



CORPORATE PLAN 2026 - 2030

Ministry of Climate Change
Government of Vanuatu



MINISTRY OF CLIMATE CHANGE
GOVERNMENT OF VANUATU

Corporate Plan 2026 - 2030



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Ministry of Climate Change (MoCC), Government of Vanuatu

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Design and Layout by Daryl Abel.

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Contents

List of Tables and Figures	05	Program 3: Administration, Resource and Support Services	48
Abbreviations and Acronyms	06	Program 4: Mobilising Finance and Enabling Conditions	55
Preface from the Minister for Climate Change	08	Program 5: Advancing Science, Data, communications and Knowledge Systems	63
Introduction of Corporate Plan by the Director General	09	Program 6: Accelerating Low Carbon Development, Climate Mitigation and Energy Security	70
STATEMENT OF VISION, MISSION, VALUES, PROGRAMS, OBJECTIVES	11	Program 7: Strengthen Environmental Conservation and Natural Resource Protection	74
Vision	11	Program 8: Strengthen Early Warning Systems, Disaster Risk Reduction, Climate Change Adaptation and Loss & Damage	79
Mission	11	Program 9: Strengthening Response to Disasters and Emergency	88
Values	11		
Organisational Structure	12		
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FUNCTIONS OF THE MINISTRY OF CLIMATE CHANGE	15	HUMAN RESOURCE DEVELOPMENT PLAN	93
Policy Functions	16	Public Service Commission Institutional Capacity Assessment	94
Legislative Functions	17	Analysis of Ministry of Climate Change Staffing	95
Service to the Public	18	Gender and Geographic Distribution	96
Services to Government and Partners	19	Ministry of Climate Change's OPSC approved staffing structures	98
Governance	20	Restructure rationale for the Ministry of Climate Change in next 5 years	106
Corporate Services	21	Retirement Plan	108
Other Functions and Community Engagement	22	Succession Plan	109
<hr/>		Training Plan	110
SWOT ANALYSIS	25	Inclusivity and Equity	111
<hr/>			
STRATEGIC PROGRAMS	29	BUDGET RESOURCES	113
Program 1: Strengthen Compliance with National, Regional and International Obligation	30		
Program 2: Institutional Strengthening, Governance and Mainstreaming	35		



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List of Tables and Figures

Figure 1	Ministry of Climate Change and Adaptation Structural Organisation	13
Figure 2	Distribution of MoCC Staff by Sex	96
Figure 3	Percentage of Staff distribution by Province	97
Figure 4	Vanuatu Meteorological and Geo-Hazards Department Approved Structure	100
Figure 5	Corporate Services Unit Approved Structure	101
Figure 6	Department of Environmental Protection and Conservation Approved Structure	102
Figure 7	Department of Energy Approved Structure	103
Figure 8	Department of Climate Change Approved Structure	104
Figure 9	National Disaster Management Office Approved Structure	105
Table 1	Department Missions Statements	13
Table 2	List of Multi-lateral Treaty and Conventions Vanuatu is part of through the MoCC	23
Table 3	Outlines MoCC Strength, Weakness, Opportunities and Threats for 2025	26
Table 4	Table shows statistical information of the Ministry's staffing by each Department	95
Table 5	Staff Distribution to Provinces	96
Table 6	Geographical distribution of the Ministry of Climate Change Officers	97
Table 7	Status of the current restructure submissions for the Ministry of Climate Change	107
Table 8	Shows the Retirement Plan for the Ministry of Climate Change	108
Table 9	MoCC Budget Forecast	114

Abbreviations and Acronyms

BCP	Business Continuity Plan	NDC	National Disaster Committee
BTR	Biannual Transparency Report	NEOC	National Emergency Operation Center
CDB	Convention on Biological Diversity	NERM	National Energy Road Map
CCDRR	Climate Change Disaster Risk Reduction	NGEF	National Green Energy Fund
CSO	Civil Society Organisations	NEPIP	National Environmental Policy and Implementation Plan
CSU	Corporate Service Unit	NIE	National Implementing Entity
DoCC	Department of Climate Change	NGO	Non-Government Organisation
DGH	Department of Geological Hazards	NSDP	National Sustainable Development Plan
DoE	Department of Energy	VMGD	Vanuatu Meteorology & Geo-hazards Department
EIA	Environmental Impact Assessment	VMH	Vanuatu Meteorology and Hydrometeorological Services
FAO	Food Agriculture Organisation	VGH	Vanuatu Geological Hazards Services
FBO	Faith Based Organisation	DEPC	Department of Environmental Protection and Conservation
HRDP	Human Resource Development Plan	PDCCC	Provincial Disaster Climate Change Committee
IRENA	International Renewable Energy Agency	CDCCC	Community Disaster Climate Change Committee
GCF	Green Climate Fund	PEO	Provincial Extension Officer
GEF	Global Environment Facility	PIF	Pacific Island Forum
GHD	Geo Hazards Department	SLO	State Law Office
OPSC	Office of the Public Service Commission	SPREP	Secretariat to the Pacific Regional Environmental Programme
MET	Management Effective Tracking Tool	UNEP	United Nation Program Environmental Program
MoCC	Ministry of Climate Change	UNFCCC	United National Framework Convention on Climate Change
NAB	National Advisory Board		
NAP	National Adaptation Plan		
NBSAP	National Biodiversity Strategy and Action Plan		
NDMO	National Disaster Management Office		



Photo credit: Blue Prosperity Vanuatu, Department of Oceans and Maritime Affairs

Preface from the Minister for Climate Change

As the Minister of Climate Change, Meteorology, Geo-hazards, Environment, Energy and Disaster Management, I am pleased to present and release the Corporate Plan 2026 to 2030 for the Ministry into the nation.

The Vanuatu Government has developed the Climate Change and Disaster Risk Reduction (CCDRR) Policy 2016 to 2030, which is the flagship Policy for the Ministry of Climate Change and a key strategy of Vanuatu to cope with and mitigate risks including climate change induced risks. This National Policy is aligned with the National Sustainable Development Plan (NSDP) 2016 to 2030, which has a development aspiration of “enhanced resilience and adaptative capacity to climate change and natural disasters”. CCDRR defines six (6) strategic priorities to achieve the goal of resilient development for climate change and disaster risk reduction that is governance, finance, knowledge and information, climate change adaptation and mitigation, DRR, low carbon development, loss and damage and response.

This Corporate Plan therefore aims to guide the Ministry of Climate Change in achieving its overarching goal to drive planning, decision making, programming and project delivery across government and its partners, which will be reflected and implemented in the yearly Business Plans of each Department for the timeframe of this new Corporate Plan.

We intend our Corporate Plan 2026 to 2030 provides clear guidance to all our stakeholders and partners of our next five (5) years planning horizon. We look forward to a stronger corporation and engagement in achieving its targets and contributing to our national sustainable development goals.

I would like to thank the Director General, Directors, Managers and Senior Officers of my Ministry for their tireless efforts and commitments towards the successful completion of this new development towards a safe and resilient Vanuatu.

Yours Sincerely



A handwritten signature in black ink, appearing to be 'RR', written over a light blue background.

Honourable Ralph Regenvanu
Minister
Ministry of Climate Change



Introduction of Corporate Plan by the Director General

As the Director General of the Ministry of Climate Change, Environment, Energy, Meteorology, Geo-hazards and National Disaster Management, I also wish to join our Minister to present and introduce our Ministry's newly draft developed Corporate Plan 2026 to 2030 to you all.

Vanuatu is an archipelago of around 86 islands with a population of 333, 785 as of April 2025 and is highly vulnerable to the impacts of climate change as well as natural disasters. As a result, Vanuatu is ranked as the most vulnerable country in the world to multiple climate and geological hazards.

A clearly defined planning framework charting a path forward has been provided by the National Sustainable Development Plan 2016 to 2030 as the "People's Plan," is focused on outcomes for a stable, sustainable and prosperous Vanuatu for the current and future benefit of its people. The NSDP targets integrated development outcomes across sectors, with Government, the private sector, community, religious and civil society partners, a scenario in which the Ministry of Climate Change, Environment, Energy, Meteorology and Geo-hazards and the National Disaster Management office (MoCC) plays a critical role.

Therefore, the MoCC Corporate Plan 2026 to 2030 seeks to define a pathway strongly aligned to the priorities and targets set by the NSDP, but also the valuable Lessons Learned and experiences from the numerous multiple disaster events happening in the past years toppled with the current COVID19 pandemic. Cyclones, droughts, volcanic eruptions, evacuations, landslides, floods and the recent earthquake have taught us a valuable lesson that our Ministry and our key plans must pre-position the Ministry with an improved preparedness activity, early warning systems and responsive capacity through flexible and achievable planning.

This document consists of a range of elements based on Departments' programs, goals, objectives, activities outcomes, risk managements and mitigation measures, human resource development framework and finance and budget forecast for the whole Ministry for the duration of the Corporate Plan, which is 2026 to 2030.

For the first time the Ministry of Climate Change have included in its Corporate Plan the Human Resource planning and a Finance and budget forecast sections, which will guide the forthcoming plans for the next five (5) years.

This can only be achieved by a strong relationship established amongst the Ministry's Departments with the Government agencies, our Development Partners, Civil Society Organisations, Private Sector partners and communities working together as a team focusing on the people-based outcomes. May I wish all staffs all the best in the implementation of activities identified from this year 2026 to 2030 as they adhered to their yearly Business Plans activities.

Yours Sincerely



David Gibson
Director General
Ministry of Climate Change





Statement of Vision, Mission, Values, Programs, Objectives

Vision

Promote a resilient, sustainable, safe and informed Vanuatu

Mission

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

Values

- Service Delivery
- Team Work
- Positive attitude and actions
- Positive and healthy working environment
- Professionalism
- High Performance
- Reliability, commitment and dedication
- Transparency and Accountability
- Partnership and Collaboration
- Innovation
- Passionate

Organisational Structure

The Ministry of Climate Change (MoCC) operates through a corporate structure designed to effectively coordinate climate policy, environmental management, disaster preparedness, energy governance, and meteorological and geohazard services across Vanuatu. The structure comprises **five core technical departments**, supported by non-statutory and statutory bodies that enhance strategic leadership, coordination, and accountability.

At the strategic level, the **Minister's Cabinet** provides political oversight and policy direction, while the **Corporate Services Unit (CSU)** plays a central administrative and coordination role across the Ministry. As a non-statutory body, the CSU supports all departments through integrated services including human resources, finance and procurement, climate finance coordination, policy and planning, reporting, governance advisory functions, and general administration. The CSU also hosts the **National Advisory Board (NAB) Secretariat**, which is responsible for coordinating national climate change and disaster risk reduction governance processes.

The Ministry's technical functions are implemented through its **five departments**, each mandated under national legislation or government policy

frameworks to deliver specialised services. These include the Department of Climate Change, Department of Environmental Protection and Conservation (DEPC), Department of Energy (DoE), Vanuatu Meteorology and Hydrometeorological services, Vanuatu Geological Hazards Services, and the National Disaster Management Office (NDMO). Each department leads programs aligned to national priorities, sector legislation, and international obligations.

In addition to the internal organisational units, MoCC also provides oversight to several **statutory bodies** that are legally mandated to perform regulatory, operational, or advisory roles. These statutory entities are established under specific Acts or regulations and are guided, supervised, and administered by their respective departments. They function to uphold national standards, protect the environment, ensure compliance with sectoral laws, and support implementation of climate, energy, and environmental programs.

Together, the combination of departments, statutory bodies, the Cabinet, and the CSU creates a coordinated governance structure that enables MoCC to deliver on its national mandate, meet regional and global obligations, and provide effective climate-related services to the people of Vanuatu.

Figure 1 Ministry of Climate Change and Adaptation Structural Organisation

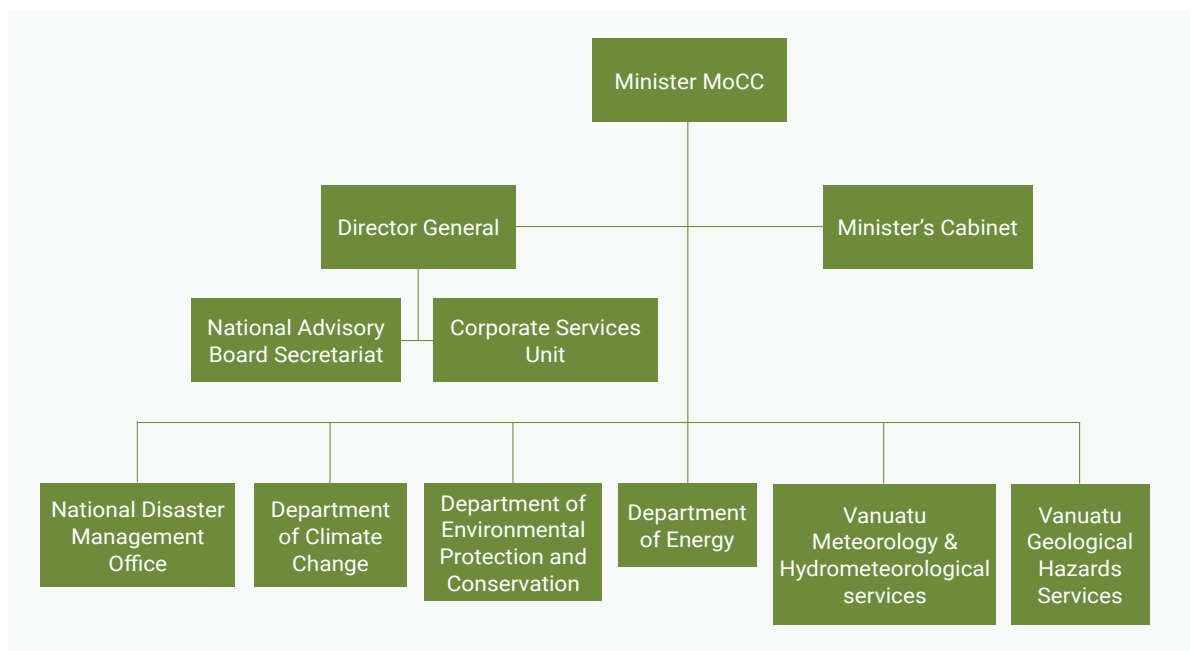


Table 1 Department Missions Statements

Department / Unit	Mission Statement
Corporate Services Unit (CSU)	Provide efficient corporate and administrative services that enable effective climate governance and departmental performance.
Department of Climate Change (DoCC)	Efficient and effective administration of climate change policy, coordination, and implementation.
Department of Energy (DoE)	Ensure equitable access to efficient, affordable, and sustainable energy in Vanuatu.
Department of Environmental Protection & Conservation (DEPC)	Think Environment First.
National Disaster Management Office (NDMO)	Improve coordination and partnerships with emergency responders to save lives.
Vanuatu Meteorological and Hydrometeorological Services	Enable climate governance, adaptation, and mitigation through accurate and timely meteorological and hydrometeorological services.
Vanuatu Geological Hazards Services	Enable geological hazards governance, preparedness, and response.



Functions of the Ministry of Climate Change

The Ministry of Climate Change (MoCC) plays a central role in shaping national climate policy, implementing sectoral mandates, and coordinating Vanuatu's commitments to climate change, disaster risk reduction, environmental protection, energy

governance, and meteorological and geohazard services. The Ministry's functions are grounded in policy development, legislative administration, coordination, service delivery, and engagement at national, regional, and international levels.



Policy Functions

The MoCC, unlike many other government ministries, operates at the intersection of science, policy, and practice, using scientific evidence, climate data, and technical expertise to inform decision-making and guide national development. Each department within the Ministry is responsible for developing and implementing its sectoral policies and is recognised as the national lead agency for coordinating these policy frameworks.

In total, MoCC oversees 11 national policies and long-term strategies. The Vanuatu National Climate Change and Disaster Risk Reduction Policy (2022–2030) serves as the Ministry’s overarching framework, mainstreamed across all government institutions as a cross-sectoral policy priority.

The Ministry also has obligations under numerous multilateral environmental agreements, international conventions, and regional frameworks, ensuring that national actions align with global commitments.

MoCC’s policy responsibilities span the entire Climate Change and Disaster Risk Reduction (CCDRR) continuum. This includes:

1. Developing, reviewing, and endorsing national policies under MoCC’s ministerial mandate.
2. Supporting policy reform across the broader national landscape, ensuring alignment with emerging climate, energy, environment, and disaster priorities.
3. Integrating regional and international obligations into national policies, ensuring localisation and contextualisation of global commitments.
4. Supporting implementation, monitoring, and evaluation of CCDRR-related policies across sectors.
5. Facilitating policy, research, and technical working groups, including advisory

committees and multi-stakeholder forums.

