate in COP activities	Pending COP Activity	In Progress		
Activity 5.5 To ensure a high standard operation of the Vanuatu Geo-Hazards Division	Update SOPs/instructions/templates Geo-hazards response, emergency response, Issuance of Geo-Hazards products	3	In Progress		
Activity 5.6 Proper management of Geo-Hazards staff and assets	Engage in the VMGD Business, corporate planning and annual budgeting for 2024/2025	2	In Progress		
	Bi-annual and Annual reports on the Geo-Hazards operations and achievements for 2024	2	In Progress		

	Assessment of staff performance through appraisal (PMR)	3	In Progress		
	Geo-Hazards asset control	2	Completed		
	Ensure the Geo-Hazards business plan is implemented	1	In Progress		
Program 6: Information and Communication Technology & Engineering Support Services					
Ensure all active directories are properly configured for each department and respective domains	Each divisions/units have auto schedule rights for printing, wireless access and file sharing repositories		Completed	Routine task throughout the year	
Carry out daily ICT support services to all operations within the VMGD Divisions and throughout Provincial stations	Monthly reports submitted		Completed	Routine task throughout the year	
Wi-Fi APs upgrade for outer stations	Procurement of Wi-Fi Access Points for 2 VMGD sites outer station: Lakatoro eGov tower & Saratamata Office		Delayed	Shortage of staffs to do this task	
Litzlitz wharf done 2023, Lakatoro eGov Tower not yet (Wi-Fi device & switch)			Completed	installation upgrade done	1
Saratamata office needs a switch. Wifi device 1 pair nano station.			Completed	installations and maintenance done	1
Manage & maintain the centralized database server for all common operations	1-Traditional Knowledge database is maintained and support 2-Apply upgrade where necessary for additional features		Completed	Routine task throughout the year	
	Helpdesk		Completed	Routine task throughout the year	
	3-Support database		Completed	Routine task throughout the year	

	is maintained and supported 4-Apply upgrade where necessary for additional features		Completed	Routine task throughout the year	
	5-Upgrade the integrated weather forecasting system Meteo Factory to include preparation & dissemination of severe weather warnings		Completed	Fixing faults and issues complete	
	Ensure the Media room is setup and functional		Move to 2025BP		
Ensure VMGD's Data Centre's operations adheres to standard operations	Servers undergone maintenance with reports prod Procure & installation of Central Data Collection System for receiving inbound data from observatory sites		Completed		
Ensure all data and services employ scheduled automatic backups	Logs of scheduled backups are produced		Completed	Routine task throughout the year	
Ensure appropriate data flow from the regional network and outer stations both observation and seismic & volcano stations to the national data centre and vice	Data streams up to date and daily records		Completed		
Ensure appropriate data flow from the regional network and outer stations both observation and seismic & volcano stations to the national data centre and vice versa with accurate data storage capacity			Completed		
Maintain the observation instrument and ICT asset inventory	Observation equipment/instruments are		Completed	Routine task throughout the year	

	registered in the instrument database				
Employ secure Internet support services	Firewall Policies tightened and documented.		Completed	Carried out annually	
	DNS subscription services supported annually		Completed	Carried out annually	
	SSL security certificate employed		Completed	Carried out annually	
Enhance the quality use of anti-spam, malware and anti-viruses' protection services	Install an enterprise version of anti-virus software		In Progress	Installations incomplete	
	Anti-Viruses, anti-spams and malware applications employed and updated		Completed	Routine task throughout the year	
	Security application subscription service supported annually		In Progress	Carried out annually	
Data Quality Check	Automated data quality checks		Move to 2025BP		
Establishment of Backup-Warning Centre in Luganville.	ICT & Engineering works for setting up Replica of the Port Vila Warning Center in Luganville, Santo.		Move to 2025BP		
Website Administration: work with each division to discuss improvement of relevant divisions' services online	Website updated		Completed	Routine task throughout the year	
Manage and populate intranet site (portal) with department's or division's internal and appropriate information	Intranet fully operational and up-to-date		Completed	Routine task throughout the year	

Maintain and Support HF communications equipment and reception on each station. Complete installations for other stations.	HF Communications equipment is well maintained		Move to 2025BP		
	Install HF in 3 remaining Meteo Stations		Move to 2025BP		
Polish HF communications reception on each station	Acquire HF communication equipment for all 6 Observation sites.		Move to 2025BP		
GTS MSS maintained	GTS MSS operates smoothly		Completed	Routine task throughout the year	
Work with the ISPs Technical team to ensure that the link to the outer station is uninterrupted	Monitor the link connections from VMGD domain network		Completed	Carried out annually	
Liaise with TRBR for acquiring dedicated	Acquire and regulate Meteorology and Geohazards radio frequencies		Completed	Carried out annually	
Development of data portal and monitoring for Automatic River gauge (ICT & Climate)	Hydrological Database developed and integrated into existing ICT systems, and populate with river data		Move to 2025BP		
	Standard Operating Procedures and Manual enveloped		Move to 2025BP		
	Training of VMGD staff in database operations and data analysis		Move to 2025BP		
	Training of DoWR and VMGD staff in the use/functionality of the new CLEWS process		Move to 2025BP		
Liaise with TRBR for acquiring dedicated	Acquire and regulate Meteorology and Geohazards radio frequencies		Completed	Carried out annually	

Development of data portal and monitoring for Automatic River gauge (ICT & Climate)	Hydrological Database developed and integrated into existing ICT systems, and populate with river data		Move to 2025BP		
	Standard Operating Procedures and Manual developed		Move to 2025BP		
	Training of VMGD staff in database operations and data analysis		Move to 2025BP		
	Training of DoWR and VMGD staff in the use/functionality of the new CLEWS process		Move to 2025BP		
Integration of data into CLEWS and for Water Sector EWS – Automatic River gauge (ICT & Forecast Division)	Hydrological Database developed and integrated into existing ICT systems, and populate with river data		Move to 2025BP		
	Standard Operating Procedures and Manual developed		Move to 2025BP		
	Training of VMGD staff in database operations and data analysis		Move to 2025BP		
	Training of DoWR and VMGD staff in the use/functionality of the new CLEWS process		Move to 2025BP		
Integration of data into multi-sector CLEWS (Climate Div)	Integrate ocean observations into existing IT systems		In Progress	Shortage of staffs to do this task	
	Develop Standard Operating Manual and Procedures		Move to 2025BP		
	Develop and link data to online tools, web platforms and CLEWS Apps for multi-sectoral users.		Move to 2025BP		

Integration of data into CLEWS and for multi-sector EWS for AWS & ARG (ICT & Climate	Integrate AWS and ARG into existing IT system (CliDe and CliDeS		In Progress	Shortage of staffs to do this task	
	Update existing Standard Operating Manual and Procedures		Move to 2025BP		
	Customize the existing Vanuatu Climate Update (VCU) and Early Rainfall Alert (EAR) watch to include new AWS and ARG data sets		In Progress	Shortage of staffs to do this task	
	Develop links to new online tools, web platforms and CLEWS Apps		Move to 2025BP		
	Seasonal forecasts from Clide, CLidEsc incorporated into apps - sector tailo		In Progress	Shortage of staffs to do this task	
Integration of data into EWS (ICT& Forecast)	1-Radar database integrated into existing IT systems (MeteoFactory and SmartMet).		Move to 2025BP		
	2-Establish new CIS and disseminate it via IT web portals, SMS and EWS Apps		Move to 2025BP		
Intensity Meters connected to VMGD Network	Intensity Meters in all 5 sites are connected to VMGD network domain		Completed	Completed in quarter 1 of 2024	
	Data is received/transmitted back to the Data Centre & is made available to Data Analysts		Completed	Completed in quarter 1 of 2024	
	Display of the Intensity Meters data at the Warning Centre		Completed	Completed in quarter 1 of 2024	

Weather instruments serviced, maintained and calibrated at the outer Met stations – manned & unmanned stations	Sensors calibrated Meteorological instruments and Hydrological instruments		Completed	Carried out annually	
	Inspect outer Met stations maintenance done by Observer on site		Completed	Carried out annually	
	Inspect outer Met stations maintenance done by hired local contractors.		Completed	Carried out annually	
Deliver Basic Maintenance Instrument training to outer station Observers on site	1-Prepare training documents		Completed	Carried out annually	
	2-Prepare & submit training plan		In Progress	Shortage of staffs to do this task	
	3-Organize & Run training to Observers		Move to 2025BP		
Hydrological instruments - river gauges and tide gauges are maintained and support	Automatic River Gauges and Tide gauges are serviced and maintained		Completed	Carried out annually	
	Litzlitz wharf tide station restoration of communications links		Completed		
	Lenakel wharf tide station fencing installed		Move to 2025BP		
Ensure Wave Buoys devices installed in the remaining sites, attend necessary trainings	1-Deployment of wave buoys devices to site in Malekula with assistance from Fisheries Dept.		Completed		
	2-Attend training offered by SPC		Completed		
Upper Air station Rehabilitation - Upper Air Balloon Shed, Hydrogen Generator and the Radiosonde	1-Upper Air station shed uplifted with required for accommodating the hydrogen generator and the upper air equipment.		Completed	Complete in quarter 3 2024	