6. Influencing Vanuatu’s regional and international positions on CCDRR issues through diplomacy, negotiation, and technical representation.

Each department is responsible not only for hosting these policies but also for strategically coordinating cross-sectoral implementation with government agencies, private sector partners, provincial authorities, academia, and civil society organisations.

Key MoCC Cross-Sectoral Policy and Strategic Instruments

MoCC’s operations are guided by the following long-term strategic frameworks and policy instruments:

- National Environmental Policy and Implementation Plan (2016–2030)
- National Invasive Species Strategy and Action Plan
- National Biodiversity Strategy and Action Plan (NBSAP)
- National Climate Change and Disaster Risk Reduction Policy and Implementation Plan
- National Energy Road Map and Implementation Plan
- Strategic Road Map for Emergency Management
- Vanuatu National Waste Management & Pollution Control Strategy and Implementation Plan
- Vanuatu National Climate Change and Disaster-Induced Displacement Policy
- National Adaptation Plan (NAP)
- Nationally Determined Contributions (NDCs)
- Green Climate Fund (GCF) National Country Programme
- Loss and Damage Strategic Framework

Legislative Functions

All government institutions operate under enabling legislation that defines their mandates, responsibilities, and authority. The Ministry of Climate Change administers a suite of Acts and Regulations that provide legal foundations for effective governance, regulatory oversight, enforcement, and service delivery.

While some legislation is administered solely by one department, other Acts allocate responsibilities across multiple agencies. For example, the Meteorology, Geological Hazards and Climate Change Act (2016) provides legal authority to the Vanuatu Meteorology and Hydrometeorological Services, Vanuatu Geological Hazards Services, and the Department of Climate Change (DoCC). The newly approved establishment of the Geological Hazards Department by the Council of Ministers further strengthens this legislative framework.

Acts in Force

The Ministry administers and/or contributes to the implementation of the following Acts:

- Environmental Management and Conservation Act [CAP 283]
- Ozone Layer Protection Act No. 27 of 2010
- International Trade and Fauna Act [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 Act [CAP 65] (Consolidated Edition 2021)
- Geothermal Energy Act No. 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 Parks Act of 1993

Regulations in Force

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

These legislative instruments collectively formalise the Ministry's functions in environmental management, climate governance, energy regulation, meteorological services, disaster management, biodiversity conservation, and pollution control.

Service to the Public

The Ministry of Climate Change delivers essential services that protect lives, strengthen resilience, and support sustainable development across Vanuatu.

Climate Change

- Raise public awareness on climate change impacts and solutions.
- Promote traditional knowledge and practices to strengthen climate resilience.
- Support climate change education through formal and community-based learning.
- Work with communities and partners to implement climate change projects at the local level.

Meteorology and Hydrometeorological and Geological Hazards Services

- Provide daily weather forecasts and climate information.
- Monitor and issue warnings for cyclones, floods, earthquakes, tsunamis, and volcanic activity.
- Share early warnings and risk information to protect lives and property.
- Support aviation and maritime safety through specialised weather and hazard services.

Energy

- Promote access to safe, reliable, and sustainable energy.
- Regulate energy-efficient appliances and fuel standards.
- Support electricity generation, grid expansion, and renewable energy development.

Environmental Protection and Conservation

- Assess development proposals through Environmental Impact Assessments (EIA).
- Regulate waste management, pollution, and controlled substances.
- Protect biodiversity, including community conservation areas and endangered species.
- Enforce bans on single-use plastics and other harmful products.

Disaster Risk Management

- Coordinate disaster preparedness, response, and recovery.
- Issue public alerts, warnings, and situation updates during emergencies.
- Support communities and partners during natural disasters.

Services to Government and Partners

The Ministry works closely with national and local authorities, development partners, and communities to deliver coordinated climate and disaster action.

- Provide technical advice and regulatory support to government agencies, provincial governments, and municipal councils.
- Support waste management, disaster planning, and climate governance at provincial and municipal levels.
- Coordinate national disaster response through the cluster system with key ministries, security forces, and partners.
- Collaborate with NGOs, CSOs, regional organisations, and international partners to implement climate and disaster programmes.



Governance

The Ministry of Climate Change (MoCC) was established in 2012 and brings together six core departments and a Corporate Services Unit. While the Ministry itself is relatively young, several of its departments are among the longest-established technical institutions in Vanuatu.

MoCC oversees the following departments:

- Department of Climate Change
- Department of Environmental Protection and Conservation
- Department of Energy

- National Disaster Management Office
- Vanuatu Meteorology and Hydrometeorological Services
- Vanuatu Geological Hazards Services

The Ministry operates under clear legal and governance frameworks that promote coordination and inclusive decision-making. These frameworks are supported by national advisory and coordination bodies that guide policy oversight, implementation, and monitoring across climate change, environment, energy, and disaster risk management.



Corporate Services

The Corporate Services Unit (CSU), under the Office of the Director General, provides central leadership, coordination, and administrative support across the Ministry.

Key functions of the CSU include:

- Coordinating Ministry planning, budgeting, reporting, and performance monitoring.
- Managing human resources, finance, and corporate systems across all departments.
- Supporting policy development, legislative processes, and national reporting obligations.

- Coordinating climate finance, including engagement with international climate funds.
- Serving as the Secretariat to national coordination mechanisms and advisory boards.
- Strengthening partnerships with Cabinet, other ministries, development partners, and stakeholders.

Through these functions, the CSU ensures that MoCC operates effectively, transparently, and in alignment with national development priorities.



Other Functions and Community Engagement

In line with the Government's decentralisation policy, MoCC delivers services and programmes directly to communities across Vanuatu. Through its departments and projects, the Ministry supports climate resilience, environmental protection, disaster preparedness, and sustainable energy access at local level.

Key community-focused initiatives include:

- Environmental restoration, conservation, and waste management programmes.
- Community awareness, education, and participation in climate, environment, and disaster planning.
- Disaster preparedness activities such as early warning systems, evacuation planning, and drills.

- Renewable energy access, rural electrification, and energy infrastructure development.
- Capacity building for provincial, municipal, and community climate and disaster committees.

International Conventions, Treaties and Agreements housed under MoCC.

The Ministry of Climate Change coordinates Vanuatu's obligations under key international and regional agreements related to climate change, biodiversity, environment, energy, meteorology, and disaster risk reduction. These commitments guide national policies, programmes, and investments and ensure Vanuatu contributes to and benefits from global climate and environmental action.



Table 2 List of Multi-lateral Treaty and Conventions Vanuatu is part of through the MoCC

Ratified Treaty/Convention	International Organization
Department of Climate Change	
United Nations Framework Convention on Climate Change	UNFCCC
Paris Agreement	UNFCCC
Department of Environmental Protection and Conservation	
Convention on Biological Diversity	CDB/UN
Convention on Wetlands of International Importance especially as Waterfowl Habitat (Ramsar Convention)	CDB/UN
United Nations Convention to Combat Desertification	UNCCD/UN
Agreement Establishing the South Pacific Regional Environment Programme (SPREP)	SPREP
Kyoto Protocol	UNFCCC
DOHA Amendment to the Kyoto Protocol	UNFCCC
Montreal Protocol	UNEP
International Plant Protection Convention	FAO
Stockholm Convention on Persistent Organic Pollutant	UNIDO
Vienna Convention for the Protection of the Ozone Layer	UNEP
Kigali Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer	UNEP
Waigani Convention to Ban the Importation into Forum Island Countries of Hazardous and Radioactive wastes and to Control the Trans-boundary movement and management of Hazardous wastes within the South Pacific Region	PIF
Minamata Convention on Mercury	UNEP/UNIDO
Rotterdam Convention	UNEP
Basel Convention	UNEP
Convention on International Trade in Endangered Species of Wild Fauna and Flora	CITES
Department of Meteorology	
Convention of the World Meteorological Organization	WMO
Department of Energy	
Statute of the International Renewable Energy Agency	IRENA
Framework Agreement on the establishment of the International Solar Alliance	Government of India-ISA
National Disaster Management Office	
UNDRR	UNDRR
UNISDR	UNDRR
Sendai Framework	UNDRR



Photo credit: UNDP VGET

Environmental Scan 2025 (SWOT Analysis)

In determining the Ministry of Climate Change's (MoCC) priority activities for the 2026–2030 Corporate Plan period, it is equally important to review the challenges and constraints experienced by MoCC departments and the Corporate Services Unit (CSU). These challenges directly influence the Ministry's ability to deliver programmes and services effectively and efficiently over the next five years.

To minimise risks to implementation, identified challenges have been translated into strategic

issues that can be addressed through corporate-level planning and targeted interventions.

The SWOT analysis below provides a structured assessment of MoCC's internal strengths and weaknesses, as well as external opportunities and threats. This analysis informs strategic decision-making and supports the development of realistic, responsive, and achievable priorities for the 2026–2030 period.



Table 3 Outlines MoCC Strength, Weakness, Opportunities and Threats for 2025

Internal	External
Strengths	
<ul style="list-style-type: none"> • Strong legal mandate and national authority across climate change, environment, energy, meteorology, geo-hazards, and disaster management • Established governance and coordination mechanisms (NAB, NDC, EIA Review Committee, sector clusters) • Recognised national focal point for climate finance and international conventions • Strong technical expertise, committed staff, and institutional memory • Corporate Services Unit providing central coordination, policy, planning, HR, finance, and climate finance functions • Ability to host and manage large, multi-sectoral projects that support ministry operations 	<ul style="list-style-type: none"> • High level of public trust in MoCC services, particularly early warning systems and disaster response • Strong regional and international recognition of MoCC as a credible technical and policy institution • Established partnerships with regional and international organisations • Vanuatu's leadership role in regional and global climate and disaster platforms
Weakness	
<ul style="list-style-type: none"> • Human resource gaps, staff shortages, high workload, fatigue, and staff turnover • Limited operational and recurrent budgets • Weak internal coordination, reporting alignment, and communication • Inconsistent compliance enforcement capacity and legislative gaps • Aging infrastructure and limited maintenance funding • Decentralisation constraints at provincial level • Office space, accessibility, storage, and OHS limitations • Fragmented data systems and inconsistent SOP application 	<ul style="list-style-type: none"> • Dependence on external project funding and donor-driven timelines • Lengthy national procurement and recruitment processes • Limited control over externally imposed donor procedures

Internal	External
Opportunities	
<ul style="list-style-type: none"> • Implementation of MoCC HRD Plan, restructuring, and targeted recruitment • Strengthening internal coordination, reporting, and digital systems • Improving cost-recovery and project overhead mechanisms • Enhancing provincial service delivery through decentralisation reforms • Leveraging digital platforms for data sharing and service delivery • Building staff capacity through training, cadetships, and internships 	<ul style="list-style-type: none"> • Increased access to climate, biodiversity, energy, and disaster finance (GCF, GEF, AF, NGEF, BIOFIN, Loss & Damage) • Expansion of renewable energy, resilience, and adaptation programmes • Growing regional and global demand for climate data, early warning systems, and technical leadership • Partnerships with universities, research institutions, NGOs, and CSOs • Legislative and policy reviews to strengthen regulatory frameworks
Threats	
<ul style="list-style-type: none"> • Staff fatigue and burnout due to continuous disaster response • Limited redundancy in critical systems and infrastructure • Delays in internal decision-making affecting responsiveness • Weak enforcement capacity affecting compliance outcomes 	<ul style="list-style-type: none"> • Increasing frequency and severity of climate-related disasters • Political instability, policy shifts, and changing donor priorities • Inflation, rising logistics costs, and transport disruptions • Land disputes affecting infrastructure installation and maintenance • ICT risks, cyber threats, power outages, and telecom failures • Health emergencies and compounded crises

This SWOT analysis highlights that MoCC’s core strengths lie in its mandate, technical credibility, partnerships, and international standing, while key risks relate to human resources, financing sustainability, decentralisation, and system coordination.

Accordingly, the 2026–2030 Corporate Plan will prioritise:

- Human resource strengthening and retention, including decentralised staffing;

- Sustainable financing mechanisms, including project overhead recovery and climate finance readiness;
- Improved internal coordination, reporting, and data systems;
- Infrastructure resilience, maintenance, and digitalisation;
- Strengthened enforcement, compliance, and public communication; and
- Risk-informed planning to manage increasing disaster and climate pressures.



Photo credit: UNDP VGET

An aerial photograph of a dense, lush green forest. The trees are tightly packed, creating a vibrant green canopy. A white rectangular box is overlaid on the center of the image, containing the text "Strategic Programs" in a green, sans-serif font. The text is centered horizontally and vertically within the white box.

Strategic Programs

Program 1 Strengthen Compliance with National, Regional and International Obligation

Objectives	Outcome	NSDP Indicator
Establish and maintain robust compliance, reporting and coordination mechanisms with UNFCCC/Paris, UN bodies, CROP, and national institutions, embedding obligations into national plans, budgets and monitoring systems.	Timely submission of UNFCCC deliverables (GHG inventory/BUR/NDC updates), treaty reports, and regional commitments; formalised MoUs/SOPs with UN/CROP agencies; national compliance dashboards linked to the NSDP ADR process.	ENV 3: A strong and resilient nation in the face of climate change and disaster risks posed by natural and man-made hazards SOC 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu

Sub program 1.1 UNFCCC and Paris Agreement

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support the development and implementation of the enhanced National Determined Contributions, FNC and BTR submission	<ul style="list-style-type: none"> 2 submissions to UNFCCC Data collection on GHGs emissions 	DoCC, DoE, partners and NAB Secretariat.	2026	Availability of funds and resources
UNFCCC engagements and obligations are met	<ul style="list-style-type: none"> 15 country positions developed and submitted 	NAB and partners	2026-2030	Possible future COVID19 Pandemic lockdown, availability of funds and TA to develop such Plan
Vanuatu National Adaptation Plan	<ul style="list-style-type: none"> Submission to UNFCCC 	DoCC, Partners and NAB	2026	Natural Disasters

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Participation in Climate Dialogues and Meetings in the National, Regional and International Arenas	<ul style="list-style-type: none"> • Presentation: Project Achievements/ Success • Negotiation Outcomes • Seek Climate Financing • Bilateral/ Multilateral Dialogues for Investment Opportunities • Enhanced Capacity on new emerging climate topics 	DoCC, Partners/ NAB	Ongoing	Limited Financing/ Natural Disasters/ Pandemic Outbreaks
Participate UNFCCC global, regional and National event, consultations, meetings or forums	<ul style="list-style-type: none"> • UNFCCC events attended 	NDMO	ongoing	Ensure timely participation by securing funding early, planning for virtual options, building technical capacity, and maintaining clear communication with stakeholders

Sub program 1.2 UN Agencies

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Prepare periodic national reports for the International Conventions & Treaties that Vanuatu is a signatory as part of Vanuatu's obligation to the UNCBD/UNCCD,BRS, Minamata, conventions, Ramsar Convention, CITES convention, BBNJ Agreement	<ul style="list-style-type: none"> • 5 submissions 	DEPC, NAB and partners	Ongoing	Ensure timely reporting by securing technical expertise, coordinating with partners early, and maintaining a clear submission schedule.
Strengthen DRR reporting obligation against the Sendai framework (UNDRR)	<ul style="list-style-type: none"> • Reports provided according to the report submission timeline. 	NDMO		Mitigate delays by providing training, raising awareness, and aligning reporting timelines with national priorities.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Participate in other UN agency global, regional and National events, consultations, meetings or forums	<ul style="list-style-type: none"> UN agencies events attended (UNOCHA, UNDRR, and other agencies) 	NDMO		Facilitate participation through early planning, budget allocation, and virtual engagement options when travel is restricted
Strengthen DRR reporting obligation against The Sendai framework (UNDRRR)	<ul style="list-style-type: none"> Reports provided according to the report submission timeline. Sendai reporting training and awareness 	NDMO, NAB Secretariat and stakeholder	2022-2026	The fulfillment of this activity will depend on the prioritisation and commitment shown by officers to develop required reports/submissions For NAB Sec to strengthen and improve its coordination on DRR engagements and reporting obligation to meet international requirements.
Ensure Quality Management System on all civil aviation products and services are certified through CAR Part 174 (ICAO)	<ul style="list-style-type: none"> 100% of aviation products & services are certified and met ICAO standard for Aviation Weather Services 	VMGD, CSU, CAA, PASO	ongoing	Resources and capacity in-country necessary to continue to meet obligations.
Ensure all marine products & services are implemented according to IMO-SOLAS conventions	<ul style="list-style-type: none"> 20-30% of marine products and services are implemented annually 	VMGD, OMR, DOPM, WMO, IMO	ongoing	Compliance processes in place and strengthen
Implement activities on the use of radio spectrum for Meteorology under International Telecommunication Union (ITU) regulations	<ul style="list-style-type: none"> Report annually on activities implemented 	VMGD, CSU, TRBR	2026 - 2030	Resources and capacity in-country necessary to continue meet obligations.
Implement Tsunami Ready UNESCO-IOC	<ul style="list-style-type: none"> Report annually on activities implemented 	VMGD, CSU, IOC and UNESCO and Partners	2022-2026	Availability of resources, capacity and time to implement necessary activities in country
Ensure Quality Management System on Climate Information Services meets ISO standards.	<ul style="list-style-type: none"> 10-20% of Climate products & services meet ISO standards 	VMGD, WMO & ISO	Ongoing	International standards adhered to and incorporated into annual Business Plans