	2-Hydrogen generator replaced		Completed	Complete in quarter 3 2024	
	3-Radiosonde and Balloon acquired, purchased and stored.		Completed	Complete in quarter 3 2024	
	Upper Air site is functioning		Completed	Tested and is functioning	
Tsunami Sirens maintained or serviced quarterly.	Sirens are maintained serviced and tested		Move to 2025BP		
New standard engineering workshop – location at the gate entrance of the MCCA Compound	1-Standard engineering workshop renovated and is properly setup		In Progress	VCAP2 project	
	Workshop is usable		Move to 2025BP		
Ensure safe electrical appliances/equipment installations and operations in VMGD buildings	Check power consumptions for the Server Room (DC) & the building		Completed	Routine task throughout the year	
	Air conditions quarterly serviced with maintenance logs		Completed	Routine task throughout the year	
	Power Audit – hire an electrical company to carry out power/electricity audit in the building		Completed		
	Lightings bi-annually serviced		Completed	Routine task throughout the year	
Carry out service maintenance on the Automatic Transfer Switch (ATS)	Service only the ATS		Completed	Carried out annually	
Ensure VMGD's Data Centre employs separate power meter	Additional power meter acquired with required cabling requirements		Move to 2025BP		
VMGD's UPS is serviced and maintained Current UPS functioned is 2x 10Kv	Monthly report produced		Completed	Routine task throughout the year	

Ensure all network/data communications devices, equipment, receivers & transceivers are regularly serviced & maintained.	Network/Data Communications devices, equipment, receivers, antennas are cleaned & maintained biannually		Completed	Routine task throughout the year	
Equipment storage facility for technicians (Next to the Archive Room)	Equipment storage facility is established and is functional.		Completed		
Installation of communication networks for River Gauges, Flood Warning Systems, and AWSs at the installation sites for data transmission to VMGD Data Centre.	Installation site is surveyed		Move to 2025BP		
	Network diagram is designed and communications network is setup and configured accordingly to diagram		Move to 2025BP		
Upgrade of transmission hardware equipment for quite remote sites (Namplontafo AWS) in Santo improving data transmission	1-Installation site is surveyed		Move to 2025BP		
	Network diagram is designed and communications network is setup and configured accordingly to diagram		Move to 2025BP		
Expanding Vanuatu's rainfall monitoring system. Installations for AWS and ARG in the remaining sites	1-Installation site is surveyed		Completed		

	Network diagram is designed and communications network is setup and configured accordingly to diagram		Completed		
Expanding Vanuatu's rainfall monitoring system. Installations for AWS and ARG in the remaining sites.	Equipment transportation to remaining installation sites		Completed		
	1-Equipment (AWS & ARG) installation,		Completed		
	New stations to use GSM network – need post-paid sim, data subscribed, and external antenna		Completed		
Ensure Geohazards Warning centre's operational equipment is up and running	Geo-Hazards Warning Centre Operational		Completed	Routine task throughout the year	
Maintain all seismic network connectivity	Support maintenance for network connections for all seismic stations with in the Country.		Completed	Routine task throughout the year	
Maintain and enhance regional seismic network connectivity	Regional seismic network/server well maintained		Completed	Routine task throughout the year	
Revive Multi-hazard Dissemination Platform	Early Warning Dissemination Platform (EWDP) developed		In Progress		
Implementation of Common Alert Protocol	1-Procure system to host CAP		Completed		
	2-Work with WMO to install CAP		Completed		
	3-Refresher training on CAP		Completed		
	Start using CAP		Completed		
Maintain, MeteoFactory, Synergie systems	Maintenance report		Completed	Routine task throughout the year	
Ensure TC Module is maintained regularly and is fully	Maintenance report		Completed	Routine task throughout the year	

operational during Cyclone Season					
Equipment monitoring system in place to remotely monitor all instruments installed in the observatory sites.	Equipment monitoring system developed or installed		Move to 2025BP		
	Interface system is made accessible to ICT & Eng staffs for monitoring purposes		Move to 2025BP		
Provision of contingency plans for VMGD response for power and communication failures	Plan drafted and finalized		In Progress		
Finalize ICT/Engineering Operations Directive including all systems operations procedures	ICT/Engineering Operations Manual developed and standard operation procedures finalized		Completed	Carried out annually	
Engage in the VMGD Business/corporate planning and annual budgeting	Plans developed, reports written, assets controlled and staffs well managed		Completed	Carried out annually	
Report annually and bi-annually on the ICT/Engineering operations and achievements	Reports compiled		Completed	Carried out annually	
Assess staff through staff appraisal	Appraisal submitted		Completed	Carried out annually	
Control the ICT and equipment assets	Equipment inventory checked and updated bi-annually		Completed	Carried out annually	
Ensure the ICT/Engineering business plan is well implemented within means and timeframe	ICT/Engineering Business plan well implemented, annual report		Completed	Carried out annually	
QMS documents updated, tested and verified	ICT/Eng. QMS documents created and made available		Completed	Carried out annually	

Monitoring systems manual developed	Manual document made available		Completed	Routine task throughout the year	
Addressing ICT/Engineering staff's capacity building in areas of the staff's work responsibility.	Training gained and report produce		Completed	Carried out annually	
Workshop	Report produced		Completed		
Conferences, Seminars			Completed		
AWS and ARG spare sensors procuring	1-Acquire quotations from supplies overseas		Completed	Carried out annually	
	2-Approve quotations and submit for payment process		Completed	Carried out annually	
Offsite Backup at the Bauerfield Met Office	Offsite Backup site established and functional		Completed		
Deploy scientific equipment to carry out hazard assessment in response to major volcano activity events	Assessment Reports		Completed	Post-disaster tasks	
Deploy scientific equipment to carry out earthquake intensity survey and hazards assessment in response to major earthquake events	Assessment reports		Completed	Post-disaster tasks	
Deploy scientific equipment to carry out tsunami run up and hazards assessment in response to a major tsunami event	Assessment reports		Completed	Post-disaster tasks	
Strengthen duty operations on Geo and Met services during crisis	Crisis report		Completed	Routine task throughout the year	
Test and deploy communication link devices immediately when required	Assessment reports		Completed	Post-disaster tasks	

Test and deploy instruments / sensors immediately when required	Assessment reports		Completed	Post-disaster tasks	
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2. Progress Report Against 2022 Development Projects

Table 7: MoCC project progress update

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
National Electrification Master Plan	The NEMP's objective is to offer Vanuatu a comprehensive and systematically staged plan to improve and further accelerate universal electrification coverage in alignment with the NERM.	MFAT	Budget: USD 147,954 Spending: USD 147,954	Complete	There was a contract extension due to a substantial delay in the data collection. However, the Project was completed within the timeframe
Vanuatu Rural Electrification Programme II	5 Solar Mini Grid in South Malekula	VanGov	Budget Received: 300 mil Budget committed: 1,043,233 USD	In Progress- Installation Phase	
PIDF Solar Project in Sola, Vanua-Lava.	The Solarization of Head of State Residences in Pacific Island Development Forum (PIDF) countries, also known as the 'SHOS' project	Gov Of India and Managed by UNDP, SHOS, PIDF	Budget (Managed by UNDP): 164,000 NZD (or 13,120,680 Vuv) Spending: 783,854 VuV	Completed	The system is fully operational in Off Grid Modern Upgrade on Battery Capacity to operate in grid mode

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
	seeks to facilitate the installation of solar energy infrastructure to power the residences of heads of state or buildings of national importance in 10 PIDF member countries with an aim to promote clean renewable energy technologies in the Pacific region.				
VGET	3 Pico Hydro in Pentecost	JICA/UNDP		Review Survey findings of the contractor to the final bill of lading for procurement	
Solar Repair Project	Develop training Programmes for Solar Repair in Tanna, Pentecost, and Anietyum	DFAT, UNSW	Budget: 526,993 Aud Budget committed: 1,262,280 VuV		
National Green Energy Fund	1. Lenaken Primary School Solar PV System, Tanna; 2. Tsimbwege Primary School,	1. NGEF Revolving Fund created by the Government of	Total Funding Source: VT51,872,886	60 HH,3 Cooperatives, 2 PS, 1 SS, 4 Public institutions. 2 Electric vehicles for MoCC,	*Aftermath of Cyclone Lola; *Shipping and air transportation delays;

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
	<p>Pentecost;</p> <p>3. Sesivi Secondary School, Ambrym;</p> <p>4. Vanwods MFI x 10 projects implemented on Tongoa, Efate and Tanna with beneficiaries affected by the twin TCs;</p> <p>5. Nonda Cooperative Society, Maewo;</p> <p>6. Tambulu Cooperative Society, Ambae;</p> <p>7. LMC 35 Solar Streetlights (Unity Park & Cemetery), Santo;</p> <p>8. Shefa Solar Streetlight Rehabilitation for Beverly Hills, Bladinier and Blacksands.</p>	<p>Vanuatu</p> <p>2. UN Women</p>		<p>The Fund also made repairs to South Pentecost Area Council, Ranwadi Secondary School and Bwatnapni Primary School systems that were affected by TC Lola.</p>	<p>*End of subsidy project will affect purchasing power of potential clients- Legislation gap identified limiting lending services by NGEF to government-owned institutions such schools and area councils;</p> <p>*End of the 27% Subsidy end of 2023 from the Korean International Cooperation Agency (KOICA) from its Grant Arrangement Project with NGEF;</p> <p>*Transportation by both air and sea continues to delay the installation of solar PV systems in other islands.</p> <p>*Legislation gap identified limiting lending services by</p>

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
					NGEF to government-owned institutions such as schools and area councils; *End of the 27% Subsidy from the Korean International Cooperation Agency (KOICA) from its Grant Arrangement Project with NGEF; and *Transportation by both air and sea continues to delay the installation of solar PV systems in other islands.
	1. Public Prosecution Energy Efficiency Project in Port Vila; 2. Ministry of Climate Change Launching of two Electric Vehicles in Port Vila; 3. Bultiwial		Budget Committee: VT56,012,883		CoM decision 344 of 2024 approved to deliver Project implementation in schools and public institutions this year

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
	Cooperative Society, Vanua Lava; and 4. Vanwods MFI by 50 Projects installed on Efate and Tanna.				
NAMA INITIATIVE	1 solar PV microgrid system (Lalinda in Ambrym) 15KW SOLARED POWER COMMUNITY MINI GRID. 120 HOUSEHOLD TOTAL USER	Government of AUSTRIA - EU	Budget Committed 44,000,000 vatu	PROJECT IMPLEMENTATION PROGRESS - 60% COMPLETE. The survey and assessment are complete. Tender and procurement are complete. The site works implementation is 50% complete	Contractor was very slow to commence the works was slow due to the slow import of materials overseas. Works is in progress after 6 months of delay and is expected to be completed by the end of March 2025
RESSET Feasibility Study		MFAT-TTA	431,142 USD	Feasibility Study completed	NA
VankIRAP Project	VanKIRAP/ GCF project This project will expand the use of Climate Information Services (CIS) in five targeted sectors: tourism,	SPREP, CSIRO, BoM, APCC	3588071.11 USD in ex rate 114.69 => 411,479,995 Vatu	95% to complete Most components are now complete	Weather Radar Road Access not yet complete Supplementary budget for co-finance the road construction was not approved in 2024.