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Installation of modern instruments required by WMO, IMO and ICAO for Meteorological data collection.	<ul style="list-style-type: none"> 2 Ocean/wave Buoys 1 Upper Station Automated River Gauge 6 River Gauge Automatic Rain Gauges Automatic Weather Stations 3 Aviation Weather Observing System (AWOS) (Bauerfeld, Pekoa & Whitegrass) 2 Automatic Weather Station on local ships 1 Radar 	VMGD & development Partners	Ongoing	Availability of financial resources and process should affect timelines for implementations
Upgrade Forecasters skills in aviation weather forecasting to meet WMO/ICAO standard	<ul style="list-style-type: none"> 4 Qualified Aviation Weather Forecasters 	VMGD, CSU, VIPAM and international training institutes	2022 – 2026	Upgrade Forecasters skills in aviation weather forecasting to meet WMO/ICAO standard
Early Warning For All (EW4ALL) led by WMO.	<ul style="list-style-type: none"> Met- Hydrometrology and Geological Hazards 	VMGD	Ongoing	Inclusion of all hazards to enhance early warning systems.
Upgrade VMGD staff to meet WMO Class 1 Meteorologist	<ul style="list-style-type: none"> 2 Qualified Meteorologists every 2 years 	VMGD, CSU, VIPAM and international training institutes	2022 – 2026	Upgrade VMGD staff to meet WMO Class 1 Meteorologist
Establishment of the National Environmental Protection Framework to govern the implementation of the WMA, PCA, OLP, Stockholm Act and the National Hazardous Chemical & Wastes Act (currently underway)	<ul style="list-style-type: none"> COM paper approved for the Environmental Protection Framework for Vanuatu National Committee members appointed (List provided) Government Budget and Donor partner funds secured for the implementation of relevant policy directives 	DEPC, MOCCA	2026-2030	Reduce delays by securing government and donor funding early, appointing committee members promptly, and maintaining strong inter-agency coordination throughout implementation.
Ensures MoCC complies with its outside regulatory and legal requirements as well as internal policies and bylaws	<ul style="list-style-type: none"> At least 2 external legislative and regulation instruments coherently complied with through MoCC Departments. Up to 2 external policies implemented by the MoCC through its departments. 	CSU and MoCC Departments	2026-2030	Towards achieving cross sectoral stakeholder collaborations, MoCC Departments should maintain its roles and responsibility as implementing agencies for various activities while also achieving the mainstreaming of MoCC priorities (CCDRR).

Sub program 1.3 CROP Agencies

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Attend Pacific Meteorological Council (PMC)	<ul style="list-style-type: none"> 5 staff attend annually 	VMGD & partners	Ongoing	<ul style="list-style-type: none"> COVID19 pandemic lockdown will affect physical participation Host PMC 2024, current PMC chair (VMGD)
Ensure MoCC attendance on critical meetings (regional, international CC & DRR meetings) with funds budgeted	<ul style="list-style-type: none"> 10 of internal meetings 5 of reports/minutes provided with acquittals completed 	MoCC Departments, CSU, and NAB Sec Team	2026-2030	Funds are available to attend such meetings internationally.
Pacific Innovation Forum for Climate and Environment	<ul style="list-style-type: none"> Forum organized, implemented and reported. 	DoCC and Partners	2026	Natural Disaster/ Pandemic Outbreaks/ Financial Constraints
Participate in CROP Disaster and emergency preparation programs and coordination commitments	<ul style="list-style-type: none"> Events attended (South Pacific Community (SPC), Secretariat of the Pacific Regional Environment Programme (SPREP), and other agencies) 	NDMO	2026	Ensure participation by planning early, securing travel and budget support, and using virtual options when physical attendance is not possible.

Sub program 1.4 National Agencies

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Enhance collaboration with Government Ministries, INGOs, CSOs and private sectors.	<ul style="list-style-type: none"> Number of MoUs signed 	MoCC & stakeholders	2026-2030	Ensure effective collaboration by formalizing partnerships through MoUs, maintaining regular engagement, and aligning objectives with stakeholder priorities.
Participate in National programs and events	<ul style="list-style-type: none"> National events attended 	ALL	2026-2030	Guarantee participation by integrating events into annual work plans, allocating resources early, and coordinating across all relevant agencies

Program 2 Institutional Strengthening, Governance and Mainstreaming

Objectives	Outcome	NSDP Indicator
Streamline climate/DRR policy, coordination and legal frameworks, and mainstream gender, disability and social inclusion across all climate programs.	Updated policies/Acts (e.g., Meteorology/Geo-hazards, Disaster Management), functional inter-ministerial coordination (NAB/sector committees), and inclusive participation targets reflected in NSDP M&E tables.	SOC 6: A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu ENV 3.1: Institutionalise climate change and disaster risk governance, and build institutional capacity and awareness

Sub program 2.1 Policy Development, Screening, Review and Implementation

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support implementation of the CCDRR policy	<ul style="list-style-type: none"> At least 2 sectors incorporate CCDRR activities into Business Plans and policies Report 	DoCC, NAB, Stakeholders	2026-2030	Availability of funds, time and human resources might affect implementation
Develop, implement and Review of departments Policies, strategies, frameworks and plans	<ul style="list-style-type: none"> 5 policies, strategies and plans 5 policies, and action plan/framework screened 	MoCC departments	2026- 2030	Implementation of unplanned activities resulting in misappropriation of budget
MoCC department's Strategic Plan and policy implemented through Business Plan	<ul style="list-style-type: none"> Progress Report (SMR/AR) 	MoCC Departments	2026-2030	A proper M&E framework in place to fully informed full implementation of such activities

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Coordinate and implement NDC3.0 / LT-LEDS targets	<ul style="list-style-type: none"> Report on NDC road map implementation plan 	DoCC and NDC Key Sectors (Energy, Waste, AFOLU)	2026 - 2030	Lack of partnership and effective collaboration will affect the implementation of this activity/ Limited Financing options for implementation/ Lack of Private Sector engagement
Collaborate with relevant stakeholders to prepare and submit relevant Nationally Appropriate Mitigation Action (NAMA)	<ul style="list-style-type: none"> At least 1 funding proposal 	DoCC, Stakeholders	2026 - 2030	Lack of partnership and effective collaboration will affect the implementation of this activity
Collaborate with relevant stakeholders/donors/development partners to identify green development alternatives and support to implement a green growth framework to minimise carbon emissions	<ul style="list-style-type: none"> At least 2 green development alternatives identified 	DoCC and Stakeholders	2026 - 2027	Lack of partnership and effective collaboration will affect the implementation of this activity
Green Building Initiative	<ul style="list-style-type: none"> Policy guidelines for Green Building Initiative developed 	DoE, DUAP & Subbarao Consultant IFC	2022-2030	Avoid delays by securing technical expertise, ensuring stakeholder coordination, and maintaining consistent funding and policy support throughout implementation
Development and Implementation of Carbon Market framework and strategy	<ul style="list-style-type: none"> Carbon market framework, developed and COM's endorsement Implementation of the framework Domestic Carbon Market registry developed 	DoCC, DOE	2026 - 2030	Lack of institutional knowledge and capacity, knowledge drain, lack of finance for implementations

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support stakeholders and relevant ministries to mainstream CC & DRR interventions, policies, budgets, and legislation through NAB and departments	<ul style="list-style-type: none"> 5 CCDRR workshops and training are conducted with cross-sectoral sectors, private sectors, NGOs, and FBOs annually. At least 3 CCDRR Mainstreaming guidelines developed 	NAB Sec and CCDRR Stakeholders	2026-2030 (Ongoing)	Whether CCDRR stakeholders have major impacts on CCDRR Implementation in-country while the effectiveness should be based mainly on the budget and funding sources able for stakeholders to roll out CCDRR initiatives. Stakeholder collaboration should be very critical in the mainstreaming of CCDRR.
Undertake environment and conservation legislative reviews	<ul style="list-style-type: none"> Amend of *EPC Act Part 4 Division 1 Bio-prospecting (ABS) and develop regulation to ensure Vanuatu is Nagoya compliant and include BAC functions *CITES Act gazetted CITES regulation signed *National Parks Act *Wild Birds Protection Act * Specified Species Regulation * Legal mechanisms to protect Mangrove ecosystems *Waste Management Act Development of: * PSS Regulation and implementing Documents *Chemical Safety Act * Waste Water Regulations 	DEPC	2026-2030 (Ongoing)	An amendment for the Waste Management Regulation is currently being done and submitted to State law last year CITIES – ongoing review to be confirmed with Tom
Support the development and implementation of the Displacement Policy Implementation Plan	<ul style="list-style-type: none"> Implementation of the Displacement Policy 	NDMO/MoIA/ DoCC/ NAB Sec	2026 - 2030	Consultation is done with regard to sector-specific activities of the implementation plan of the Displacement Policy.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Implementation of the National Environment Policy and Implementation Plan (NEPIP) policy objectives	<ul style="list-style-type: none"> At least 1 target of each of the 7 policy objectives 	DEPC	2026 - 2030	Ensure successful implementation by securing adequate funding, coordinating across agencies, and monitoring progress against each policy objective.
Implementation of the reviewed National Invasive Strategy and Action Plan (NISSAP)	<ul style="list-style-type: none"> 50 % of NISSAP target achieved 	DEPC, Biosecurity and partners	2026-2030	Ensure progress by securing funding, strengthening inter-agency coordination, and monitoring implementation milestones regularly
Implementation and review and update the National Waste Management and Pollution Control strategy and implementation Plan	<ul style="list-style-type: none"> 1 	DEPC and Partners	2026 - 2030	Avoid delays by allocating resources early, engaging stakeholders, and aligning updates with national priorities
Develop the National Hazardous Waste Strategy and Implementation Plan	<ul style="list-style-type: none"> 1 	DEPC and Partners	2026 - 2030	Mitigate risks by ensuring technical expertise, stakeholder consultation, and timely approval of the strategy.
Review and Approve the Nation Disaster Waste Management Plan	<ul style="list-style-type: none"> 1 	DEPC and partners	2026 - 2030	Facilitate approval by conducting thorough consultations, addressing compliance requirements, and securing necessary endorsements.
Implement the National Biodiversity Strategy and Action Plan.	<ul style="list-style-type: none"> 80% of NBSAP activities achieved 	DEPC, MOCC, DOWR, DOF, NAB Sec, Oceans and other relevant Agencies and partners.		Achieve targets by mobilizing resources, fostering collaboration among agencies, and tracking progress through regular reporting.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Implementation of the Vanuatu Carbon Cooperation Framework	<ul style="list-style-type: none"> Institutional Strengthening Establishment of the Carbon Market Unit Establish Carbon Registry At least 1 Carbon Market project 	DoCC/ DoE/ DEPC/ DoF and other Private Sectors	2026 - 2030	Lack of Private Sector Participation/ Political Instability/ Change of Leadership/ Staff Turnover
Develop and implement relevant policies to address issues related to disasters and emergencies.	<ul style="list-style-type: none"> Implement and monitor DRF policy and Displacement policy Develop Research and Development policy 		2026-2030	Ensure timely policy development and monitoring by engaging stakeholders early, securing resources, and aligning with national priorities
Promote the mainstreaming of disaster risk reductions and climate change in all government policy development	<ul style="list-style-type: none"> Strengthen strategic planning and reporting 	NDMO	2026-2030	Mitigate gaps by integrating DRR and climate considerations into planning processes and providing capacity-building for policy developers
Strengthen strategic planning and reporting	<ul style="list-style-type: none"> Corporate Plan reviewed and develop beyond 2030 corporate plan Business Plan annually reviewed & share with partners 	NDMO & CSU	2026-2030	Avoid delays by reviewing plans regularly, engaging partners, and aligning corporate and business plans with long-term objectives
NERM Review	<ul style="list-style-type: none"> NERM 2026-2030 review complete 	DoE and MoCC	2026	Ensure timely review by allocating resources early, engaging stakeholders, and aligning with national energy priorities.
Electrical Works Safety Regulation	<ul style="list-style-type: none"> Regulation Gazetted 	DoE	2026	Ensure timely review by allocating resources early, engaging stakeholders, and aligning with national energy priorities.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Electricity Supply Act Regulation	<ul style="list-style-type: none"> Regulation Gazetted 	DoE	2026	Facilitate gazettal by coordinating with legal authorities, addressing compliance requirements, and maintaining stakeholder engagement.
Energy Efficiency Act Regulation	<ul style="list-style-type: none"> Regulation Gazetted 	DoE	2026	Mitigate risks by ensuring technical expertise, conducting stakeholder consultations, and aligning with international best practices.
Petroleum Act	<ul style="list-style-type: none"> Act Gazetted 	DoE	2026	Ensure smooth gazettal by completing legal reviews, addressing environmental concerns, and securing government endorsement
Battery Regulation	<ul style="list-style-type: none"> Regulation Gazetted 	DoE and DEPC	2026	Avoid delays by engaging technical experts, consulting stakeholders, and ensuring alignment with hazardous waste management standards.
Implementation of the National Loss and Damage Policy and Policy Implementation Workplan	<ul style="list-style-type: none"> Implement and monitor the LD Policy Implementation Plan across relevant sectors and partners 	MoCC and other stakeholders	2026 - 2030	Ensure timely implementation of the Policy.

Sub program 2.2 Strengthening Coordination Mechanisms

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Review and harmonize Early warning SOP between VMGD and related stakeholders.	<ul style="list-style-type: none"> 2 operational SOP in place annually 	VMGD & stakeholders	2026 - 2030	Capacity to develop relevant SOP and ensure effective partnership merged with related stakeholders
Coordinate MoCC relevant Departments to provide support and information on land lease as needed to promote resilient infrastructure standards/codes	<ul style="list-style-type: none"> At least 5 or more supports provided 	VMGD, CSU, NAB Sec, Geo- Hazard Departments	2026-2030 (ongoing)	Lack of awareness to stakeholders and the public on this support mechanism resulting in not many accessing this service. Need more awareness on these services to everyone. No baseline data all over Vanuatu
The NAB processes is understood by stakeholders	<ul style="list-style-type: none"> 2 outreach events to stakeholders 	NAB Sec, Donors, stakeholders	2026 - 2030	NAB Endorsement Processes are not prioritized/respected by project developers/donors To review Part 3 of the MHGCC Act to specifically clear the NAB endorsement processes as a mandate for everyone to adhere to or to comply with
Provision of sound CC advice to the Government through briefings with Minister, DCO meetings, national, regional or international meetings and reports	<ul style="list-style-type: none"> 10 Briefing with Minister 5 SMIR 5 DCO meetings 10 Climate Change paper reported 	CSU and departments	2026-2030	Political interference
Support and coordinate internal Climate Change Projects through existing CCDRR processes and endorsement	<ul style="list-style-type: none"> Project Reports to CSU/DG Offices # of projects screened and endorsed 	MoCC Departments CSU/DG's office	2026 - 2030	Delay in Procurements and awarding of contracts

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support and coordinate other projects within Ministry that are not related to CCDRR(Geo-projects and Energy projects)	<ul style="list-style-type: none"> # of project screened endorsed # reports 	CSU, MoCC Dept.	2026-2030	Ensure smooth coordination by establishing clear screening processes, maintaining timely reporting, and engaging stakeholders early for endorsement.
Strengthening decentralization of MoCC in the Province	<ul style="list-style-type: none"> Increase # of staffs in the Province Infrastructure and necessary resources in the Province Delegation of Authorization 	MoCC and Departments	2026 - 2030	Limited presence and service delivery within the province
Strengthened NAB and its Secretariat through NPP to coordinate, manage, and report on CCDRR issues	<ul style="list-style-type: none"> 2 NPPs approved to support NAB activities 	NAB Sec Team, Finance Manager	2026-2030 (Ongoing)	Depend on the approval by the COM and MFEM on any NPP applications. NPP to sufficiently meet NAB Sec functions with a budget spending reflecting the smooth implementation on yearly Business Plans
Seek PPP (Public Private Partnerships) initiatives (where cost effective) to deliver CCDRR initiatives	<ul style="list-style-type: none"> 3 MoU Signed 	MoCC, Public and Private Sector	Ongoing	Lack of proper and better coordination and outreach activities will affect the delivery of such activities
Strengthened the Biodiversity Advisory Council secretariat under EPC Act Part 4 Division to ensure coordination and implementation of Biodiversity related conventions (Ramsar Convention, CITES, UNCCD), agreements and finance mechanism.	<ul style="list-style-type: none"> # of Concept notes approved by BAC for Biodiversity projects # of National Reports Endorsed and submitted (UNCBD, UNCCD, Ramsar Convention and CITES, BBNJ) # of Research Application approved # of Biodiversity Finance Coordination meetings # of NPP submitted to support BAC secretariat activities 	DEPC, MOCC and Relevant stakeholders	ongoing	Available funds for meetings

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
<p>Ensure MoCC attendance on critical meetings (regional, international CC & DRR meetings, UNCCBD, BRS, Minimata, Ramsar and CITES) with funds budgeted</p> <p>National Disaster Committee (NDC) and its secretariat are operational and resourced</p>	<ul style="list-style-type: none"> • 10 of internal meetings • 5 of reports/minutes provided with acquittals completed 	MoCC Departments, CSU, and NAB Sec Team	2026-2030	Funds are available to attend such meetings internationally.
<p>Establish and operationalize a DRM governance framework at the Provincial, Municipal, Sub-provincial levels</p>	<ul style="list-style-type: none"> • National Disaster Committee (NDC) and its secretariat are operational and resourced • 100% of Provincial Disaster and Climate Change Committees (PDCCC) established and registered (including updates). • 50% of Municipal Disaster and Climate Change Committees (MDCCC) established and registered (including updates). • 30% of Sub-Provincial disaster coordination structure established and registered (including updates) • Terms of Reference (ToR) and induction training developed for each level. • Induction training conducted for 100% of committee members. • "PDCCC and MDCCC secretariate unit" under NDMO is setup, resourced and operational for each province • Support the implementation of the functions of the PDCCC and MDCCC 	NDMO	ongoing	Ensure operational continuity by securing resources, maintaining regular meetings, and providing ongoing support to the NDC and its secretariat.
<p>Establish and operationalize a DRM governance framework at the Provincial, Municipal, Sub-provincial levels</p>	<ul style="list-style-type: none"> • 100% of Provincial Disaster and Climate Change Committees (PDCCC) established and registered (including updates). • 50% of Municipal Disaster and Climate Change Committees (MDCCC) established and registered (including updates). • 30% of Sub-Provincial disaster coordination structure established and registered (including updates) • Terms of Reference (ToR) and induction training developed for each level. • Induction training conducted for 100% of committee members. • "PDCCC and MDCCC secretariate unit" under NDMO is setup, resourced and operational for each province • Support the implementation of the functions of the PDCCC and MDCCC 	NDMO with support of partners	2026-2030	Ensure timely establishment by engaging local authorities, providing induction training, and securing resources for governance structures at all levels

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Strengthen disaster risk management (DRM) governance at the community level.	<ul style="list-style-type: none"> Strengthen disaster risk management (DRM) governance at the community level. 	NDMO with support of partners	2026-2030	Ensure effective governance by engaging communities, providing training, and allocating resources for local DRM structures
National Cluster Framework coordination	<ul style="list-style-type: none"> 1 National Cluster framework ToR developed and disseminated to Cluster members Support the structuration of develop of new Cluster (National, maritime and urban search and rescue, business resilience) Support National Cluster leads in the development of ToR and other documents required by the National Cluster framework TOR including Sectoral response plans 	NDMO	2026-2030	Avoid delays by finalizing ToRs, supporting cluster structuring, and maintaining regular engagement with cluster leads and members.

Sub program 2.3 Legal & Regulatory Reforms

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Review and separation of Legislative Act of meteorology, Climate Change and Geological Hazards	<p>Gazetted Meteorology Act</p> <p>Geological Hazards Act</p> <p>Climate Change Act</p> <p>MoCC Administrative Legislation</p> <ul style="list-style-type: none"> • Complete Consultations • Drafting Instructions • Separation of Acts • COMS Endorsement • Bill Presented in Parliament 	VMGD, MoCC, OAG and DSSPAC	2026-2030	No clear Mandates Overlaps and gaps on responsibilities and functions
Review, amend and establish energy legislative and regulatory frameworks	<ul style="list-style-type: none"> • Amendment of the electricity supply act, Petroleum Safety Bill, Renewable Energy Bill, Energy Efficiency Act and Electricity Work Safety Bill 	DoE, MoCC, OAG, Energy Stakeholders	2030	Delays in legislative approval will be mitigated by early stakeholder consultations and clear timelines for drafting and review.
Ensure amendment of MoCC Act	<ul style="list-style-type: none"> • Amendment and review of current Meteorology, Geological and climate change Act of 2016 	CSU and departments	2026-2030	Timeframe and processes
Process environmental cases and proceed to court in a timely manner.	<ul style="list-style-type: none"> • At least 2 environmental cases proceeding at court per year; 1 case successfully processed per year 	DEPC and SLO	2026-2030 (Ongoing)	Delays due to insufficient evidence will be mitigated by strengthening investigation processes and improving evidence collection standards.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Legislation Implementation DRM Act	<ul style="list-style-type: none"> Develop implementation plan Develop monitoring tool 	NDMO & CSU	2026-2030	Ensure effective implementation by developing clear plans, monitoring tools, and engaging stakeholders for compliance
Support the mainstream of Disaster and emergency in all relevant Legislation	<ul style="list-style-type: none"> Participation in consultations organized by other government agencies 	NDMO & CSU	2026-2030	Mitigate gaps by actively participating in consultations and advocating for DRM integration in legislative processes

Sub program 2.4 Gender and Inclusion Mainstreaming

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Ensure Response Plans take gender, PLWD and vulnerable groups into consideration	<ul style="list-style-type: none"> 100% of response plan with gender and social inclusion consideration 	NDMO and DWA	2026-2030	For disaster response, gender clusters will play a major role to ensure impacts are felt equally at all levels of society. Again, this engulfs on the notion to prioritise to facilitate the establishment gender of cluster.
Ensure CDCCC have women and vulnerable group represented and have durable solutions	<ul style="list-style-type: none"> At least 1 member of vulnerable groups represented in all CDCCC 50% women in leadership roles in CDCCC as reported by provinces 	NDMO, DRR stakeholders and projects implementors	2026-2030	Depends on the willingness and support given by communities due to safety. A good awareness on the importance and benefits of equal membership to communities will help people understand better. The fulfilment of this activity will depend on the approval of the community and willingness for women to take up these roles. A good awareness and advocate for women's involvement in CDCCC is paramount

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support women empowerment through participation in leadership training and International Women's Day event	<ul style="list-style-type: none"> Attend at least 2 events and training and report At least 2 women in a leadership position 	CSU, HRM, and MoCC Departments	2026-2030 (Ongoing)	Depending on the availability of such training and training approval from PSC may result otherwise. To have more engagement with the DWA to access such training
MoCC Policies, Strategies, frameworks, and Plans are mainstreaming gender and align with 2017 National Gender Equality Policy	<ul style="list-style-type: none"> Annual report mentioned activities that support gender A gender institutional analysis for MoCC Report Disability access infrastructure for MoCC buildings 	CSU and MoCC Departments	2026 and onwards	Business Plans are not prioritizing this activity while focus more on other priorities. The need to include Gender mainstreaming activities clearly in future BPs
Support the Ministry of Justice to strengthen the coordination and mainstreaming of disaster risk management and climate change adaptation measures that are gender-responsive, inclusive of indigenous knowledge systems, and respectful of human rights.	<ul style="list-style-type: none"> Review the name and structure of the Gender & Protection Cluster to ensure it reflects the diversity of groups represented within the Ministry, including chiefs, churches, youth, women, the judiciary, persons with disabilities, and human rights bodies. Participation in consultations organized by other government agencies 	All departments	Ongoing	Ensure inclusivity by engaging diverse stakeholders, integrating indigenous knowledge, and aligning with human rights principles during consultations
Ensure all DRM and response plans address the specific needs of vulnerable populations such as children, the elderly, and persons with disabilities.	<ul style="list-style-type: none"> Centralize assessment reports, research, and inclusive data with the NDMO repository Support Ministry of Justice to establish a monitoring and evaluation mechanism progress of Gender and protection mainstream 	NAB/NDMO	Ongoing	Mitigate gaps by centralizing inclusive data, supporting monitoring mechanisms, and embedding protection measures in all plans

Program 3 Administration, Resource and Support Services

Objectives	Outcome	NSDP Indicator
Resource and enable climate institutions with skilled staff, sound PFM/procurement, enforcement capacity, performance M&E, and resilient infrastructure/ICT.	Filled critical posts; compliant procurement; routine compliance audits; ADR-ready M&E datasets; upgraded offices, data centres and communications in provincial hubs	SOC 6 A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu
		ECO 2 An inclusive, equitable and quality education system with life-long learning for all

Sub program 3.1 Human Resources Management

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support development of technical engagement & skills by supporting Work Placement, Cadetships, and Internships	<ul style="list-style-type: none"> At least 30 people work Placement, Cadetships, Internships and volunteer and technical adviser. 	VIPAM, MoCC Departments	2026-2030	Intake based on interest of candidates and approval from VIPAM and MoCC for attachment
Support and participate in relevant Open Days, courses, mentoring programs.	<ul style="list-style-type: none"> 5 CCDRR, Environment, Energy, Meteorology, Geohazards event annually 	CSU and MoCC Departments	2026-2030	Natural disasters, Budget
Implementation of MoCC Re-structure	<ul style="list-style-type: none"> Facilitate new restructure submissions Restructure submission approval Implementation of new structure Establishment of Geo-Hazard department 	CSU and MoCC Departments	2026-2030	A fully fledged MoCC restructure will depend on the PSC process for review and approval.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Seek Donor funding to support restructure	<ul style="list-style-type: none"> 1 officers per year 	GSU and MoCC Departments	2026-2030	<ul style="list-style-type: none"> Donor Reprioritize (Natural Disaster) Delay in MoCC respond to donor request
Track annually # of MoCC staff receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement & Succession Planning	<ul style="list-style-type: none"> 20 staff receiving different qualifications. 	MoCC departments	2026-2030	MCCA HR strategy plans, Retirement and Succession Plan will affect operations limited HR supports to provide services Lack of skills
MoCC to ensure that staff welfare is prioritized	<ul style="list-style-type: none"> 100% MoCC staff benefits and entitlements 	MoCC departments	2026-2030	unresolve claims maybe come ministries liability
Implement HRD Plan	<ul style="list-style-type: none"> 90% Progress of HRDP 	MoCC Departments	2026 - 2030	No Budget no Training/Capacity Building
Support MoCC GRT implementation	<ul style="list-style-type: none"> 100% GRT implement 	MoCC	2026- 2030	Ensure full implementation by providing technical support, monitoring progress, and engaging stakeholders consistently
Support MoCC recruitment Plan	<ul style="list-style-type: none"> # of staff recruited per year 	MoCC	2026-2030	Avoid staffing gaps by aligning recruitment with annual targets, securing budget approval, and streamlining hiring processes.
Strengthened operational management systems at national level by having enough staff and resources.	<ul style="list-style-type: none"> 100% of current structure implemented and 95% of resources allocated 	National level	2023-2024	The likelihood for this activity to be achieved depends on the process and approval of the HRD plan.
NDMO structure reviewed, implemented, and resourced	<ul style="list-style-type: none"> Implement the approved 2025 structure by recruiting staff and allocating the required resources. Submit the second phase of the structural review 	NDMO	2026 - 2030	Ensure successful implementation by securing resources, recruiting staff promptly, and completing the second phase of structural review on time.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support the establishment of the staff wellbeing, health and safety policy and provisions	<ul style="list-style-type: none"> Participated in the consultation process for the development of the Staff Welfare Policy and its implementation plan 	NDMO & CSU	2026 - 2030	Mitigate delays by actively participating in consultations and aligning the policy with organizational needs and compliance standards
NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement & Succession Planning	<ul style="list-style-type: none"> Succession Plan (HR Development Plan). 10 NDMO staff members receiving various qualifications. PACIMS (Pacific Incident Management Systems). Training of Trainers in DRM (micro-qualification). At least 2 officers participate in an International Exchange Program. 	NDMO & CSU	2026 - 2030	Ensure capacity-building by scheduling training, securing funding, and supporting staff participation in exchange programs and qualifications.
Support development of technical engagement & skills by supporting work placement, Cadetships and Internships, International Volunteer and Technical adviser	<ul style="list-style-type: none"> At least 1 work Placement and 1 secondment 4 Cadetships and 4 Internships 1 Volunteer 1 Technical Adviser 	NDMO & CSU	2026 - 2030	Ensure successful implementation by securing funding, engaging partners for placements, and maintaining clear agreements for cadetships, internships, and volunteer roles

Sub program 3.2 Finance and Procurement

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support improved revenue generation potential across Departments	<ul style="list-style-type: none"> Total revenue collection from MoCC 35VUV Million per year (likely to increase based on revenue from landing fees based on regulation order signed 2025) 	MoCC and departments	2026- 2030	<ul style="list-style-type: none"> Not meeting Revenue target as per regulation Limited ability to seek additional funding support from the government
Facilitate Budget submissions, Budget supplementary and NPP's and facilitate procurement CTB request and CTB meetings	<ul style="list-style-type: none"> Timely submission of complete budget documents and CTB request packages; CTB meetings scheduled and decisions communicated promptly 	Finance Officers- MoCC and MFEM	2026-2030	Ensure timely budget and procurement processes by maintaining clear timelines, engaging relevant committees early, and preparing complete documentation for CTB requests and meetings.
Strengthened Financial management, Asset management capacity and auditing mechanisms	<ul style="list-style-type: none"> Annual financial, asset and auditing report 	MoCC departments	2026 - 2030	The likelihood for this activity to be achieved depends on the management of financial resources and the approval to conduct audits on financial support to MoCC especially during disaster events
Track proportion of MoCCA spending expensed in provincial initiatives (projects, emergency response infrastructure & staffing	<ul style="list-style-type: none"> Total funds allocated to 6 provinces 	MCCA, DOF, and MCCA Departments	2026-2030	Requires annually from each MoCC Department Finance Officer to submit budget expenditures/recording.
Climate Change Budget Tagging	<ul style="list-style-type: none"> Implementation of Budget Tagging activity across whole of government sectors 	MOCC/ DoCC/ MFEM	2026	Government System hacked/ Workload vs Competing Priorities
Lead and Support the implementation of Climate Flexible Financing	<ul style="list-style-type: none"> Programming Finance Allocations Financial Reports Procurement Plan 	DoCC and Partners	2026 - 2030	Coordination/ Delay in Procurement Processes/ New Financial Rules and Regulations Introduced
Strengthened Financial management and auditing mechanisms	<ul style="list-style-type: none"> Annual financial and auditing report 	NDMO	2026 - 2030	Risk of delays due to limited capacity mitigated by staff training, clear procedures, and use of digital tools for timely reporting.

Sub program 3.3 Compliance and Enforcement

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Operationalization of New Geo-Hazards Department	<ul style="list-style-type: none"> 100% of geo-hazards staff transferred from current VMGD structure to new Geological hazards department structure 	Geo-hazard, CSU & PSC	2022 - 2026	<ul style="list-style-type: none"> PSC process should affect timelines for this activity to be implemented
Undertake MoCC compliance	<ul style="list-style-type: none"> Yearly Implementation of Legislative Plan 	MoCC department, Internal Audit and Audit Office	2026- 2030	<ul style="list-style-type: none"> High rate of non - compliance resulting in litigation
Strengthen working relationships with stakeholders in implementing their environment laws/ regulations.	<ul style="list-style-type: none"> 500 permits annually 	DEPC and regulative stakeholders	2026-2030 (ongoing)	<ul style="list-style-type: none"> Weak coordination mitigated by regular stakeholder meetings and clear communication protocols.
Conduct annual Monitoring and Compliance on existing Environmental Permits (EPs)	<ul style="list-style-type: none"> 2 annual monitoring and compliance reports 	DEPC Key Government Regulatory Departments.	2026-2030 Ongoing	<ul style="list-style-type: none"> Incomplete data mitigated by scheduled inspections and standardized reporting templates.
Prompt action on non-compliance issue	<ul style="list-style-type: none"> 3 Stop Work notice issue and 3 penalty issued annually 	DEPC Key Government Regulatory Departments	2026-2030 ongoing	<ul style="list-style-type: none"> Lack of effective compliance and coordination between different agencies.
Promote and increase National Environmental Crime Reports.	<ul style="list-style-type: none"> 1 Biannually environmental crime reports published and issued. 	DEPC SCO	2026 - 2030	<ul style="list-style-type: none"> Underreporting mitigated by public awareness campaigns and collaboration with enforcement agencies.