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
	agriculture, infrastructure, water management and fisheries. Specific project goals include building technical capacity to harness and manage climate data, developing practical CIS tools, fostering their use and disseminating tailored climate information.				In 2025 PMU, VMGD will re-apply again

Expanding Conservation Area Reach and Effectiveness (ECARE) Project	The project aims to assist traditional and formal conservation and management efforts to respond to the current environmental threats by developing peer to peer visits and training to enhance management and implement improved nature-based solutions in a range of conservation areas in the target provinces of Sanma, Malampa and Shefa. With the overall objective to improve systems and capacity at the national, provincial and community levels to achieve a representative, effective and expanded protected areas network in Vanuatu.	ECARE project is funded by the Global Environment Facility (GEF) cycle 6 of allocations through the International Union of Conservation of Nature (IUCN) through its Oceania Office in Suva, Fiji as the GEF's implementing agency. The project is hosted by the Ministry of Climate Change through the Department of Environmental Protection and Conservation. Its national implementing partners are Vanuatu Fisheries Department, Department of Forest, Department of Internal Affairs, Vanuatu Kaljoral Senta and National Advisory Board (NAB) on Climate	Total Budget Received. VT 35,214,652. Spending as at 31/12/2024 is VT 31,119,502	The project has four components: Component 1-Vanuatu framework and strategy for designating PAs; component 2-PA management planning, capacity building and communication; component 3-Financial Sustainability of Protected Areas and component 4 is the Project M&E and Knowledge Management and project management. Thirty-one project sites were profiled and approved as project sites. The project sites cover 20 marine areas and 11 terrestrial and or both terrestrial and marine areas. The marine area in hectares is 170,727 while the terrestrial is 14,642 ha. Management plans were developed for four community conservation areas,	PMU was not provided the right reporting templates for the financial reports. PMU requested that an appropriate reporting template are provide as well as that a financial literacy training is offered to the Finance and Administration Officer. The training took place in August, 2024 and has elevated the Finance Officer's reporting capacity. Progress reporting templates were also replaced due to confusion caused by former GEF Task Manager base at the implementing agency. New templates are now being utilised through the assistance of the new GEF Task Manager. The
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		Change and Disaster Risk Secretariat.		<p>namely the Wiawi Conservation Area at Northwest Malekula in quarter 2 of 2024, Pelongk, Peskarus and Lutes marine conservation areas in quarter 4 of 2024. These activities are part of component 2. From quarter 3 to quarter 4 of 2024 and as part of component 1, the Environmental Protection and Conservation Act was reviewed through provincial consultations to consider inclusion of traditional resource management systems as well as other categories of the IUCN PA system. The consultations took place in quarter 4 of 2024. Further consultations will take place in Tafea and Malampa in Q1 2025. All periodic project implementation report and financial reports were prepared and</p>	<p>disruption of Air Vanuatu domestic flights does have an impact on travels to the project sites. Alternate travelling arrangements were made through Vanuatu Ferry to the sites especially for Malekula and Santo. However, due to schedule routing it has impacted on the project budget where it takes more days to be on site waiting to return on the ferry scheduled dates. Increase of rates or prices on items and activities due COVID19 also impacted on the budget as original rates that were lower. Some activities rates especially for consultancy packages were adjusted to manage this challenge</p>
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				<p>submitted to IUCN. An annual supervision mission was conducted in quarter 4 of 2024 by the IUCN Oceania and headquarter offices to review the progress of the project implementation and learning of the project challenges. Recommendations of the annual supervision mission have been made through an Aide Memoire that will be implemented by indicated partners as well as the PMU. Financial and progressive reports are up to date. Over 70% of the project have been spent to date and request for new cash advance has been submitted for the implementation of the 2025 work plan. The later activities are part of component 4.</p>	
NDC Hub phase III	NDC Forestry Investment plan,	GGGI		Final version completed by 31 Dec 2024. Presented to	Limited timeframe to deliver

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
	NDC Electrification Plan			NAB in Feb 2025 and approved. To be launched in March 2025.	
NDC Hub Phase IV	NDC revision and NDC 3.0, NDC Forestry implementation plan	GGGI	None - LOA concluded on 6 Jan 2025		Just started
Uk FcDO Climate Finance Access and Absorption	Regional Projects including Vanuatu where an embedded advisor has been leading on Vanuatu's Loss and Damage Policy	GGGI	N/A as regional	Commenced in September 2024. Completed first round of consultations by 31 Dec 2024. L+D Policy draft finalised Feb 2025, to be launched by June 2025	Earthquake
PPIN Project	Cost Benefit Analysis for three NbS sectors for Vanuatu	GGGI in partnership with IUCN, SPREP, and SPC	N/A as regional	Draft CBA report completed for Vanuatu. Mission due April	Limited expertise in the Pacific. Quality of consultant deliverables is poor requiring significant reworking.

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
Project VU13 - MFEM Accreditation Phase II	Getting MFEM accredited to the GCF	GGGI	Total spending as of 31 December: 375,806.68 USD	In its closing stage with the MFEM Accreditation application submitted in January 2025 and awaiting response from GCF. Final reports to be received from TA which will be reviewed and finalized.	Earthquake has led to delays in most deliverables but now we are on track to complete by the end of February 2025. We still need to do a round of consultations with necessary stakeholders regarding solar PV cooling facilities for crop and food preservation concept notes. This will then be resubmitted to the NAB Committee for their endorsement
LECRD Phase 2_VU17 - Strengthening the Legal and Operational Framework for Vehicle Emissions Standards in Vanuatu	To establish the regulatory framework for vehicle emission standards and fuel standards, including its operationalization and targeted	GGGI		Delayed	Very difficult to find experts to develop the SOPs with the difficulty of meeting with PWD and DoE and getting their view and getting things

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
	implementation support through capacity building and technical assistance				going due to the Earthquake.
Project VU15_Enhancing Adaptation Actions through the National Adaptation Plan of Vanuatu	VU15 Project (National Adaptation Plan (NAP) and Provincial Adaptation Plans (PAPs) project) is a comprehensive initiative aimed at strengthening Vanuatu's climate resilience by enhancing governance, institutional coordination, and strategic planning for climate adaptation. It ensures that adaptation efforts at both the national and provincial levels are evidence-based, participatory, and	GGGI, GCF, MCCA	Total spending as of 31 December: 101,831.17 USD	Overall, the project is on track, with some delays, particularly in the acquisition of consultants.	Despite delays caused by the December earthquake, the consulting firm responsible for both NAPs/PAPs and CRVA is expected to sign the contract and commence implementation soon. Additionally, the project team has maintained engagement with stakeholders, ensuring that some activities continue to progress.

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
	aligned with Vanuatu's climate policies and international commitments, fostering a cohesive and effective response to climate challenges.				
Initiative for Climate Action Transparency (ICAT)	Capacity building to Enhance the National GHG Inventory Process and Track NDC Progress in Vanuatu	Greenhouse Gas Management Institute (GHGMI)	total budget received Vt14,600,820 , total budget spending Vt13,390,017	List of deliverables completed to date: Deliverables 0A, 1A, 1B,1C, 2A, 2B, 3A,3B,4A and 4C. Deliverable 4B is in progress.	There are a few challenges in relation to the deliverables which include acquiring data from the sectors in a timely manner, however, communications were made and tasks were executed well to successfully implement the deliverables.

Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
Strengthening Loss and Damage Response Capacity in the Global South (STRENGTH)	Create learning opportunities for key research and policy champions in case study countries and facilitate cross-country knowledge sharing	International Development Research Centre (IDRC), Canada; International Centre for Climate Change and Development (ICCCAD), Bangladesh; Institute for Study and Development Worldwide (IFSD), Australia.	Total budget (96,000 GBP) equivalent to: 14,550,000 VT Total spending to date in Vatu 8,467,918 VT Available cash remaining in Vatu 6,082,082 VT	List of deliverables completed to date: Deliverables B1, B2, B3,B4, B5, B9AB,B10,B11, B12 and B13. Deliverables B7, B8, B9C are in progress. Deliverable B10 is a continuous activity from year 1 till year 3 of the project.	There are a few challenges in relation to the delay of funds which doesn't match the implementation in a timely manner, however, communications were made deliverables are being done accordingly.