Sub program 3.4 Performance Monitoring and Evaluation Support

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Strengthen MoCC planning and reporting for service delivery	<ul style="list-style-type: none"> 5 Annual Business Plan 5 Annual Reports 5 Annual Development Reports 	MoCC and departments; DSPPAC and PSC/PIU	2026 - 2030	<ul style="list-style-type: none"> Delays mitigated by clear timelines, dedicated planning teams, and regular progress reviews.
Ensure MoCC monitoring and evaluation of performance of the Ministry against NSDP and policy	<ul style="list-style-type: none"> MoCC evaluation Report 	MoCC	2026 - 2030	<ul style="list-style-type: none"> Incomplete evaluation mitigated by standardized M&E framework and timely data collection.
MoCC departments to conduct planning, periodic review, and ongoing implementation of policies, strategic plans, business plans and annual work plans	<ul style="list-style-type: none"> 12 workshops (planning, review, reflection) / 2 per Departments 	MoCC Departments	2026-2030	<ul style="list-style-type: none"> Poor coordination due to time and budget constraints mitigated by early scheduling and resource allocation.
Implementation, Monitoring and Evaluation of NERM	<ul style="list-style-type: none"> % of NERM achieved to date 	DoE, DEPC, DoCC, Stakeholders and Donor partners	2022- 2030	<ul style="list-style-type: none"> Slow progress mitigated by stakeholder engagement and donor coordination.
Strengthen MoCC M&E & Communications systems	<ul style="list-style-type: none"> M&E/Coms network and system operational 	CSU and MoCC Departments	2026-2030	<ul style="list-style-type: none"> Unclear roles mitigated by assigning proactive M&E focal points and clarifying JD responsibilities.
Implement a staff performance monitoring and evaluation system to strengthen reporting mechanisms and improve accountability within the NDMO.	<ul style="list-style-type: none"> 100% of work plan and report submitted on time Business plan M&E up to date 	NDMO Ongoing	2026-2030	<ul style="list-style-type: none"> Non-compliance mitigated by automated reminders and linking performance to accountability measures.

Sub program 3.5 Infrastructure

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Sustainability and Maintenance of existing Community Climate center in all provinces of Vanuatu	<ul style="list-style-type: none"> 9 Community Climate Centers operational and maintained in all 6 provinces 	VMGD, VanKIRAP project, Department of Local Authorities	2026 - 2030	Sustainability of these centers after the project ends. An exit strategy must be developed with a proposed operational budget to be submitted for government considerations.
Sustainability and Maintenance of Ocean/wave buoys to increase land and ocean data collections and coverage	<ul style="list-style-type: none"> 8 Ocean/wave buoys installed and operational across province 21 Automatic Weather Stations installed and operational ARG- 	VMGD	2026 - 2030	Availability of financial resources should affect timelines for implementations
Resource Provincial Extension Services including Infrastructure and resource	<ul style="list-style-type: none"> Established provincial extension services 	MoCC departments	2026-2030	Delay in internal process and funding availability, services not reaching rural areas
New MoCC CSU/Cabinet Building, Storage, Archive	<ul style="list-style-type: none"> New building 	MoCC/CSU	2026 - 2027	<ul style="list-style-type: none"> Over crowded Working environment not conducive
Participate in the design of Vanuatu Government Infrastructure priorities for the next 15 years	<ul style="list-style-type: none"> Integrate risk considerations into every infrastructure projects to make it more resilient Identify infrastructure project to support response logistics (ports, airports, roads) Identify relevant mitigation projects (dams, reinforcements) to protect vital infrastructure from hazard impacts. Support the development of Evacuation centers according to the preset guidelines 	NDMO, Land dep, CSU, MIPU	2026-2030	Poor integration of resilience mitigated by early involvement of technical experts and adherence to national guidelines.
Planning of NDMO support infrastructure	<ul style="list-style-type: none"> 1 National Office (including EOCs and warehouses): Land allocated, design completed, and funding secured 1 Shefa Provincial Office: Land allocated, design completed, and funding secured 5 Provincial Offices: To be renovated 6 Provincial Warehouses: Land allocated, design completed, and funding secured 	NDMO, Land dep, CSU, MIPU	2026-2030	Delays due to land and funding issues mitigated by early land negotiations and proactive donor engagement.

Program 4 Mobilising Finance and Enabling Conditions

Objectives	Outcome	NSDP Indicator
Operationalise national systems to attract, manage and account for climate/disaster/biodiversity financing, and stand-up loss-and-damage instruments and a green energy window.	Accredited/supported entities; approved pipelines (GCF/AF/GEF); functioning L&D financing framework (insurance/contingent instruments); disbursements to renewable & biodiversity projects; DRF mechanisms integrated with national disaster arrangements.	ENV 3.5 Access available financing for climate change adaptation and disaster risk management ECO 1 A nation based on traditional governance and Christian principles, which underpin our culture and continue to bestow life skills and knowledge to future generation

Sub program 4.1 National Climate Finance Roadmap 2026 - 2030

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
To implement the National Climate Finance Roadmap and ensure its implementation to achieve direct access to accreditation	<ul style="list-style-type: none"> CFRM implementation Report on activities implemented 50% of the CF roadmap implemented. At least 1 of the climate and disaster projects/program finance funds to which the Vanuatu Government is formally accredited Implementation of the CF Road Map 2026-2030 	NAB Sec Manager, NAB CFWG, Stakeholders, donor	2026-2030	Lack of relevant resources (finance and human resources)

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Established and strengthened relationships with national, regional, and international partners to secure finance for community programs and activities through external support	<ul style="list-style-type: none"> 2 of the MoU/agreements signs 1 partnership established Up to 3 of consultation meetings held Total amount of climate and disaster funds secured At least 3 projects developed 	GCF NDA, GEF Focal Points, NAB Sec Team, Donor, stakeholders	Ongoing	Disaster can cause hindrance to travelling to allow for more effective collaborations and dialogues. To maintain continuous collaboration
Tracking & reporting of CC & DRR spending funds by donors to Gov agencies by liaising with MFEM & DSPPAC to track fund flows of CC and DRR donor funding	<ul style="list-style-type: none"> Proportion of annual spending on climate change and DRR by donors to Gov agencies 	CSU FM, SA DSPPAC, AE Finance, GCF NDA, NAB Sec	Ongoing	The likely success of this activity will depend on the good collaboration between MFEM and DSPPAC on sharing finance data/information with MoCC upon request. A well-established tracking and reporting system on climate and disaster financing is to be in place.
Strengthen, support & collaborate with national and multi sectors through NAB coordination to incorporate CC and DRR into annual budgets	<ul style="list-style-type: none"> 4 agencies/sectors have allocated budgets for CC/DRR activities 	NAB Sec, Government Sectors, and Multi-sector agencies	2026-2030	This will depend on the successful collaboration as sectors have other priorities. More consultation and awareness on this are needed in sectors

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Facilitate, coordinate and support the implementation of the Climate Finance Working Group work plan to progress Climate Finance initiatives such as the Tracking Tool to enable MFEM and DSPPAC to track funding stream targets.	<ul style="list-style-type: none"> At least 2 of the funding streams listed in the tracking tool Review of the GCF Country Program Implementation of GCF Country Program Cost-benefit analysis to RIO Conventions – Conference of the Parties (COPs) At least 2 activities to utilize climate and disaster finance from donors and CC facilities for community programs and activities reported 	NAB Sec, CFWG, MFEM, DEPPAC, donor Review of the GCF Country Program	2026 - 2030	Projects' developers do not inform NAB of their project's developments through the NAB Endorsement process. For all project developers to comply with the NAB Project Endorsement process
Support and strengthen institutional frameworks, NAB and its Working Groups to facilitate, advocate, guide and implement all Climate Finance strategies, frameworks and roadmaps to better access Climate and disaster finances	<ul style="list-style-type: none"> At least 10 NAB working groups meetings considering CF matters 10 reports on CF implementation activities 	NAB Sec, NAB Working Groups, MFEM, DEPPAC, donors, partners	Ongoing	Depend on the ongoing participation of WG members in meetings To strengthen Working Group's participation in meetings
Utilise NAB Secretariat and NAB Working Groups support to meet Vanuatu Coordination Mechanisms for Approving Project Proposals for External Development Assistance and Climate Finance requirements	<ul style="list-style-type: none"> at least one multilateral climate fund by 2025 	MoCC (CSU/NAB Sec), MFEM, DSPPAC	2026-2030	Depends on the commitment shown by MFEM and DSPPAC to enforce and support this activity. To consider actioning recommendations in the Assessment Report on coordination mechanisms in Vanuatu
Support harmonisation, utilisation and reporting for donor funding through effective management and reporting, especially CC funds, supported through proactive NAB working groups, the NAB online portal and other mechanisms	<ul style="list-style-type: none"> 4 full size projects supported, endorsed by NAB and upload to portal 4 NAB Project Screening Committee meetings 6 monthly reports on total funding allocated to climate change projects 	NAB Sec, NAB PSC, NAB Members, CSU	By 2025 – ongoing activities	Donor requirements and budget lines versus national priorities and needs. To host partners' dialogue to ensure donors are aware of national priorities and needs in CC and DRR

Sub program 4.2 Accessing Climate Finance Mechanisms (GEF, GCF, AF) - National Climate Finance Country Program 2026 - 2030

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
To implement the National Climate Finance Country Program and ensure effective and timely implementation to support sectors access to climate finance through mitigation and adaptation projects in Vanuatu.	<ul style="list-style-type: none"> NCFCP implementation Report on activities implemented 50% of the Country Program implemented. Access at least 30% of the total costed amount of the CP for Vanuatu Implementation of the CF Road Map 2026-2030 	DG, NAB Sec, DoCC, NAB CFWG, MFEM, Stakeholders,	2026-2030	Lack of relevant resources (finance and human resources)
To finalise the development and implementation of the Multi-year Readiness Proposal targeting GCF to support Project development capacity from sectors to access CF in Vanuatu.	<ul style="list-style-type: none"> At least 2 CF Project Development workshops/ training conducted for sectors. At least 2 projects developed by sectors to access CF and implement the NCFCP project ideas. 	DoCC Finance Officer, NAB Sec, MFEM and Stakeholder	2026 - 2030	Delays in accessing funds mitigated by early engagement with funding agencies and maintaining compliance with eligibility requirements.
Support the progress of reviewing the NIE Roadmap and their implementation by supporting and strengthening institutional frameworks	<ul style="list-style-type: none"> NIE Road Map reviewed and Report on activities implemented 	NAB, DOCC	2026-2030	Lack of better understanding, processes and systems in place will affect the realisation of this activity
Utilise CPEIR/Climate Finance Review and Climate Finance Roadmap frameworks to progress Vanuatu's NIE to the Adaptation Fund status to secure direct access to Climate Change funding	<ul style="list-style-type: none"> Adaptation Fund NIE status obtained 	DoCC, NAB and stakeholders	2026	Availability of proper resources and time will affect the realisation of this activity
Support MFEM in its operations as the Direct Access Entity to the GCF to allow direct accreditation for government, local private sector and civil society agencies	At least one project proposal submitted by MFEM			

Sub program 4.3 Loss and Damage Fund

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Ensure smooth and timely access to the Fund to Respond to Loss and Damage (FRLD)	<ul style="list-style-type: none"> At least 1 Project access Loss and Damage Financing and total funding 	DoCC Finance Officer, NAB Sec, MFEM and Stakeholder	2026 - 2030	Delays in accessing funds mitigated by early engagement with funding agencies and maintaining compliance with eligibility requirements.
Implementation of the National L&D Fund Development Project	<ul style="list-style-type: none"> Fund established and launched The NLDF received at least 10% of targeted funds from the Government and donors 	GSU, DoCC, MFEM & Partners	2026 - 2028	delays due to capacity challenges mitigated by technical assistance and phased implementation.
Implementation of BOLD Project	<ul style="list-style-type: none"> Project Progress report 	DoCC & Partners	2026 - 2030	Coordination and finance issues mitigated by clear governance structure and timely resource allocation.
Implementation of C-CAF Projects	<ul style="list-style-type: none"> Project progress report 	DoCC & Partners	2026 - 2027	Community coordination and financial delivery challenges mitigated by strong local engagement and transparent funding modalities.
Implementation of the National Loss and Damage Policy Implementation Framework	<ul style="list-style-type: none"> Access at least 30% of the total costed amount of the NLDP Implementation Framework for Vanuatu 	CSU, DoCC, MFEM and donors	2026 - 2030	Funding delays mitigated by compliance with donor requirements and other priorities focus.

Sub program 4.4 National Green Energy Fund

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Accreditation to GCF	<ul style="list-style-type: none"> Formal nominations by the GCF NDA To conduct the pre-screening process Development of full application to GCF At least one project proposal submitted by NGEF as DAE to GCF 	NGEF, NAB Sec and DOE	2026 - 2030	Human resource and institutional capacity

Sub program 4.5 Biodiversity Finance

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Develop and operationalise a national biodiversity finance framework including finance diagnostics (BER, FNA), development of a Biodiversity Finance Plan, and establishment of financing mechanisms (e.g. Trust Fund, PES, biodiversity offsets, eco-levies) to support NBSAP implementation	<ul style="list-style-type: none"> National Biodiversity Finance Framework established; Biodiversity Finance Plan approved; At least 2 financing mechanisms operational 	DEPC, MFEM, NAB Secretariat, BAC, Development Partners	2026-2030	Limited technical capacity and coordination challenges mitigated through technical assistance, early stakeholder engagement and clear institutional roles
Strengthen resource mobilization through partnerships with national, regional and international partners including private sector engagement	<ul style="list-style-type: none"> At least 3 partnership agreements or financing arrangements secured; Increase in biodiversity financing (public and private) 	DEPC, NAB Secretariat, MFEM, Development Partners, Private Sector	2026-2030 (Ongoing)	Limited donor and private sector engagement mitigated through proactive outreach, investment cases and transparent reporting
Develop and implement bankable biodiversity projects aligned with NBSAP priorities	<ul style="list-style-type: none"> At least 2 biodiversity projects developed and submitted for funding (GEF, GCF, BIOFIN and other sources) 	DEPC, NAB Secretariat, MFEM, Stakeholders	2026-2030	Weak project pipeline mitigated through capacity building and early concept development support

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Integrate biodiversity finance into national budgeting, planning and reporting systems including expansion of Climate Budget Tagging to include biodiversity	<ul style="list-style-type: none"> Biodiversity expenditure tracked annually within national budget systems and reported through NSDP ADR 	MFEM, DEPC, NAB Secretariat, DSPAC	2026–2030	Data gaps and coordination challenges mitigated through strengthened inter-agency systems and digital tracking tools
Strengthen coordination and governance of biodiversity finance through the Biodiversity Advisory Council (BAC) and national coordination mechanisms	<ul style="list-style-type: none"> Regular BAC coordination meetings conducted; Annual Biodiversity Finance Report produced and submitted 	DEPC, BAC, NAB Secretariat, MFEM, Stakeholders	2026–2030 (Ongoing)	Limited coordination mitigated through formal mandates, regular meetings and clear reporting frameworks
Support effective implementation of the National Biodiversity Strategy and Action Plan (NBSAP) through sustainable financing mechanisms	<ul style="list-style-type: none"> Improved NBSAP implementation; At least 50% of priority actions financed and implemented 	DEPC, NAB Secretariat, MFEM, Relevant Agencies and Partners	2026–2030	Funding constraints mitigated through diversified financing sources and improved planning alignment

Sub program 4.6 Disaster Risk Financing

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Ensure smooth and timely access to Disaster Risk Financing	<ul style="list-style-type: none"> At least 1 project accessed Disaster Risk Financing and total funding secured 	NDMO Finance Officer, MFEM, and stakeholders	2026-2030	Delays due to fund availability and approval processes mitigated by early donor engagement and streamlined government approval procedures.
Ensure smooth and timely access to Disaster Risk Financing (DRF)	<ul style="list-style-type: none"> 1 Emergency Funds Guideline developed to ensure DRF access at all administrative levels and sectors; verified and vetted list of disaster and emergency contractors, suppliers, and service providers 	NDMO, MFEM & stakeholder	2026-2030	delays in fund access mitigated by clear guidelines, early vetting of suppliers, and streamlined approval processes.