Vanuatu Community-based Climate Resilience Project (VCCRP)	<p>The Vanuatu Community-based Climate Resilience Project (VCCRP) will support vulnerable rural communities to increase their resilience to climate change through targeted community and local adaptation activities in the agriculture and fisheries sectors. The project will also provide access to climate information and early warning systems while strengthening sub-national governance systems.</p> <ul style="list-style-type: none"> • USD 32 Million over 6 years (2022 - 2028) • Financed primarily by the Green Climate Fund, with co-financing support from DFAT, and in-kind support from the 	GCF, DFAT, Save the Children, GoV (Primarily GCF funded)		<p><u>Key Areas of Progress Component 1:</u></p> <ul style="list-style-type: none"> • Staff Recruitment and Training: A key focus in 2024 was recruiting and training an additional 13 Area Council Climate Change Officers (AC CCOs), bringing the total to 23 out of 29, who played a vital role in community implementation efforts. • Community Assessment Tools: The government-led design and roll-out of tools such as the Community Profile, Vulnerability Assessment, and CDCCC Capacity Assessment were completed following Locally Led Adaptation (LLA) principles to ensure contextual suitability. These tools were field-tested and finalized with input from communities. They provided crucial 	<p><u>External Challenges</u></p> <p>VCCRP faced a range of significant challenges in 2024, including:</p> <ul style="list-style-type: none"> • the liquidation of the national airline severely affected access to remote target communities, requiring travel by sea, which is time-consuming and infrequent. This limitation continues to disrupt project activities in some target areas. • recruitment for provincial and area council staff was delayed due to high volumes of recruitment and communication issues with remote areas. • the Vanuatu Government's financial approval processes experienced delays which impacted implementation.
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	<p>Government of Vanuatu</p> <ul style="list-style-type: none"> • Executed by the Ministry of Climate Change and Save the Children • Targeting 90,157 Direct Beneficiaries in 29 Area Councils in all of Vanuatu's 6 Provinces 			<p>data on the inclusion of women, youth, and people with disabilities in local climate committees. This data will help the Department of Climate Change and National Disaster Management Office (NDMO) to plan and allocate resources efficiently and identify communities needing further capacity-building support or resource provision.</p> <ul style="list-style-type: none"> • CDCCC Training and CAP Development: A trial CDCCC training and Community Adaptation Plan (CAP) development in Worearu Village, Pele Island, helped NDMO and the Department of Climate Change (DoCC) agree on a joint approach. A Training of Trainers (ToT) program followed in April, equipping staff with 	<ul style="list-style-type: none"> • a 40% increase in the government's daily travel allowance impacted the operational budget. • political instability, including the dissolution of parliament in November 2024, which led to a snap election in January 2025, disrupted government implementation of projects. • a 7.3 magnitude earthquake struck Port Vila in December 2024, diverting government resources to recovery efforts and affecting project timelines, with ongoing impacts into 2025. VCCRP represents the largest CCA program ever attempted in Vanuatu.
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				<p>skills to train communities on CAP development and integrating Disaster Risk Reduction (DRR) and Climate Change Adaptation (CCA). By the end of 2024, 40 communities had developed CAPs, with final documentation expected in 2025.</p> <ul style="list-style-type: none"> • Internet Connectivity and EWS: A baseline assessment of internet connectivity for early warning systems (EWS) and climate information systems (CIS) was conducted in AC CDCCCs. Starlink was identified as a low-cost solution for rural communities. In December 2024, 37 Starlink units were procured, with installation scheduled for Q1 2025. These units were crucial during the December 2024 earthquake, restoring communication and 	<p>Experience to date demonstrates that the project can support CCA at scale and working in partnership with government ensures alignment with national approaches, contributing to sustainable models for engaging communities. However, progress has been slower than anticipated. Challenges remain around the level of human resourcing required to deliver at this scale, the differing systems and processes of the executing entities and the ability of these systems to work together, and the difficulties in working with extremely remote communities (notwithstanding the additional</p>
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				<p>services.</p> <ul style="list-style-type: none"> • Community Education Resources: New education tools for teaching community members about climate change, including flipcharts and guidebooks, were developed. An animated video with key climate change messages was also produced, set to launch in 2025. <p><u>Component 2:</u></p> <ul style="list-style-type: none"> • Nature-Based Solutions (NBS): Vetiver grass was introduced at project sites to combat sedimentation and erosion. However, widespread distribution will take time as propagation takes 9-12 months. In addition, shoreline vegetation and tree planting took place in Central Malekula as part of the Climate Change & Disaster Risk Reduction Symposium. 	<p>logistical challenges outlined above).</p> <p>In response to ongoing delays and challenges, an Operational Review was conducted by Save the Children Australia in June 2024. This review highlighted the need for an adaptive management approach to address project issues and accelerate delivery. Following the review, a restructuring proposal has been developed which aims to clarify project scope, adjust project targets and realign resources to support implementation going forward</p>
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				<ul style="list-style-type: none"> • Climate-Resilient Agriculture: In partnership with the Department of Agriculture and Rural Development (DARD), VCCRP conducted five training sessions on climate-resilient agriculture, covering topics like nursery management and seasonal planting calendars. In 2024, multiplication plots and agro-forestry nurseries were established to distribute resilient crop species like taro, yam, cassava, and sweet potato. However, widespread distribution of crops and vetiver grass will occur in 2025 due to propagation delays. • Climate-Resilient Fisheries: The Vanuatu Fisheries Department (VFD) worked with stakeholders to create educational materials 	
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				<p>on climate change's effects on fisheries. It also distributed deep-bottom fishing gear and canoe-making tools to encourage sustainable fishing practices.</p> <p>Additionally, two solar freezers were procured to support cold storage in Mota Lava and Mataso/Makira Area Councils.</p> <ul style="list-style-type: none"> • Climate-Resilient Food Preservation: A pilot project in Nguna/Pele introduced a solar dryer system for drying root crops and vegetables, complementing Save the Children Vanuatu's food preservation initiatives. VCCRP learned the importance of prioritizing affordable methods, such as solar drying, over more expensive techniques. <p><u>Component 3:</u></p>	
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				<ul style="list-style-type: none"> • Sharing Community-Based Adaptation Learnings: VCCRP representatives including Department of Climate Change staff attended the Community-Based Adaptation 18 Conference in Tanzania in May 2024, sharing lessons learned and fostering partnership opportunities. • Knowledge Management: The VCCRP Baseline Study, completed in 2023, was presented to the National Advisory Board on Climate Change & Disaster Risk Reduction (NAB) in October 2024. The study was focused on food security and baseline perceptions and understanding of climate change. • Steering Committee and Technical Meetings: In 2024, VCCRP supported 	
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Project Name	Project Description	Development Partner	Total Budget Received and Spending as @31/12/24	Status and Progress Made as @31/12/24	Challenges and Responses
				five steering committee meetings and three Technical Working Group meetings. A forum in October helped identify gaps in integrating climate risks into Area Council planning and budgeting.	

3. Policy Development

The Vanuatu Climate Change and Disaster Risk Reduction Policy 2016 – 2030 was updated to capture key activities reflected in its Implementation Plan dated 2022 – 2026. The updated version of the National Policy is now referred to as the second edition of the principle CCDRR Policy, which was released in 2022. It serves as the nation's strategic framework for addressing climate change and disaster risks reduction. This policy builds upon the earlier 2016–2030 edition, refining and expanding its objectives to enhance resilience and sustainable development.

The policy aligns with Vanuatu's international commitments, including the Paris Agreement and the Sendai Framework for Disaster Risk Reduction. It also supports the achievement of the Sustainable Development Goals (SDGs), particularly those related to climate action, sustainable cities, and communities.

In 2024, the National Advisory Board Secretariat continued its policy awareness campaign in Malampa and Penama Provinces and also developed its Monitoring and Evaluation Framework, which will help measure the effective implementation and progress of the policy.

This policy represents a significant step forward in Vanuatu's commitment to building resilience against climate change and disaster risks, aiming to safeguard the well-being of its people and the environment.

4. Portfolio Legislative Framework

The Ministry of Climate Change (MoCC) departments are mandated to administer legislative acts and regulations. In some cases, however, a piece of legislation may designate more than one administrative agency. For example, the VMGD and DOCC are separate agencies under MoCC, both legally bound by the Meteorology, Geological Hazards, and Climate Change Act, while also considering the potential establishment of a Geological Hazards Department.

Acts in Force:

- Environmental Management and Conservation Act [CAP 283]
- Ozone Layer Protection Act No. 27 of 2010
- International Trade and Fauna [CAP 210]
- Pollution Control Act No. 10 of 2013
- Waste Management Act No. 10 of 2014
- Energy Efficiency of Electrical Appliances, Equipment, and Lighting Products Act No. 24 of 2016
- National Green Energy Fund Act 2018
- Electricity Supply [CAP 65] Consolidated Edition 2021
- Geothermal Energy Act 6 of 1986
- Disaster Risk Management Act No. 23 of 2019
- National Disaster Act [CAP 267]
- Meteorology, Geological Hazards and Climate Change Act No. 25 of 2016
- National Park Act of 1993

Legislation in Force:

- Environmental Impact Assessment Regulations Order No. 175 of 2011
- Waste Management Regulations Order No. 15
- Waste Management Regulations No. 16
- Waste Management Regulations No. 17
- Environmental Impact Assessment Regulations (Amendment) Order No. 102
- CITES Regulation
- Ozone Layer Protection Regulation Order No. 20

During this reporting period, MoCC's compliance unit supported projects in reviewing the Meteorology, Geological Hazards, and Climate Change Act 2016, which is supported by the VCAPII project, as well as the review of the EPC Act, supported by the ECARE project.

Additionally, the Disaster Risk Management (DRM) Act was amended last year and is now a statute law.

5. Conventions

During this reporting period, no new conventions was signed, the same conventions remain the same.

Table 8: shows the current treaty under the Ministry of Climate Change

Treaty	Signatures	Ratification	Status
Basel Convention		16 Oct 2018	Accession
United Nations Convention on Biological Diversity (UNCBD)	9 Jun 1992	25 Mar 1993	Ratification
Convention on International Trade in Endangered Species of Wild Fauna and Flora	17 Jun 1989	15 Oct 1989	Accession
Kyoto Protocol		17 Jul 2001	Accession
Minamata Convention on Mercury		16 Oct 2018	Accession
Montreal Protocol		21 Nov 1994	Accession
Nagoya Protocol	18 Nov 2011	1 Jul 2014	Ratification
Paris Agreement	22 Apr 2016	21 Sep 2016	Ratification
Rotterdam Convention		16 Oct 2018	Accession
Stockholm, Convention	21 May 2002	16 Sep 2005	Ratification
The Kigali Amendment (2016)	20 Apr 2018		Signatory
United Nations Convention to Combat Desertification (UNCCD)	28 Sep 1995	10 Aug 1999	Ratification
United Nations Framework Convention on Climate Change (UNFCCC)	9 Jun 1992	25 Mar 1993	Ratification
United Nations Convention on the Law of the Sea	10 Dec 1982	10 Aug 1999	Ratification
International Commission for the Conservation of Atlantic Tunas		25 Oct 2002	Accession
Vienna Convention		21 Nov 1994	Accession

6. Risks/challenges

In this section, we outline the challenges faced by Ministry of Climate Change, which have significantly impacted our operations and require strategic mitigation strategies.

1. **Natural Disasters and Climate Change Impacts:** Tropical Cyclone (TC) Lola, the Volcanic Ashfall in Tanna, and a 7.3 magnitude earthquake in December 2024 caused widespread devastation, including loss of life, injuries and disruptions to essential infrastructure (communications, electricity, and water supply). These events have caused extensive disruptions to our services, activities, necessitating substantial resources for recovery efforts and infrastructure rehabilitation.
2. **Ongoing Climate Change Risks:** Rising sea levels, extreme cyclones, volcanic eruptions, floods, and droughts continue to threaten Vanuatu's infrastructure, economy, and the livelihoods of its people. The long-term effects of climate change are expected to continue, making the country more vulnerable to future natural disasters and environmental shocks.
3. **Political Instability:** In 2024, Vanuatu held its first-ever constitutional referendum, which introduced two key amendments aimed at reducing parliamentary instability. The changes mandated that Members of Parliament (MPs) who leave or are expelled from their party must vacate their seats and that independents must join a larger party within three months to retain their position. Additionally, preparations were made for the national referendum on May 29, 2024, with the Electoral Commission providing public information. Vanuatu also played a key role in a landmark climate case at the International Court of Justice in December 2024, advocating for stronger international action on climate change. In a significant political development, the Vanuatu Parliament was dissolved, triggering a snap election for the 14 legislative seats.
4. **Logistics Challenges:** The current issues with airlines have presented logistical challenges, particularly in the timely delivery of essential supplies and services to remote areas. Addressing these logistical constraints requires innovative solutions and partnerships with reliable transportation providers such as Helpr1 and local shipping agencies in the country.
5. **Court:** MoCC has recorded nine court decisions, which are civil cases, as shown in section 13 of this report.

In conclusion, these challenges demand proactive measures, resilience, and collaborative efforts with stakeholders to ensure the sustainability and success of our organization amidst a dynamic and challenging operating environment.

7. Human Resource

In 2024, the Ministry employs a total of 208 staff, including permanent, contract, and intern positions. Of these, 199 staff members are currently paid through the finance payroll system, compared to 179 in 2023. The table below provides a breakdown of the number of staff in each department, along with their respective employment types.

Table 9: MoCC staff 2024

Department	Total Positions (Approved Structure)	Permanent	Vacant Position	Projects/Contract	Intern	Total Employees
VMGD	85	55	30	7	2	64
CSU	22	22	0	2	2	26
DoCC	8	7	1	43	2	52
DEPC	19	14	5	11	2	27
DoE	21	15	6	1	1	17
NGEF	10	7	3	0	0	7
NDMO	21	15	6	0	0	15
Total	186	135	51	64	9	208

❖ Information on Compliance Report (Discipline Cases).

A total of three staff members faced serious disciplinary actions and were suspended on half pay following the Public Service Commission's disciplinary process. As a result, one officer's employment was terminated, while the other two have been reinstated.

❖ Retirements in this period;

In 2024 there was no retirement for MoCC staff

❖ Redundancies (if any) in this period

In 2024 there was no redundancies for MoCC staffs

❖ Leave Accrual Analysis;

The table below shows the staff leave accrual. According to the Public Service Staff Manual, all PSC officers are entitled to 21 working days of leave annually, in accordance with the Employment Act (Cap 160). Officers with 20 years of unbroken service are entitled to 48 working days of leave, while those with 30 years of unbroken service are entitled to 72 working days per annum. Additionally, the Ministry has some staff members with more than 20 years of service, and these officers have accrued more leave compared to those with fewer than 20 years of service.

Table 10: MoCC 2024 Leave update

Leave Accumulation Type	Total	Leave Accumulation Type
10 days and below	38	10 days and below
10 days and over	49	10 days and over
20 days and over	30	20 days and over
30 days and over	26	30 days and over
40 days and over	65	40 days and over
50 days and over	3	50 days and over
60 days and over	3	60 days and over

Table 11: Shows the total number of employees on Scholarships;

Position	Name	Allowances	Area of scholarship
Manager Climate services	Allan Rairai	50% salary cut	PHD- Environmental science
Dan Tari	Scientific officer(seismology)	50% salary cut	Masters of Environmental Science Technology in applied Chemistry and chemical engineering
Anna belle Alie	Pollution control officer	50% cut	Master's environmental science
Ionie Bolenga	Principal Waste Control Officer	50% cut	Masters in Environmental Science
Mathew Tasale	Manager electrification	50%cut	Masters in electrification
Mike Waiwai	Director	50%cut	Masters in climate change diplomacy
Reedly Tari	Executive officer	50% cut	Masters in Climate Change

Table 12: Shows training delivered, equity, and inclusivity

Training	Number of staff attended
Marine Spatial Planning & Blue Economy Development	1 CSU employee, 1 DoCC employee, 1 VMGD employee
Wild Life Crime Training, Fiji	1 CSU employee
Environmental Rights Workshop, Fiji	1 CSU employee
Governance Training in New Zealand	1-CSU employee
Gender, M&E training, Fiji	1 CSU employee
Climate Change Policy - Melbourne	1 CSU employee

Pacific Women Leaders, UNFCCC Negotiations Virtual Training	3 CSU employees
Climate Youth Negotiator Programme Virtual Training	3 CSU employees
Regional Training Workshop on delivering climate solutions for the Pacific region, Sydney	2 CSU employees
Pacific Women Leaders Negotiations Training, Fiji	1 CSU employee
UNCCD Land Youth Negotiator Program Training virtual training	4 CSU employees
Short-term Strategic Planning Workshop training	4-CSU employees
Meteorological training	3 VMGD Employee
DRM training	3 NDMO Employee
Environmental Training	1 DEPC employe

8. Financial Statements

Statement of Representation

FINANCIAL STATEMENTS FOR THE YEAR ENDED 2024

STATEMENT OF REPRESENTATION FOR Ministry of Climate Change & Adaptation

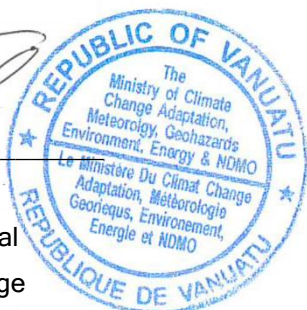
We have reviewed the Statement of Financial Performance and the Statement of Appropriations for my Ministry for the year ended 31st December 2024 and provided the required schedules as outlined in Financial Circular 7 of 2009. We verify that:

1. The Statement of Financial Performance and Statement of Appropriations fairly reflect the Ministry of Climate Change & Adaptation financial activities for the period 1st January - 31st December 2024;
2. All LPOs were verified as being valid as at 31st December 2024 and any duplicate, invalid or erroneous LPOs have been cancelled;
3. All Standing and Accountable imprest due before 31st December 2024 have been retired and fully accounted for;
4. The asset register has been updated to the best of our ability and includes all known assets with a value of more than Vt100, 000 as at 31st December 2024;
5. Employee leave transactions have been updated and the list of outstanding annual leave balances provided is valid and complete;
6. All known commitments, contingent liabilities and contingent assets have been identified and information submitted;
7. All adjustment journals have been made and passed onto the Department of Finance for approval.