Sub program 4.7 Other Financing Modalities

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Ensure full implementation of the climate flexible financing bilateral model	<ul style="list-style-type: none"> Activities are fully implemented and reported Government sectors are supported 	MoCC, MFEM, NAB	2026 - 2030	delays in fund access mitigated by clear guidelines, early vetting of suppliers, and streamlined approval processes.
Ensure the adoption of the financing modalities for the Ocean Financing	<ul style="list-style-type: none"> Report on recommendations on the consultation with relevant ministries in the scoping exercise of the Ocean finance mechanism at the national level 	MoCC, MFEM, MFOMAs	2026 - 2030	Lack of Government financial, expertise and capacity resources in place
Ensure clear process and mechanism in place to access the Pacific Resilience Fund (PRF) funding modalities	<ul style="list-style-type: none"> Report on consultations with sectors on 	MoCC, MFEM, NAB Sec	2026 - 2030	Lack of Government financial, expertise and capacity resources in place
Scoping exercise to explore other funding sources and opportunities to support CC, Environment, Disaster, Meteorology, Energy, Geo-hazards activities in country	<ul style="list-style-type: none"> Philanthropy donors Trust Funds Blue and Green Bonds Carbon Credits/Markets National Protected Area Fund 	MoCC, MFEM, NAB Sec	2026 - 2030	Lack of Government financial, expertise and capacity resources in place

Program 5 Advancing Science, Data, communications and Knowledge Systems

Objectives	Outcome	NSDP Indicator
Build an integrated climate knowledge system: risk assessments, observation networks, research partnerships, and an operational MRV & GHG inventory that informs policy and the NSDP ADR.	Province-level risk/impact profiles; upgraded meteorological/geo-hazard stations and data flows; annual GHG inventories with sector completeness; MRV dashboards that track emissions, actions and finance	ENV 3.2 Improve monitoring and early warning systems

Sub program 5.1 Climate Risk and Impact Assessments

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Coordinate, strengthen and manage DRM data with stakeholders	<ul style="list-style-type: none"> Report provided on data management activities Review CBDRR working group ToR 	NDMO and stakeholders	2026-2030	Depend on data availability and approval from data sources on providing relevant disaster data.
Repository for hazard and other disaster related information	<ul style="list-style-type: none"> Repository established and kept by NDMO 	NDMO and stakeholders	2026-2030	Incomplete data mitigated by regular updates and stakeholder collaboration.
DoCC SP 1.1.1: Support and facilitate to include and carry out vulnerability assessments, climate risk profiling and mapping as part of all climate change adaptation sectors/ actions	<ul style="list-style-type: none"> Risk Maps developed 	DoCC	2026 - 2030	Delays mitigated by technical capacity building and integration into sectoral planning processes.

Sub program 5.2 GHG Inventory and MRV Systems

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Implementation of CBIT and ICAT Projects	<ul style="list-style-type: none"> Project deliverables achieved 	DoCC and Partners	2026- 2027	Delays due to finance processes mitigated by early budget planning and streamlined financial approvals.
MRV Tool developed to track the NDC Implementation	<ul style="list-style-type: none"> NDC MRV tool developed and utilized 	DoCC and Partners	2026- 2027	Delays due to finance processes mitigated by early budget planning and streamlined financial approvals.

Sub program 5.3 GHG Inventory and MRV Systems

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Develop collaboration mechanism with regional, international and national stakeholders to increase the effectiveness and efficiency of climate actions through research, planning and relevant activities	<ul style="list-style-type: none"> Research/relevant document that showcase collaboration with stakeholders 	MoCC and stakeholders	2026-2030 (Ongoing)	Lack of better partnership and collaboration will affect the efforts to increase climate action efforts
Established MoCC research unit	<ul style="list-style-type: none"> Reflected in the restructure 	MoCC and Department	2026 - 2030	Policy decision not supported by conected data
Research, case studies for different weather phenomena, meteorology and geological hazards in Vanuatu.	<ul style="list-style-type: none"> Hazard Case study reports published Academic papers published 	VMGD (Forecast, Climate & Geo-Hazards), partner universities	2026 – 2030	Research skills and knowledge including academic writing Availability of funds, time and resources to conduct and participate in academic research work

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Participate in regional and international research dialogue on climate and ocean services, climate change, weather, hydro met and geo-hazards	<ul style="list-style-type: none"> Reports of regional and international meeting and dialogues annually 	VMGD and international partners	2022 – 2026	Availability of funds, time and resources to be able to participate fully in research dialogues
Loss & Damage Research	<ul style="list-style-type: none"> Research Report 	DoCC and Partners	2026 - 2028	Natural Disaster/ Financial Constraints
Coordinate, follow up, and facilitate disaster and emergency related research, and record recommendations for preparedness, response, and risk reduction.	<ul style="list-style-type: none"> Participation in research initiatives; follow-up mechanism established; records of research outputs maintained and shared with stakeholders 	NDMO	2026-2030	Poor documentation mitigated by creating a centralized research database and assigning dedicated staff for follow-up and reporting.
Develop knowledge of risk-prone areas through the creation of hazard and risk maps and their dissemination to relevant stakeholders and the general public	<ul style="list-style-type: none"> Atlas of hazard & risk maps for priority urban/dense areas reviewed regularly; strengthened NDMO GIS capacity to store/update geospatial datasets; interactive web maps published for stakeholders and the public 	NDMO, VMGS, DoCC, Land department	2026-2030	Limited data and technical capacity mitigated by formal data-sharing agreements, GIS training, and phased rollout of web mapping tools.

Sub program 5.4 Observation and Data Collection

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Metrology, hydrometeorology and Geological hazard monitoring and data collection	<ul style="list-style-type: none"> Near real-time data collection and monitoring; physical observation and survey through phone calls; crisis updates/bulletins issued to the public 	VMGD	Ongoing	Incomplete data due to geological context and limited finance mitigated by prioritizing critical monitoring stations and leveraging partnerships for technical and financial support.

Sub program 5.5 Awareness and Outreach

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Provide regular update on climate change information to MoCC and department's website and other online platform for advocacy purposes	<ul style="list-style-type: none"> Report on advocacy programs 	MoCC and departments	2026	Lack of technical resources and equipment will delay the realization of this activity
Enable public service delivery of climate change activities for rural projects (outreach and grant writing)	<ul style="list-style-type: none"> At least 5 Area council to start developing project proposals 	All DoCC Divisions & sectoral stakeholders.	2026-2030	The possible occurrence of Covid19, Extreme weather and delay of Funds might affect delivery of such activities
Implementing adaptation and mitigation activities through awareness	<ul style="list-style-type: none"> 5 awareness (mitigation and adaptation) and 4 small island outreaches 	Adaptation, Mitigation, IKM divisions and sectoral stakeholders.	2026-2030 (Ongoing)	Unforeseen disaster events, funding availability will affect implementation
Biodiversity, natural resource management, and environmental protection and EIA awareness in primary, and secondary schools and communities	<ul style="list-style-type: none"> 5 environmental awareness annually 	DEPC, Forestry, Mines, etc., and non-government partners	2026-2030 (Ongoing)	Funds and human resources availability will affect the realization of this activity Within the school's discretion to integrate environmental programs, budget constraints can be also a factored risk.
To upgrade, update and improve access to MoCC online services	<ul style="list-style-type: none"> Report on information dissemination 150 of viewers accessing MoCC website 10 of project profiles and IEC materials uploaded onto the NAB Portal 	MoCC, PRO, NAB IMSO	2026- 2030	Experience technical issue with the server resulting in losing all data and information
DEPC provide/collaborate with NGOs and other stakeholders to provide community awareness, compliance training and enforcement of environmental laws	<ul style="list-style-type: none"> At least 3 communities per province per year. At least 3 awareness and training conducted At least 2 law enforcement officers from other stakeholders involved 	DEPC SCO MALFFB, MOL and MOIA enforcement officers	2026-2030 (Ongoing)	Low participation mitigated by early community engagement and coordination with enforcement agencies.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Mainstreaming climate change into relevant policies, initiatives and programs through knowledge sharing	<ul style="list-style-type: none"> Reports on symposium, outreach and awareness program 	MoCC departments and stakeholders	2026	Lack of having proper information management system will affect the implementation of this activity
Pacific Innovation Forum on Climate and Environment	<ul style="list-style-type: none"> Organize, Implementation and Report of Forum 	MoCC Departments	2026	Financial Constraints/ Natural Disasters/ Pandemic Outbreaks/ Limited government participation
Implementation of Climate Symposium & Small Islands Awareness Program	<ul style="list-style-type: none"> Symposium & Awareness Report submitted 	DoCC	2026- 2030	Logistical Constraints/ Financial Constraints/ Natural Disasters/ Pandemic Outbreaks/ Few Logistical options but very expensive/ Inflation Rate
Strengthen for Disaster preparedness awareness for public, student and stakeholder by developing events, campaign, IEC tools and curricula	<ul style="list-style-type: none"> Annual awareness events organized (e.g., DRR Day, Tsunami Day); curricula developed for education sector; national media campaigns conducted; DRR IEC materials developed, updated, and disseminated 	NDMO	2026- 2030	Low engagement mitigated by early planning, partnerships with education/ media sectors, and multilingual, inclusive IEC materials.

Sub program 5.6 Other Knowledge Systems

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support the development of CC and resilience in modules for national curriculum at all levels	<ul style="list-style-type: none"> At least 5 secondary and 2 primary schools started teaching CC and resilience module in class 	DoCC	2026-2030	Availability of human resources, funds and time is needed in Education sector to fulfil this activity
Collect, monitor, analyze and preserve traditional knowledge on weather & climate forecasting	<ul style="list-style-type: none"> 70-80% of indicators collected throughout 6 Traditional Knowledge sites in Vanuatu. 	VMGD, DoCC and Vanuatu Cultural center	2026 - 2030	Identifying TK in W&C should require intensive TK research conducted with support of cultural centers at community level. However, the relevancy of this knowledge requires to be trailed/ piloted over time to ensure accuracy.
Assist CC and DRR sectors/ departments with a space serve as a forum for information sharing, including discussions and reporting on sectoral level initiatives	<ul style="list-style-type: none"> 2 forums, discussions and information sharing events reported. 4 Government Departments supported with CC & DRR information for reporting purposes 	NAB Sec, CSU, DoCC	2026-2030	Depend on Sectors priorities, which mostly focus on other priority needs than CCDRR considerations. Strengthen and maintain sectors' continuous commitment to priorities CCDRR
Staff training on the use of the central data information sharing system for environmental data accession.	<ul style="list-style-type: none"> Central database established Biodiversity and conservation database developed and maintained. 	DEPC, OGCI0 and Stakeholders	2026-2030 (Ongoing)	In progress- depend on the OCPP
Incorporate TK initiatives and cultural practices into CCA and PA Management Plans.	<ul style="list-style-type: none"> At least 5 CCAs management plans capturing traditional resource management systems. 1 cultural and historical sites identified within a registered CCA/PA 	DEPC	2026-2030 (Ongoing)	15 Registered CCA with incorporated TK initiatives and cultural practices
Documentation of integration of traditional and scientific knowledge	<ul style="list-style-type: none"> TK-Science model in place to merge TK & Science for seasonal forecasting 	VMGD & partners	2026 - 2030	Funds and human resources availability will affect the realization of this activity

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Encourage schools to teach traditional biodiversity knowledge using Indigenous Knowledge and Resource Management Teachers Guide produced by VKS	<ul style="list-style-type: none"> 6 Schools teaching indigenous knowledge and resource management using VKS teachers' guide 	DEPC, VKS	2026-2030	Low adoption mitigated by collaboration with education authorities and providing teacher training on the VKS guide.
Embedding CC and DRR into the National Education Curriculum	<ul style="list-style-type: none"> Stakeholder workshop Curriculum Mapping CC and DRR into Education Curriculum across all levels 	DoCC/ NDMO/ VMGD/ MOET and Partners	2026 - 2030	Sectoral Coordination and Participation/ Financial Constraints
Strengthen the national repository for hazard and disaster-related information by improving its structure, content, and accessibility	<ul style="list-style-type: none"> Hardware established; software designed and developed; documentation and data updated; integration of vulnerability, loss and damage, and capacity/adaptation assessments 	NDMO	2026-2030	Technical and data gaps mitigated by regular updates, capacity building, and collaboration with partners for system integration.
Strengthen the NDMO's online communication tools, including the website and mobile application, and ensure the regular update of DRM and response information across all online platforms.	<ul style="list-style-type: none"> Updated NDMO website with knowledge repository, hazard/ risk maps, and dashboards; mobile app developed for alerts and risk info; continuous updates of base information and response messages across platforms 	NDMO	2026-2030	Outdated information mitigated by assigning dedicated staff for updates and integrating automated alert systems.

Program 6 Accelerating Low Carbon Development, Climate Mitigation and Energy Security

Objectives	Outcome	NSDP Indicator
Scale renewable generation, efficiency and resilient energy access; strengthen energy security (fuel diversification/storage/standards); and establish carbon market readiness consistent with Paris mechanisms.	Increased RE share toward NDC target; reduced outages/energy import exposure; certified mitigation outcomes and safeguards for potential carbon transactions.	ENV 2 An economy which fosters sustainable growth and development through low impact industries and modern technologies to ensure the well-being of future generations

Sub program 6.1 Renewable Energy

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
100% Electric Vehicle in the MoCC	<ul style="list-style-type: none"> Transition of fossil fuel vehicle to EV EV Framework in place (in progress) 	MoCC and Departments DoE and GGGI	2026 - 2030 2026	Not actioning the NERM obligations, NDC3.0 Delays in delivering frameworks, consistent followup by DoE
Malekula hydro power to have access concession, currently in renewable system	<ul style="list-style-type: none"> 2,000 HH connected to Malekula Concession through HV and LV grid extension 	VANPAWA DoE	2026	Logistical and procurement delays,
Sarakata Hydro Phase 3	<ul style="list-style-type: none"> Installation of 1 Megawatt hydroelectric scheme 	DoE	2027	Logistical and procurement delays, government to ensure road maintenance.
Sanito to get connected to a renewable energy.	<ul style="list-style-type: none"> 1,270 HH connected to RE sources through HV and LV grid extension 	DoE VUI	2027	Logistical and procurement delays,

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Tanna grid – to have Solar and battery storage system	<ul style="list-style-type: none"> 2,094 HH connected to RE sources Transition to RE penetration into grid 	DoE VanPAWA	2028	Co-finance timely availability, Land issues, logistical and procurement delays. DoE and CLMO deal with land issue and Minister to follow up with AFD
Port Vila Grid- to have solar and battery storage	<ul style="list-style-type: none"> increased % Transition to RE penetration into grid 	DoE	2028	Co-finance timely availability, Land issues, logistical and procurement delays. DoE and CLMO deal with land issue and Minister to follow up with AFD
Increase access to energy for Talise, Narovorovo and Nasawa Community, Maewo	<ul style="list-style-type: none"> 250 HH connected to RE sources 	DoE VUI	2027	Cost of connection, government subsidy
Increase access to renewable energy for Sola and Musina in Vanualava	<ul style="list-style-type: none"> 500 HH connected to RE Sources 	DoE/NGEF VUI	2030	Delay of mobilization of funds, continuous follow up with GCF.
Increase access to renewable energy for Logana/Saratamata/Lolawai in Ambae	<ul style="list-style-type: none"> 500 HH connected to RE sources 	DoE/NGEF VUI	2030	Delay of mobilization of funds, continuous follow up with GCF.
Households using RE sources for generation off-grid and on-grid	<ul style="list-style-type: none"> 100% of HH connected to on-grid 100% of HH connected to off-grid 	DoE Donor Partners Energy Stakeholders	2030	33% achieved and in progress. NERM will be reviewed
Promote utilization of renewable energy to the tourism sector	<ul style="list-style-type: none"> 50 tourism operators access energy generation # of MoU signed Conduct training and awareness exercises following NERM on solar power for ecotourism 	DoE, DoT, Energy Stakeholders	2030	Low uptake mitigated by strong stakeholder engagement, incentives for operators, and capacity-building through training programs.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Implementation of Vanuatu Coconut for Fuel Strategy	<ul style="list-style-type: none"> Procurement of 2 CNO generator (MFAT Flexible Financing) Resource Mobilization for Viability Gap funding (GCF) Resource Mobilization for rehabilitation of existing copra dryers (Energy Efficient)- GCF 	DoE, DoCC, DARD	2026	Lengthy Procurement Processes
Energy project that increases proportion of registered institutions to equipped with energy efficient lighting and appliances	<ul style="list-style-type: none"> 5 projects 50 institutions with energy efficient lighting and appliances 	DoE, MoET, MoH, DoT, NGEF, MOIA and Vendors	2030	Slow adoption due to financial constraints mitigated by leveraging NGEF support, vendor partnerships, and awareness campaigns.

Sub program 6..2 Energy Security

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Energy efficiency cooking stove and copra dryer	<ul style="list-style-type: none"> 3,000 HH using EE cook stove and copra dryer 	DOE	2030	No Funding available. Seek potential funding for continuity.
Implementation of the of National Electrification Master Plan	<ul style="list-style-type: none"> 100 % access to electricity services 	DoE	2022-2030	No funding Seek Potential funding
Engage private sector and rural communities in operation and maintenance of electricity services	<ul style="list-style-type: none"> 10 contract/agreement/MoU signed 	DoE, Energy service companies (ESCO), DLA & Province	2022-2030	Low participation is mitigated by offering incentives and capacity-building programs for communities and the private sector.
Enforcement of Electrical Works & Safety Act	<ul style="list-style-type: none"> 50 licenses issued to electricians 	DoE	2030	Non-compliance mitigated by regular inspections and awareness campaigns on safety standards.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Implementation of fuel and vehicle emission policy brief	<ul style="list-style-type: none"> National Fuel Quality Standard developed Participate in at least 2 awareness campaign- EPC act review Amendment of import of Motor vehicle act 	DEPC, DoE and PWD	2030	Legislative delays mitigated by early stakeholder consultations and phased implementation of policy changes.

Sub program 6..3 Carbon Markets

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support the implementation of REDD+ projects	<ul style="list-style-type: none"> At least 2 carbon credit projects for Forestry Department 	DoCC, Department of Forestry and stakeholders	2026 - 2030	Lack of partnership and effective collaboration will affect the implementation of this activity
Implement Carbon Market Cooperation framework for Vanuatu	<ul style="list-style-type: none"> Implementation report of the framework 	DoCC, DoE	2026 - 2030	Lack of resources and time will affect the realization of the implementation of this activity
Develop and deliver training to key stakeholders on the implementation of Article 6	<ul style="list-style-type: none"> At least 1 training delivered 	DOCC, DOE	2026 - 2030	Lack of institutional knowledge and capacity, knowledge drain, lack of finance for implementations
Coordinate and implement carbon market projects in Vanuatu	<ul style="list-style-type: none"> At least 2 projects implemented 	DOCC, DOE	2026 - 2030	Delay in project implementations, lack of finance for implementations

Program 7 Strengthen Environmental Conservation and Natural Resource Protection

Objectives	Outcome	NSDP Indicator
Conserve priority ecosystems and species; enforce EIA/planning controls; and reduce pollution and hazardous substances through integrated waste and chemical management.	Expanded protected/managed areas with community stewardship; compliant EIAs for major projects; measurable reductions in waste/pollution and improved ozone/chemical controls.	ENV 5 A nation committed to ensuring the conservation and sustainable management of our biodiversity and ecosystems ENV 4 A nation which utilises and sustainably manages our land, water and natural resources

Sub program 7.1 Biodiversity, Conservation and Ecosystem

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
DEPC collaborates with DOF and relevant stakeholders (NGOs) in rehabilitation programs in vulnerable forest and watersheds.	<ul style="list-style-type: none"> By 2026 at least 2000ha of Vanuatus national forest is being actively managed and protected. 	DEPC, DoFV, DOWR and partners	2026 -2030	Insufficient resources mitigated by partnerships and donor engagement.
Support and developed project proposals gearing toward restoration and rehabilitation of biodiversity and ecosystems	<ul style="list-style-type: none"> 2 project proposals developed with partners. The social-economic development or livelihood of the community into the proposal to enhance sustainability of the CCA. 	DEPC, Forestry and Partners	2026 – 2030	Proposal delays mitigated by early stakeholder consultations and technical support.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Rehabilitation of degraded areas in Conservation Areas	<ul style="list-style-type: none"> At least 8 ha of forest areas within registered CCAs are rehabilitated. 	DEPC, partners and communities	2026-2030	Community disengagement mitigated by awareness campaigns and inclusive planning.
Track implementation of all registered CCAs Management plans through CCAs annual reports and METT	<ul style="list-style-type: none"> Annual reports indicating % of each CCA management plan implemented. 	DEPC, BAC and Projects	2026 – 2030 (Ongoing)	Incomplete reporting mitigated by standardized templates and regular monitoring.
Finalise national METT manual	<ul style="list-style-type: none"> METT Manual Developed and launched 	DEPC	2026-2030	Delay in technical review and stakeholder validation will be mitigated by early engagement and assigning a dedicated review team.
Train Community Management Committees to enforce CCA Management Plans	<ul style="list-style-type: none"> 15 trainings conducted 	DEPC and CCA related projects	2026-2030 (Ongoing)	Low community participation will be mitigated by scheduling training at convenient times and providing incentives.
Facilitate and register new CCAs across Vanuatu	<ul style="list-style-type: none"> 5 new CCAs are registered. 	DEPC, partners and communities	2026-2030	Land tenure disputes will be mitigated through early consultations and legal verification.
Support and up skill rangers in CCA to carry out Species occurrence and abundance assessments in CCA	<ul style="list-style-type: none"> 2 Rangers receiving salary in CCAs Provide Species Guides to local Rangers to support data collection in CCA- 1 Species Guide book developed 	DEPC and other relevant partners	2026	Limited technical capacity and funding will be mitigated by providing training and securing financial support for ranger salaries.
Sarakata-Fanafo Water Catchment area protected	<ul style="list-style-type: none"> Develop a Community Conservation Area to protect the water catchment area for Hydro power plants. Establishment of payment of ecosystem services. 	DoE and DEPC	2026	Close community consultation to develop the Community Conservation Area. Communities will not agree on for CCA despite the consultation

Sub program 7.2 Environmental Impact Assessments and Planning

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Increase understanding for all government ministries, NGOs and private sectors on EIA process.	<ul style="list-style-type: none"> 3 EIA information sessions annually 	DEPC	2026 and onwards	Funds and human resources availability will affect the realization of this activity
Improve the existing EIA process and reporting template to provide a comprehensive understanding of projects and its impacts	<ul style="list-style-type: none"> Review and recategorize project categories update and improves PEA Reporting template EIA reports must clearly outline baseline data of the associated environment (water quality, soil quality, air quality, livelihood etc.) Update and improve application form 	DEPC	2026-2030	Funds and human resources availability will affect the realization of this activity
Implement the DEPC Environment & Social Safeguards Framework to support preservation of cultural knowledge, customary practices and resource usage	<ul style="list-style-type: none"> Develop the Environmental and Social Safeguards Framework (ESSF). Annual Reports on the implementation of the Framework 	DEPC	2026-2030	Funds and human resources availability will affect the realization of this activity
New development projects comply with EIA process	<ul style="list-style-type: none"> 50 EIA Permits issued annually. Permit conditions aligned with other legislative requirements 5 EIA consultations conducted annually. 50 EIA applications submitted to DEPC annually 	DEPC Key Government Regulatory Departments and stakeholders	2026-2030 Ongoing	Non-compliance by developers will be mitigated through strict enforcement and regular stakeholder engagement.
Prepare Environmental Audit Reports on EP granted developments.	<ul style="list-style-type: none"> Annual Environmental Audit Report. Clearly outline lessons learned 	DEPC Key Government Regulatory Departments.	2026-2030 Ongoing	Incomplete audits will be mitigated by allocating dedicated staff and using standardized audit templates.
Register EIA consultants to conduct comprehensive EIA report	<ul style="list-style-type: none"> A maintained EIA consultant registry. 2 annual registered or renewed EIA consultants Registered EIA consultant must be qualified 	DEPC	2026-2030 Ongoing	Insufficient qualified consultants will be mitigated by promoting registration and offering capacity-building workshops.

Sub program 7.3 Waste Management, Pollution Control, Ozone and Chemical Management

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
<p>Collaborate with DEPC to promote renewable energy use through advocacy, awareness, training, developing policy and legislation for dealing with energy waste and EIA</p>	<ul style="list-style-type: none"> 10 knowledge information and educational material produced by DEPC & DoE 10 Renewable energy training on waste management hosted by DEPC in collaboration with DOE. Draft legislative and policy instruments Battery regulation Export of E-waste and other waste to minimize unmanaged waste at landfills 	<p>DoE DEPC</p>	2030	<p>Low stakeholder engagement will be mitigated by joint advocacy campaigns and capacity-building workshops. Local companies will demand higher costs or will not be interested in exporting waste or difficult to find companies overseas that are willing to get our wastes.</p>
<p>Acquire monitoring equipment to complement our national efforts to address the plastics and other pollution issue</p>	<ul style="list-style-type: none"> Establishment of chemical lab within the Department Acquire basic monitoring equipment to provide evidence based to support decision making. Renovation of the Project house to accommodate chemical and biological lab for the DEPC 	<p>DEPC, MIFAICET, VBS, UK Government</p>	2026-2030	No funding available
<p>Develop controlled waste disposal facility</p>	<ul style="list-style-type: none"> 4 controlled waste disposal facility 	<p>DEPC, Municipality or Province</p>	2026-2030 Ongoing	<p>Funding and land availability constraints will be mitigated by securing multi-stakeholder financing and early land agreements.</p>
<p>Support energy initiatives to reduce pollution by importation of cleaner fuels and public awareness campaigns.</p>	<ul style="list-style-type: none"> National Air Quality Taskforce established; National Fuel Quality Standards and Emission Standards finalized; Vehicle importation regulation developed 	<p>DEPC, DoE, MIPU, DCIR, VPF, MOI (Land Transport Authority)</p>	2026-2030	<p>Slow policy adoption will be mitigated by strong inter-agency coordination and phased implementation supported by awareness campaigns.</p>

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Develop Implementing Documents and regulations of the Product Stewardship Scheme Act	<ul style="list-style-type: none"> 2 implementing document and Submission of PET Bottle regulation Establishment of the PSS Board 	DEPC and Partners	2026 - 2030	Delays in drafting regulations will be mitigated by early stakeholder engagement and clear timelines for submission.
Implement activities to encourage waste minimization across municipalities and extend to other provinces.	<ul style="list-style-type: none"> 2 establish composting facilities More awareness on waste segregation at source 	DEPC and Partners	2026 - 2030	Low adoption by municipalities will be mitigated by providing technical support and awareness campaigns. Lack of public participation
Report, Implement, conduct awareness and compliance activities on ozone projects	<ul style="list-style-type: none"> 1 report per project, 2 awareness annually, 1 compliance activity. 	DEPC and Partners	2026 - 2030	Insufficient compliance monitoring will be mitigated by allocating dedicated staff and using standardized reporting tools.
Establish Refrigerant Air Conditioning (RAC) committee	<ul style="list-style-type: none"> 1 RAC committee established 	DEPC and Partners	2026 - 2030	Stakeholder disengagement will be mitigated by formalizing roles and regular meetings.
Implementation of activities to support the Phase-out of HCFC by 2030 and Phase-down of HFC	<ul style="list-style-type: none"> 5 activities implemented Promote Environmental friendly substances and items 	DEPC and Partners	2026 - 2030	Technical and financial constraints will be mitigated by securing international support and providing capacity-building programs.
Awareness and implementation of the Chemical management activities	<ul style="list-style-type: none"> 5 activities implemented 	DEPC and Partners	2026 - 2030	Low stakeholder awareness will be mitigated by targeted communication campaigns and training sessions.
Conduct conduct hazardous waste training in collaboration with partners	<ul style="list-style-type: none"> 1 training conducted 	DEPC and Partners	2026 - 2030	Limited participation will be mitigated by scheduling sessions at convenient times and providing incentives.

Program 8 Strengthen Early Warning Systems, Disaster Risk Reduction, Climate Change Adaptation and Loss & Damage

Objectives	Outcome	NSDP Indicator
Deliver multi-hazard early warning services, scale community-based DRR/adaptation, operationalise L&D measures, and harden ICT/infrastructure for continuity of services.	Increased population coverage and reliability of EWS; implemented adaptation investments in priority sectors/locations; L&D assessments and financing instruments in operation; resilient communication backbones supporting warnings & operations.	ENV 3.2 Improve monitoring and early warning systems ENV 3.3 Strengthen post-disaster systems in planning, preparedness, response and recovery ENV 3.4 Promote and ensure strengthened resilience and adaptive capacity to climate related, natural and man-made hazards ENV 3.5 Access available financing for climate change adaptation and disaster risk management
		ECO 2 An inclusive, equitable and quality education system with life-long learning for all

Sub program 8.1 Weather Forecast and Climate Early Warning Services

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Ensuring weather data integrity and efficiency through Quality Control and timely transmission.	<ul style="list-style-type: none"> 80% of data streaming into the National Warning Centre free from errors and of high quality 	VMGD & partners	Ongoing	Software tools to ensure timely transmission as well as QC control to be reviewed regularly.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Ensure that public weather products and services to be transitioned from threshold base to impact base	<ul style="list-style-type: none"> 20-30% of public weather products & services transitioned from threshold base into impact-based annually 	VMGD and WMO	ongoing	Amendments made should have impact base considerations and transition period be timely
Acquire a surface weather plotting Machine	<ul style="list-style-type: none"> 1 plotting machine purchased and operational 	VMGD & development partners	2026-2030	Availability of financial resources should affect timelines for implementations
Include Hydro-Met services into forecast division	<ul style="list-style-type: none"> Initiate Hydro-Met products Consultation and agreement between DoWR and VMGD 	VMGD, CSU & PSC	2026-2030	PSC process should affect timelines for this activity to be implemented
Acquired and build hydro meteorological equipment and infrastructures	<ul style="list-style-type: none"> 10-20% of hydro-met equipment and infrastructures purchased and installed annually in hotspot areas 	VMGD & partners	2026-2030	Availability of financial resources should affect timelines for implementations
Acquire Hydrological Data server	<ul style="list-style-type: none"> 1 Secured Hydrological Data server purchased and operational 	VMGD and partners	2026-2030	Availability of financial and human resource capacity will affect implementation
Develop and increase the production of GIS and flood risk mapping for flooding, landslides and droughts.	<ul style="list-style-type: none"> 20% of tools and software required are in place 5 GIS and Flood Risk Maps produced annually. 	VMGD & DoCC	2026-2030	Availability of financial resources should affect timelines for implementations
Strengthen and Increase Climate – Sectoral products	<p>Monthly Sectoral Products in place:</p> <ul style="list-style-type: none"> 1 Agro-Met Product 1 Ocean Product 1 Coastal Marine Products 1 Water Product 1 Tourism Product 1 Health Product 1 Energy Product 1 Water Refine Ocean Bulletin 	VMGD & Sectors	Ongoing	Limited human resources will affect timelines.