Mr. Abraham Nasak
Acting Director General

Ministry of Climate Change



Chester Takau
Finance Manager

Ministry of Climate Change

Statement of Appropriation

Code	Description	Original Appropriation	Supplementary Appropriations	Virements	Final Budget	Actual Expenditure	Commitments	Total Expenditure	Under/(Over)
M20	Ministry of Climate Change Adaptation, Geohazards, Meteorology and Energy								
MGA	Cabinet Support								
86AA	Cabinet Operations	71,962,234	-	-	71,962,234	70,718,411	-	70,718,411	1,243,823
MGAA	Portfolio Coordination	71,962,234	0	0	71,962,234	70,718,411	0	70,718,411	1,243,823
MGA	Cabinet Support	71,962,234	0	0	71,962,234	70,718,411	0	70,718,411	1,243,823
MGB	Executive Management & Corporate Services								
75DA	Meteo Department Corporate Service Section	20,000,000	-	-	20,000,000	19,999,929	-	19,999,929	71
87AA	Office of the Director General	103,876,571	-	-18,837,000	85,039,571	83,741,935	-	83,741,935	1,297,636
87BB	National Advisory Board	23,372,156	-	897,000	24,269,156	24,569,720	-	24,569,720	-300,564
MGBA	Corporate Services	147,248,727	0	-17,940,000	129,308,727	128,311,584	0	128,311,584	997,143
MGB	Executive Management & Corporate Services	147,248,727	0	-17,940,000	129,308,727	128,311,584	0	128,311,584	997,143
MGC	Vanuatu Meteorological Services								
75DA	Meteo Department Corporate Service Section	140,897,754	8,000,000	8,073,000	156,970,754	152,228,435	-	152,228,435	4,742,319
75DC	Weather Forecasting & Monitoring	1,000,000	-	-	1,000,000	1,000,000	-	1,000,000	-
75DE	ICT-Engineering	1,000,000	-	-	1,000,000	1,000,000	-	1,000,000	-
75DF	Climate Section	1,000,000	-	-	1,000,000	999,992	-	999,992	8
75DG	Observation Section	1,000,000	-	-	1,000,000	1,000,000	-	1,000,000	-
MGCA	Weather Forecasting, Monitoring and Research	144,897,754	8,000,000	8,073,000	160,970,754	156,228,427	0	156,228,427	4,742,327
75DD	Geo-hazard	24,867,072	-	1,435,200	26,302,272	20,670,372	-	20,670,372	5,631,900
MGCD	Geo-hazard	24,867,072	0	1,435,200	26,302,272	20,670,372	0	20,670,372	5,631,900
MGC	Vanuatu Meteorological Services	169,764,826	8,000,000	9,508,200	187,273,026	177,301,150	-	177,301,150	9,971,876
MGD	Energy								
6301	DoE Finance & Admin	141,083,206	-	1,973,400	143,056,606	134,367,496	-	134,367,496	8,689,110
6302	DoE Electrification Unit	354,091,674	241,122,117	-	595,213,791	268,815,680	-	268,815,680	326,398,111
86AA	Cabinet Operations	-	-	-	-	711,128	-	711,128	-711,128
MGDA	Energy Management and assessment	495,174,880	241,122,117	1,973,400	738,270,397	403,894,304	0	403,894,304	334,376,093
MGD	Energy	495,174,880	241,122,117	1,973,400	738,270,397	403,894,304	0	403,894,304	334,376,093
MGE	Environment								
6401	Environment Department	93,657,159	83,832,500	2,332,200	179,821,859	172,405,253	-	172,405,253	7,416,606
6402	Sanma Extension Office	2,733,077	-	-	2,733,077	2,729,749	-	2,729,749	3,328
6403	Malampa Extension Office	2,698,299	-	-	2,698,299	2,652,134	-	2,652,134	46,165
6404	TAFEa Extension Office	2,723,261	-	-	2,723,261	2,723,064	-	2,723,064	197
MGEA	Environmental management, research and extension Services	101,811,796	83,832,500	2,332,200	187,976,496	180,510,200	0	180,510,200	7,466,296
MGE	Environment	101,811,796	83,832,500	2,332,200	187,976,496	180,510,200	0	180,510,200	7,466,296
MGF	National Disaster Management								
1701	National Disaster Management Office	47,026,677	-	2,152,800	49,179,477	50,770,353	-	50,770,353	-1,590,876
1702	PDO SHEFA	2,448,024	-	179,400	2,627,424	1,453,675	-	1,453,675	1,173,749
1703	PDO TAFEa	2,448,024	-	179,400	2,627,424	2,808,810	-	2,808,810	-181,386
1704	PDO PENAMA	2,448,024	-	179,400	2,627,424	2,889,299	-	2,889,299	-261,875
1705	PDO MALAMPA	2,448,024	-	179,400	2,627,424	2,886,287	-	2,886,287	-258,863
1706	PDO SANMA	2,448,024	-	179,400	2,627,424	2,883,178	-	2,883,178	-255,754
1707	PDO TORBA	2,448,024	-	179,400	2,627,424	2,820,426	-	2,820,426	-193,002
MGFA	National Disaster Management	61,714,821	0	3,229,200	64,944,021	66,512,028	0	66,512,028	-1,568,007
MGF	National Disaster Management	61,714,821	0	3,229,200	64,944,021	66,512,028	0	66,512,028	-1,568,007
MGH	Climate Change								
98AA	Department of Climate Change	29,654,815	-	580,564,472	610,219,287	28,835,460	-	28,835,460	581,383,827
98BA	Climate Change Adaptation	6,176,000	-	-	6,176,000	6,012,616	-	6,012,616	163,384
98BC	Climate Change Mitigation	1,244,000	-	-	1,244,000	1,165,251	-	1,165,251	78,749
MGHA	Climate Change	37,074,815	0	580,564,472	617,639,287	36,013,327	0	36,013,327	581,625,960
98BA	Climate Change Adaptation	-	-	-	-	-5,000	-	-5,000	5,000
MGHB	Climate Change Adaptation	0	0	0	0	-5,000	0	-5,000	5,000
98BC	Climate Change Mitigation	-	-	-	-	-	-	-	-
MGHC	Climate Change Mitigation	-	-	-	-	-	-	-	-
MGH	Climate Change	37,074,815	0	580,564,472	617,639,287	36,008,327	0	36,008,327	581,630,960
M20	Ministry of Climate Change Adaptation, Geohazards, Meteorology and Energy	1,084,752,099	332,954,617	579,667,472	1,997,374,188	1,063,256,004	0	1,063,256,004	934,118,184
	Grand Total	1,084,752,099	332,954,617	579,667,472	1,997,374,188	1,063,256,004	0	1,063,256,004	934,118,184

In the 2024 fiscal year, the Ministry's appropriation was enhanced by a larger supplementary budget and virement, significantly supported by MFAT's Flexible Financing of VT 581,625,960 and a New Policy Proposal for VREP II, amounting to VT 326,398,111.

However, challenges in the implementation phase arose due to delayed budget appropriation, which subsequently postponed the commencement of contractor activities.

Additional savings of approximately VT 20 million were realized as a result of the Ministry of Finance's measures to control spending and manage cash flow during Q4 of 2024 - Ref Financial Circular 5 of 2024 dated 20 Sep 2024.

Summary of Expenditure

Table 13: Expenditure summary by departments/unit

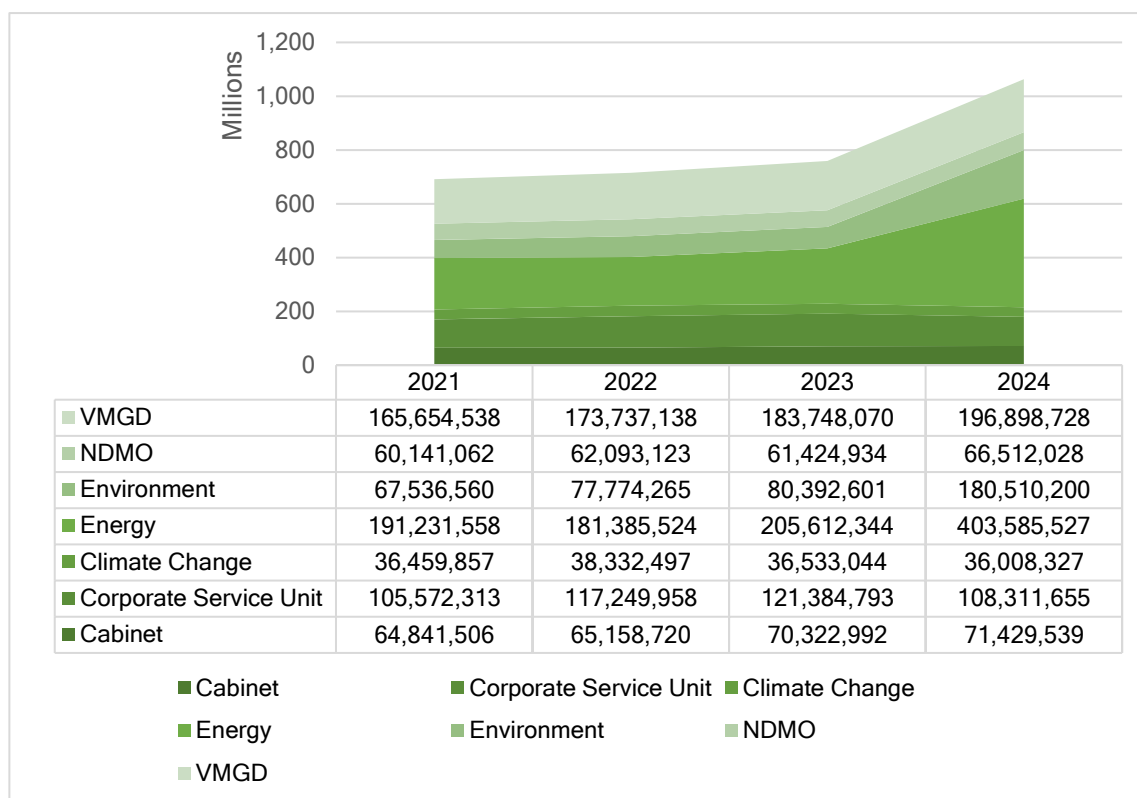
Description	Final Budget	Actual Expenditure	Variance	% of budget spent
Cabinet Support	71,962,234	70,718,411	1,243,823	98%
Executive Management & Corporate Services	129,308,727	128,311,584	997,143	99%
Vanuatu Meteorological Services	187,273,026	177,301,150	9,971,876	95%
Energy	738,270,397	403,894,304	334,376,093	55%
Environment	187,976,496	180,510,200	7,466,296	96%
National Disaster Management	64,944,021	66,512,028	-1,568,007	102%
Climate Change	617,639,287	36,008,327	581,630,960	6%
Grand Total	1,997,374,188	1,063,256,004	934,118,184	53%

In 2024, the Ministry of Climate Change operated with a final budget of VUV 1,997,374,183 and expended VUV 1,063,256,004 (53% utilization). Most departments performed close to plan, with only one department fully utilizing its allocation. The Department of Energy spent 55% of its budget, leaving the remaining VUV 326,398,111 for the delayed VREP II NPP (five solar mini-grids in South Malekula). This delay resulted from the late appropriation of the 2024 budget by Parliament in Q1, and the unspent funds were requested to roll over into 2025.

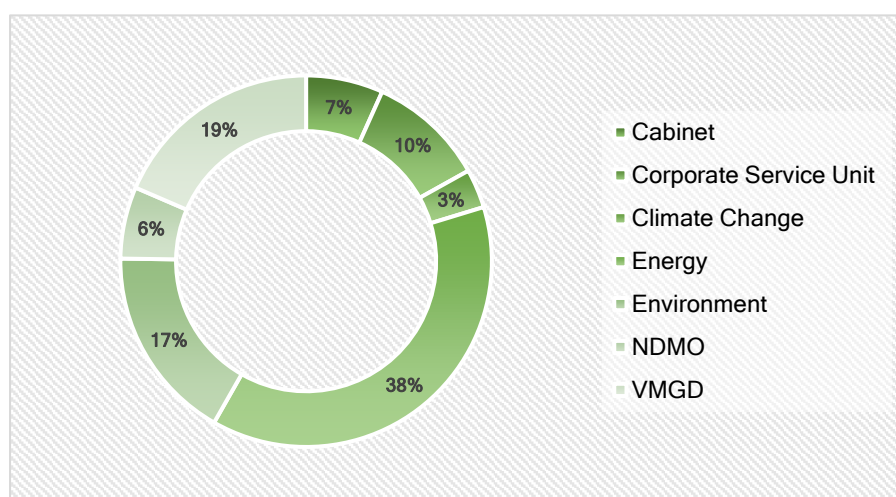
Meanwhile, the Department of Climate Change recorded the lowest utilization rate at 6%, primarily due to the arrival of MFAT's Flexible Financing (VUV 581,625,960) in Q3 of 2024, which left insufficient time for institutional arrangements to fully allocate and utilize these funds. Consequently, this amount was also requested to roll over into the 2025 fiscal year.

Table 14: Expenditure summary of personnel and operating expenses

Department	Personnel Expenses	Operating Expenses
Cabinet unit	61,997,843	9,431,696
Corporate Service unit	52,170,614	56,141,041
Dept of Climate Chang	23,312,995	12,695,332
Dept of Energy	31,699,691	371,885,836
Dept of Environment	38,503,091	142,007,109
Dept of Meteo	150,921,918	45,976,810
NDMO	47,419,330	19,092,698
Capital Expenditure Total	406,025,482	657,230,522



The expenditure has increased consistently over the past few years, with a 3.53% rise from 2021 to 2022, a 6.12% increase from 2022 to 2023, and a significant 40.03% jump from 2023 to 2024. The increase in expenditure is largely driven by an expansion of activities, including the scaling up of programs and operational demands. As the organization undertakes new initiatives and aligns with evolving business plans, there has been a corresponding need for additional resources. This trend reflects the growing scope and complexity of operations, which require increased funding to support strategic objectives and ensure successful execution.



On average, each department or unit utilized approximately 14% of the total expenditure. Notably, Energy spent 38% of the Ministry of Climate Change's (MoCC) total expenditure, while the National Disaster Management Office accounted for 6%, and the Department of Climate Change accounted for the lowest proportion at 3%.

Table 15: Summary of MoCC revenue in 2024

Description	Amount
Landing Charges	8,490,000
Other Fees	1,416,788
Other Fines	2,671,500
Application Charges Recoveries	32,750
Other Recoveries	6,032,199
Permits Recoveries	4,023,504
VAT	19,500
Other Licences	10,000
Total Revenue Collected in 2024	22,696,241

*Other recoveries are revenues which include Environmental permits, Ozone protection fees, import permits (air Condition & refrigerators), license fees applications, and EIA report fees

*Other fines are revenues mainly penalty fees charged by the Department of Environment to individuals and organizations which violate Environment regulations

*Permit recoveries are revenues for Environment permit and CITIES permit

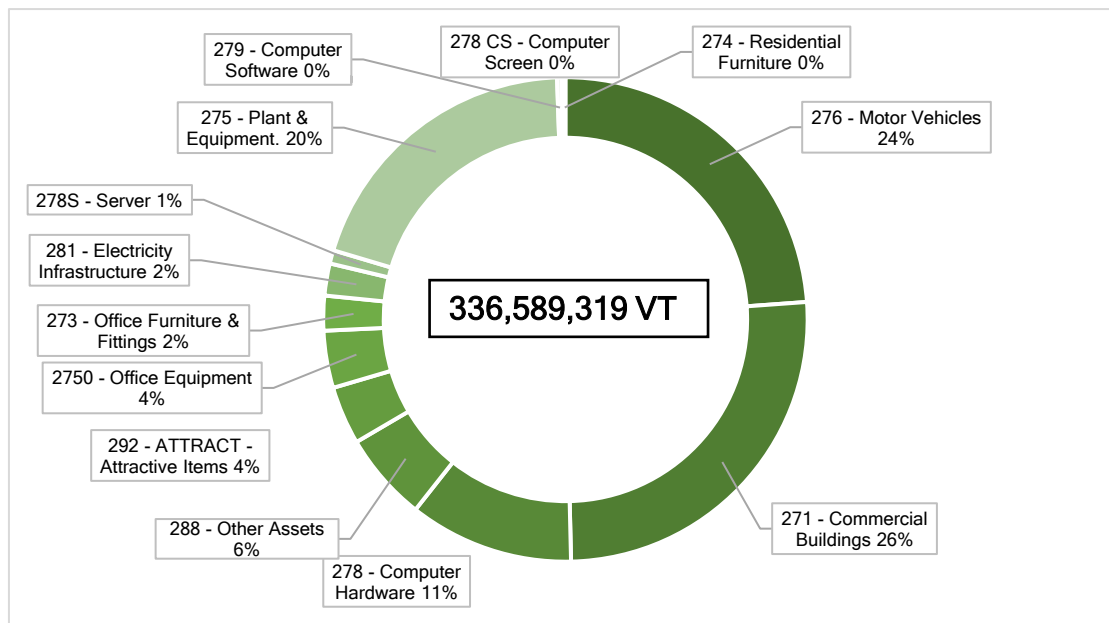
Summary of Asset

Table 16: MoCC 2024 asset

Asset Description # code	Asset Cost (VT)	Asset Depreciation (VT)	Asset Net Book Value (VT)
276 - Motor Vehicles	80,272,905	4,760,513	75,512,392
271 - Commercial Buildings	86,773,394	19,090,148	67,683,246
278 - Computer Hardware	37,015,443	9,102,905	27,912,538
288 - Other Assets	19,964,189	193,527	19,770,662
292 - ATTRACT - Attractive Items	13,075,776	529,088	12,546,688
2750 - Office Equipment	12,839,950	3,965,367	8,874,583
273 - Office Furniture & Fittings	7,814,882	919,622	6,895,260
281 - Electricity Infrastructure	7,200,845	4,111,718	3,089,127
278S - Server	3,006,290	721,713	2,284,577
275 - Plant & Equipment	66,768,963	65,051,120	1,717,843
279 - Computer Software	982,728	478,599	504,129
278 CS - Computer Screen	546,465	306,000	240,465
274 - Residential Furniture	327,489	88,623	238,866
Total	336,589,319	109,318,943	227,270,376

*The asset register figures do not include Land and Office Buildings. The Asset Officer has plans to engage with the Valuer General or a qualified consultant to obtain accurate valuations for these assets.

Furthermore, there is a recognized backlog in the Department of Finance's asset updates, indicating a potential area for process improvement to ensure the timeliness and completeness of asset information



Statement of Liabilities

Table 17: 2024 accumulate liabilities

Accumulate liabilities as at 31st Dec 2024	Amount
Partial Severance	49,183,899
Accrued Leaves	37,778,745
Political Appointees entitlements	10,000,000
Staff retiring in next 1 - 5 years	18,392,334
Total	115,354,978

Legal Cases

Table 18: Detail Legal cases

Case Number	File Name	Amount Owed	Details
20/3583 SC/CIVL	CC 2583 of 2020 Judgment dated 06.08.21.pdf	VT 29,591,324 (plus 5% interest from 21 Dec 2020) and VT 22,260,884 (plus 5% interest from 21 Dec 2020)	Govt of Vanuatu owes Vanuatu Rural Services Co-operative for unpaid contract payments related to solar energy solutions. The amounts include interest and costs.
16/760 SC/CIVIL	CC 760 of 2016 UNELCO v ROV - Decision dated 19.03.19.pdf	VT27,500,000	Govt of Vanuatu owes Unelco for breaches of the Settlement Deed, including delays in the re-tendering process for the Luganville concession. The amount includes compensation for losses and a punitive element.
17/976 CoA/CIVA	COA 976 of 2016 VANUATU UTILITIES v UNELCO - Judgment dated 21.07.17.pdf	No specific amount owed	The case involved a dispute over the Luganville concession, but no specific monetary amount was awarded against Govt of Vanuatu in this judgment. The focus was on procedural issues and re-tendering.
JR 25 of 2014	JR 25 of 2014 UNELCO v ROV - Ruling dated 29.07.15.pdf	No specific amount owed	The case involved a judicial review of URA decisions, but no monetary amount was awarded against Govt of Vanuatu . The focus was on the legality of URA's actions.
JR 4 of 2015	JR 4 of 2015 UNELCO v ROV - Judgment dated 16.12.15.pdf	No specific amount owed	The case involved a judicial review of URA's Final Decision and Commission Order, but no monetary amount was awarded against Govt of Vanuatu . The

			focus was on disclosure and procedural issues.
JR 30 of 2015	JR 30 of 2015 UNELCO v ROV - Judgment dated 13.11.15.pdf	No specific amount owed	The case involved an urgent application for interlocutory orders, but no monetary amount was awarded against Govt of Vanuatu . The focus was on maintaining the status quo pending the final hearing.
2453 of 2023	2024 07 31 CONSENT Order.pdf	No specific amount owed	The case involved a consent order for the installation of solar PV systems, but no monetary amount was awarded against Govt of Vanuatu . The focus was on identifying new project sites and discontinuing the proceeding.

9. Statutory Authorities

The Ministry has three statutory bodies (listed below) that produce annual reports, which the Ministry may easily obtain upon request.

1. National Disaster Committee
2. National Advisory Board on CCDRR
3. National Green Energy Fund and
4. The Sustainable Energy Association for Vanuatu (SEAV)

10. Reports by the Auditor General

During this reporting period, the Ministry of Climate Change (MoCC) has been working closely with the Office of the Attorney General, particularly in areas related to legislative review, requests for advice, and litigation matters. To date, MoCC has supported various departments in the following areas:

- **Legislative Review:** 7 reviews conducted, 4 new proposed legislations, and 3 regulations reviewed.
- **Contract and Agreement Management:** Developed and reviewed 4 contracts, 5 Memoranda of Understanding (MoUs), and 6 agreements, including those related to MoCC-supported projects.
- **Litigation Matters:** A total of 20 cases have been handled, with 9 cases completed and 11 still ongoing.

MoCC's compliance unit also supported projects in reviewing the Meteorology, Geological Hazards, and Climate Change Act 2016, which is supported by the VCAPII project, and the review of the EPC Act, supported by the ECARE project. While these projects mainly provide financial support, the coordination of the reviews is led by the Climate Change Support Unit (CSU) and relevant departments.

Additionally, the Disaster Risk Management (DRM) Act was amended last year as a statute law, but it did not receive project-based support.

11. Comments by the Ombudsman

In 2024, MoCC has not received comments from the Ombudsman.

12. Right to information

The Ministry of Climate Change has not received any request for information under the Right to Information.

13. Decisions of Courts

In 2024, the court addressed three significant cases involving the Ministry of Climate Change, particularly its associated departments—the Department of Energy and the Department of Environmental Protection and Conservation.

Jurisdiction: All cases are under the jurisdiction of the Supreme Court or Court of Appeal, located in Port Vila.

Nature of Cases: The majority of the cases are civil in nature, involving disputes between the government (Republic of Vanuatu) and various entities, including private companies and cooperatives.

Table 19 Summary of Civil Cases Involving the Ministry of Climate Change

Case No.	Parties Involved	Jurisdiction	Location	Nature of Case
Civil Case No. 2453 of 2023	Republic of Vanuatu vs. IMPI Limited (ENERGY4ALL)	Supreme Court	Port Vila	Civil
Civil Case No. 23/173 SC/CIVIL	Vanuatu Ferry Limited vs. Republic of Vanuatu	Supreme Court	Port Vila	Civil
Civil Appeal Case No. 24/848 COA/CIVA	Vanuatu Ferry Limited vs. Republic of Vanuatu	Court of Appeal	Port Vila	Civil
Solar Energy Providers v Vanuatu	Solar Energy Providers vs. Republic of Vanuatu	Supreme Court	Port Vila	Civil
Van Indigenous Commodities Marketing Company Ltd (VICMCL) v Ministry of Climate Change	VICMCL vs. Ministry of Climate Change	Supreme Court	Port Vila	Civil
Vanuatu Ferry Limited v Vanuatu	Vanuatu Ferry Limited vs. Republic of Vanuatu	Court of Appeal	Port Vila	Civil
Kamleshwar Khelawan v Eyal	Kamleshwar Khelawan vs. Eyal	Supreme Court	Port Vila	Civil

Case No.	Parties Involved	Jurisdiction	Location	Nature of Case
Tendler, Computer World Vanuatu	Tendler & Computer World			
Vanuatu Rural Service Cooperative v Vanuatu	Vanuatu Rural Service Cooperative vs. Republic of Vanuatu	Supreme Court	Port Vila	Civil
Tigona v Vanuatu	Tigona vs. Republic of Vanuatu	Supreme Court	Port Vila	Taxation/Civil

14. Complaints Mechanisms

During this reporting period, the Ministry of Climate Change implemented several complaint mechanisms. These included the establishment of a suggestion box at the reception area, managed by the Ministry's Administration and Human Resources Unit.

In addition, feedback was collected through the Ministry's social media accounts, which were handled by the Public Relations Officer. The Ministry also maintains an existing communication channel within its hierarchical structure, allowing complaints to be raised, assessed, and resolved with support from the Compliance Officer and Internal Auditor.

15. Equity

The Ministry of Climate Change is committed to promoting gender equity and inclusivity within its workforce and operations. Currently, the Ministry employs 14 female staff members, including 5 female technicians. Notably, the Ministry's leadership team includes a female Director, a female ICT Manager, and three female Project Managers. This strong representation at the executive level sets an important example of inclusivity, supporting gender equity in human resource development both within the Ministry and across the broader national government.

In addition to gender equity, the Ministry has taken proactive steps to enhance accessibility for all employees and visitors. This includes the installation of wheelchair-accessible steps at the main entrance of the Ministry's building, ensuring improved access for individuals with disabilities. The Ministry also integrates considerations of both gender and disability in its strategic planning, project screening criteria, and business plan implementation. A key initiative includes the appointment of a Gender Equality and Social Inclusion (GESI) specialist within one of the Ministry's projects, ensuring the effective mainstreaming of these principles throughout the Ministry's activities.

16. Capital Expenditure

Table 20: MoCC 2023 capital expenditure summary

Departments	Expenditure
Cabinet unit	523,875
Corporate Service unit	6,943,603
Dept of Climate Chang	175,271
Dept of Energy	107,457,287
Dept of Environment	79,792,476
Dept of Meteo	4,196,235
NDMO	1,268,874
Capital Expenditure Total	200,357,621

Capital expenditure (CapEx) represents funds invested in acquiring or constructing long-term assets that support the Ministry’s strategic objectives. In 2024, total CapEx for the Ministry of Climate Change reached VT 200,357,621, distributed among various departments for projects ranging from office infrastructure to renewable energy development.

The Department of Environment (DEPC) accounted for VT 79 million of the total CapEx, primarily driven by the construction of its new office building. Meanwhile, the Department of Energy recorded VT 107 million in capital spending, with the majority allocated to VREP 2—an initiative focused on expanding rural electrification through solar mini-grids. These investments underscore the Ministry’s commitment to improving institutional capacity and advancing sustainable energy solutions.

17. Fraud Control

During this reporting period, the Financial Management Best Practices implemented by the Ministry of Climate Change (MoCC) include;

- Implemented effective fraud control measures in accordance with the procurement guidelines launched in November 2022 as stipulated by the Public Finance Economic Management Act (PFEM Act) of 2019.
- SmartStream Government Financial Information System
- MoCC utilized the SmartStream Government Financial Information System to facilitate proper financial management. Only finance officers had control over every part of a financial transaction, ensuring that transactions were secure and transparent.
- Authorization of Purchases, Payroll, and Disbursements
- MoCC authorized purchases, payroll, and disbursements through a designated person, promoting accountability and preventing fraudulent activities.
- Executive Oversight of Agency Operations and Management
- MoCC provided executive oversight of agency operations and management, which included monthly monitoring of financial activities. Actual revenues and expenses were compared to budgeted amounts to ensure that financial performance was aligned with the set targets.
- Management of Department Assets
- MoCC ensured that department assets were well-managed by regularly coordinating the registration of assets into the Government asset registry. Proper usage of Government assets was also guaranteed through good practices.
- Protection of Petty Cash Funds and Other Cash Funds
- Access to petty cash funds and other cash funds was limited to a few employees. The funds were kept in a locked box or drawer, and receipts were issued for all petty cash disbursements. Reconciliation of the petty cash fund was also conducted before replenishing it, and the replenishment amount was limited to a total that required replenishment at least monthly.
- Registration of Capital Expenditure
- All capital expenditure paid was registered by the Asset Officer in accordance with the Asset guideline developed in 2022, ensuring that MoCC's financial records were accurate and up-to-date.

By implementing these financial management best practices, MoCC was able to ensure that its financial management was in line with industry standards, minimizing the risk of financial fraud.

Contact Officer

Further inquiries or comments about the report may initially be addressed to Executive Officer of the MoCC or visit main office at Nambatu Area, Lini High Way, Contact: 22068