Sub program 8.2 Geo-hazard Early Warning Services

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Acquire meteorological & geo-hazards multi-hazards early warning productions platform.	<ul style="list-style-type: none"> Soft and hardware for 1 stop-shop for the productions of warning services and products. 	VMGD, CSU & partners	2026 - 2030	Availability of financial resources should affect timelines for implementations
Acquire meteorological & geo-hazards multi-hazards early warning disseminating platform.	<ul style="list-style-type: none"> 1 Common Alert Protocol for Weather, Climate and Geo-Hazards early warning dissemination platform. Media Platforms Weather TV 70% of products for Short Videos broadcast for social media and VMGD website 	VMGD, CSU & partners	2026 - 2030	Harmonisation and effective compliance of Standard Operation Procedures Availability of funds and effective MOUs with media partners
Operation and maintenance of weather and Geo-hazard monitoring instruments	<ul style="list-style-type: none"> Maintenance of the monitoring systems 	VMGD & development Partners	Ongoing	Availability of financial resources and process should affect timelines for implementations
Operationalize technical maintenance lab for all meteorological equipment and instruments	<ul style="list-style-type: none"> 1 Meteorological Technicians and Engineers operational 	VMGD & development Partners	2026 -2030	Limited space required (Limited space will affect the establishment of this lab)
Installation and maintenance of Tsunami Sirens on urban center	<ul style="list-style-type: none"> Sirens installed 	Geo-Hazard & NDMO development Partners	2026 -2030	Availability of financial resources and process should affect timelines for implementations
Installation of modern instruments for multi-hazards data collection.	<ul style="list-style-type: none"> Geo-hazard Instrument networks expend Meteo Instrument networks expend 	Geo-Hazard & Development Partners	2026 -2030	Availability of financial/human resources and procurement/recruitment processes should affect timelines for implementations

Sub program 8.3 Climate Change Adaptation Programs

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Developed and coordinated the implementation of the National Adaptation Plan	<ul style="list-style-type: none"> 1 NAP developed 6 Provincial PAPs developed 50% NAP achieved 	DoCC, Stakeholders	2026-2030	Climate Change not a priority for other sectors will affect mainstreaming of CC and DRM
Develop Community Adaptation Plans	<ul style="list-style-type: none"> 302 Community Adaptation Plans Developed 	DoCC and Partners (VCCRP & VCAP2)	2026 - 2027	Logistics/ Coordination/ Financial Processes/ Capacity Constraints
Developed and implemented the Climate National Vulnerability Assessment Framework including methodologies and assessments across Vanuatu	<ul style="list-style-type: none"> Framework developed MoCC to host the NVAF database Assessment across Vanuatu 	DoCC and Stakeholders	2026 – 2030	Availability of financial resources and process should affect timelines for implementations
Progress preparation of a National Vulnerability Assessment (NVA) with a Multi Hazard and Risk Map	<ul style="list-style-type: none"> A National Vulnerability Assessment done and made visible. Multi hazard and risk maps made available to everyone for use. 	NDMO, DoCC, VMGD and Partners	2026 - 2030	This will depend entirely on prioritising the development of the NVA
Implementation of NAPs, PAPs and CAPs	<ul style="list-style-type: none"> Report of implementation 	MOCC Departments and Partners	2026 -2030	Financing for Implementation

Sub program 8.4 Disaster and Emergency Risk Reduction Programs

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Support early warning training & awareness through regular update of SOPs drills, response and evacuation simulation exercises in collaboration with partner agencies	<ul style="list-style-type: none"> 6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC) 	NDMO and partner agency, VMGD	2026-2030	<p>The achievement of this activity will depend on availability of staff time to conduct training and awareness as more and more people are involved in a long response period to multiple disaster events.</p> <p>To provide support and guidance to DRR stakeholders and agencies to fully conduct DRR related training and drill exercises.</p>
Conduct preparedness awareness in schools and communities with support from stakeholders and partners	<ul style="list-style-type: none"> 6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day 	NDMO, stakeholders and development partners	2026-2030	<p>More and more NDMO staff are faced with dealing with disaster response and less on preparedness, this may affect the achievement of this activity. To partner with other DRR stakeholders to conduct awareness in schools and communities.</p>
Support government institutions to developed standardize institutional multi hazards response plan	<ul style="list-style-type: none"> 70% of Ministries with standardize institutional multi hazard response plan 	NDMO and other government ministries	2026-2030	<p>The achievement of this activity will depend on the availability of staff and the capacity of the ministries</p>
Acquire, support and connect the Vanuatu National Emergency Radio Network (VNERN)	<ul style="list-style-type: none"> Installation of VNERN base stations in NDMO buildings New MoU with VBTC and established transmission link with VBTC Dedicated frequency for meteorological and geological hazards transmission. 	NDMO, VPF, ADF and OGCIO	2026 - 2030	<p>Availability of members of the network</p> <p>Availability of financial resources and process should affect timelines for implementations</p>

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
<p>DRM technical assistance is provided to the Government agencies at all level, partner agencies and private sector</p>	<ul style="list-style-type: none"> Participated in multi-sectoral consultations to mainstream DRM into health, education, shelter, livelihoods, urban planning, and infrastructure; Standard templates for Business Continuity Plans (BCPs) and safety plans developed; Ongoing support to agencies and private sector to develop their own BCPs and safety plans 	NDMO & Clusters stakeholder	2026 - 2030	Inconsistent cross-sector engagement will be mitigated by a structured consultation schedule, formalized roles through cluster TORs, and periodic joint reviews.
<p>Provincial and Area Council stakeholders are trained and capacitated in Disaster Risk Reduction (DRR), Disaster Risk Management (DRM), and emergency management.</p>	<ul style="list-style-type: none"> Training packages for PDCCC and ADCCC developed; ToT sessions conducted; PDCCC and ADCCC trainings monitored; PACMIS and assessment trainings organized for EOC members and surge capacity personnel 	NDMO & Clusters stakeholder	2026 - 2030	Inconsistent training implementation will be mitigated by standardized training packages, regular monitoring, and coordination with local authorities.
<p>Strengthen community capacity in Disaster Risk Reduction (DRR), Disaster Risk Management (DRM), and Climate Change Adaptation (CCA) across all provinces by coordinating and monitoring the implementation of trainings for Community Disaster and Climate Change Committees (CDCCCs) and other community stakeholders.</p>	<ul style="list-style-type: none"> CBDRR handbook reviewed; ToT on Community-Based DRR implemented for NGOs and Area Council Administrators; CDCCC trainings coordinated and monitored; Toolkit distribution monitored; CBDRR working group ToR reviewed 	NDMO with support of partners	2026 - 2030	Uneven implementation across provinces will be mitigated by standardized training packages, strong monitoring systems, and collaboration with local partners.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Strengthen communities with durable solutions for displacement (durable and suitable long-term solutions) appropriate for evacuation.	<ul style="list-style-type: none"> Evacuation centre assessment and mapping coordinated; Evacuation centre training monitored at community level; Construction of new evacuation centres monitored; MEND guide reviewed to integrate hazard-specific scenarios 	NDMO & Clusters stakeholder	2026 - 2030	Inadequate evacuation infrastructure will be mitigated by regular assessments, monitoring construction progress, and updating guidelines to address hazard-specific needs.
Mainstream Accountability to Affected Populations (AAP) & Communication with Communities (CWC) approaches for SOPs, Emergency & Disaster Plans and training	<ul style="list-style-type: none"> National Framework for communication with communities and affected populations established; AAP & CWC integrated into all emergency and disaster plans and monitored 	NDMO & Clusters stakeholder	2026 - 2030	Poor integration into plans will be mitigated by developing clear SOPs, conducting regular reviews, and providing targeted training.

Sub program 8.5 Climate Change Loss & Damage

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Disaster plans developed for national, province, municipality, area council and community	<ul style="list-style-type: none"> 100% of national disaster plan developed 100% of provincial disaster response plan developed and reviewed 70% of area council disaster plan developed 70% of community disaster plan developed 2 municipal disaster response plans 	NDMO and Community	2026-2030	The development of support plans should be targeted to most vulnerable communities visible to direct impacts of any Natural Disaster. Challenges may often be reflected as to which communities are to be prioritized.
Establishment of Loss & Damage Fund Mechanism for Vanuatu	<ul style="list-style-type: none"> Fund mechanism established 	DOCC, L&D Project and Partners	2026 - 2027	low sectoral parti

Sub program 8.6 ICT and Infrastructure Support

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Develop, implement and Produce Business Continuity PLAN (BCP)- Infrastructure/ equipment. E.g., Offsite backup.	<ul style="list-style-type: none"> 20-30 % staff in the National Early Warning Centre are resourced with home-based devices especially for Tsunami monitoring 	VMGD, CSU & partners	2026 - 2030	Availability of financial resources should affect timelines for implementations
Tracing and mapping of VMGD instrument/ equipment sites.	<ul style="list-style-type: none"> Draft copy of instrument/equipment sites for full Vanuatu 	VMGD (ICT/ENG & Climate & Geo-Hazards)	-Ongoing	Governance issues and conflict at community level resulted in the need to execute this activity.
Establish reliable communication infrastructure for smooth transmission of data	<ul style="list-style-type: none"> Report of 80-90% of data stream into VMGD server free of errors annually 	VMGD & development Partners	ongoing	Availability of financial/human resources and procurement/recruitment processes should affect timelines for implementations
Establish reliable communication infrastructure for smooth transmission of VMGD products and services to all provincial centers including community climate centre	<ul style="list-style-type: none"> 90-100% of VMGD products and services are accessed in all provincial met offices and community climate centers annually. 10% of Data center equipped with server systems 1 backup site with a replica of the data center Santo 	VMGD & development Partners	ongoing	Funds needed for necessary infrastructural upgrades.
Equip data center with updated/ upgraded hardware and software for server systems that collect/store data. Administrations and Management of the data center	<ul style="list-style-type: none"> At least 70% upgraded hardware and software server systems acquired and reported annually. 	VMGD & development Partners	ongoing	Availability of financial resources and process should affect timelines for implementations
Installation and maintenance of manual instruments throughout Vanuatu	<ul style="list-style-type: none"> Report on the upgrade 6 synoptic stations throughout Vanuatu with new manual instruments 	VMGD & partners	2026 - 2030	Availability of funds and human resources will affect the realization of this activity

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Increase coverage for Automatic Rain Gauge	<ul style="list-style-type: none"> 84 manual rain gauges installed and operational throughout Vanuatu 	VMGD, 84 rainfall collectors & partners	2026 – 2030	Availability of funds and human resources will affect the realization of this activity
Improve emergency communication capacities by upgrading systems, ensuring interoperability between agencies, and expanding coverage at national and provincial levels	<ul style="list-style-type: none"> FM93 connected to VBTC for early warning messaging; VNERN base stations installed in NDMO facilities; Key NDMO locations equipped with satellite internet and phones 	NDMO and Stakeholders	2026 – 2030	Technical failures and limited coverage will be mitigated by investing in resilient infrastructure, regular maintenance, and interoperability testing.
Strengthen EOC infrastructure by upgrading equipment, operational assets, and personal safety gear for staff.	<ul style="list-style-type: none"> National EOC and 3 Provincial EOCs upgraded with ICT equipment, emergency communication systems, and backup power; Staff equipped with uniforms and safety gear; 3 mobile EOC vehicles deployed; ICT Helpdesk Support established 	NDMO	2026 – 2030	Procurement delays and technical gaps will be mitigated by early tendering, vendor prequalification, and capacity-building for ICT support.

Program 9 Strengthening Response to Disasters and Emergency

Objectives	Outcome	NSDP Indicator
Build surge capacity, command/control, logistics and life-saving operations to meet national standards and international coordination requirements during emergencies.	Faster, coordinated multi-agency response; pre-positioned supplies; interoperable SOPs and exercised teams; documented after-action learning feeding NSDP ADR/M&E cycles.	ENV 3.3 Strengthen post-disaster systems in planning, preparedness, response and recovery

Sub program 9.1 Disaster and Emergency Operations

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Provincial Disaster Committee established and operationalise	<ul style="list-style-type: none"> ToR and SOP developed for PDC 	NDMO, DRR stakeholders and projects implementors	2026-2030	Ensure timely establishment by developing ToR and SOP early, engaging stakeholders, and securing resources for implementation.
Municipal Disaster Committee established and operationalise	<ul style="list-style-type: none"> ToR and SOP developed for MDC 	NDMO, DRR stakeholders and projects implementors	2026-2030	Avoid delays by finalizing ToR and SOP promptly, coordinating with municipal authorities, and providing capacity-building support.
Secure funding to build MoCC Response Facility	<ul style="list-style-type: none"> Funding secure and launch of response facility 	NDMO & CSU	2026- 2030	Mitigate funding risks by preparing strong proposals, engaging donors early, and ensuring government budget allocation

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
<p>DRM & response plans developed at national, provincial, municipal, area council, and community levels</p>	<ul style="list-style-type: none"> National DRM Plan and induction material developed; NEOC SOPs and guidelines updated; 3 National Hazard Contingency Plans reviewed; Response plan templates for national, provincial, and clusters developed; 50% of Provincial Disaster Response Plans completed (3 of 6 provinces); 1 pilot Area Council Disaster Plan per province with training package; 100 new Community Disaster Plans developed and CBDRR handbook reviewed; 1 Municipal Disaster Response Plan developed 	NDMO & Clusters stakeholder	2026 - 2030	Delays in plan development and training will be mitigated by prioritizing plans, allocating resources, and maintaining strong stakeholder collaboration.
<p>Strengthen coordination with partner agencies to ensure a shared understanding of the response process and improve operations efficiencies</p>	<ul style="list-style-type: none"> Updated stakeholder contact list; NEOC surge capacity arrangements and rosters established; induction guidelines (briefing packs) developed for NDMO staff, surge personnel, and partners; Annual stakeholder briefing conducted; Regular meetings with donor partners and cluster lead agencies organized 	NDMO	2026 - 2030	Poor coordination and delayed response will be mitigated by maintaining updated contact lists, formalizing surge arrangements, and conducting regular stakeholder briefings and meetings.
<p>Tabletop exercises and field simulation exercises are organized at local, national, and international levels with the participation of all partners and stakeholders.</p>	<ul style="list-style-type: none"> Tabletop exercises conducted with national clusters and authorities; Field simulation exercises with HADR actors and response agencies to test SAR, early warning, and communication protocols; Community drills coordinated for early warning dissemination and evacuation 	NDMO	2026 - 2030	Inadequate stakeholder participation and logistical challenges will be mitigated by early engagement, securing funding, and clear coordination plans.
<p>Response capabilities – including pre-positioned stocks and assets – are improved, mapped, and pre-mobilized at provincial, national, and regional levels.</p>	<ul style="list-style-type: none"> Provincial Logistics Capacity Assessments (LCA) updated and shared; Pre-positioned stocks mapped annually; National and regional capabilities mapped 	NDMO	2026	Incomplete mapping and delayed mobilization will be mitigated by regular updates, partner coordination, and use of standardized tools.

Sub program 9.2 Disaster and Emergency Response

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
<p>Ensure disaster and emergency preparation, preparedness, response is gender inclusive</p>	<ul style="list-style-type: none"> All plans are gender inclusive 	<p>NDMO, NAB, DWA, Stakeholders and partners</p>	<p>2026-2030</p>	<p>To able to address gender and social inclusion in preparedness should need close collaborative inputs from DWA</p> <p>For disaster response, gender clusters will play a major role to ensure impacts are felt equally at all levels of society. Again, this engulfs on the notion to prioritise to facilitate the establishment gender of cluster.</p>
<p>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</p>	<ul style="list-style-type: none"> Active participation in G&P Cluster 	<p>NDMO and DWA</p>	<p>2026-2030</p>	<p>For disaster response, gender clusters will play a major role to ensure impacts are felt equally at all levels of society. Again, this engulfs on the notion to prioritise to facilitate the establishment gender of cluster.</p>
<p>Mainstream Accountability to Affected Populations (AAP) & Communication with Communities (CWC) approaches for SOPs, Emergency & Disaster Plans and training</p>	<ul style="list-style-type: none"> Establish National Framework for communication with communities and affected population Integrate Accountability to Affected Populations (AAP) & Communication with Communities (CWC) into all plans 	<p>NDMO communications Team, provincial INDMO officers</p>	<p>2026-2030</p>	<p>Lack of capacity and resources to implement this activity.</p>

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Conduct disaster damage assessments to inform response planning and recovery efforts	<ul style="list-style-type: none"> Implement the assessment process, including Initial Situation Overview (ISO) and Rapid Damage Assessment (RDA). Produce assessment reports and dashboards, and share them with relevant stakeholders. 	NDMO	2026-2030	Ensure timely assessments by training teams, maintaining updated tools, and coordinating with partners for rapid data collection
Coordinate and manage disaster and emergency response operations in accordance with the DRM Act and humanitarian principles, ensuring collaboration with partners, effective information management, inclusive approaches, and the protection of the most vulnerable populations.	<ul style="list-style-type: none"> 100% of declared national disasters and emergencies trigger a timely response coordinated by NDMO, in alignment with legal mandates Provide advice and facilitate decision-making of the National Disaster Committee (NDC) Regular partner coordination meetings held Request for Assistance (RFA) processed efficiently 	NDMO	2026-2030	Mitigate delays by activating coordination mechanisms early, ensuring partner engagement, and maintaining clear communication channels.
Produce National Response Plans for each major hazard scenario (worst-case)	<ul style="list-style-type: none"> Response plans are timely produced and submitted to the National Disaster Committee (NDC) and then to the Council of Ministers (COM) to enable the timely triggering of emergency funds and the declaration of disaster areas or states of emergency. 	NDMO	2026-2030	Avoid gaps by prioritizing hazard scenarios, allocating resources for planning, and securing timely approvals from decision-makers.
Manage emergency response funds	<ul style="list-style-type: none"> Emergency funds are managed transparently and efficiently, with timely disbursement 	NDMO	2026-2030	Ensure transparency and efficiency by implementing strict financial controls, timely disbursement processes, and regular audits.
Monitor response implementation and ensure timely and regular reporting throughout emergency operations	<ul style="list-style-type: none"> Real-time dashboards are maintained; distribution verification and community feedback mechanisms are operational. Situation reports are produced and shared regularly during emergencies to support informed decision-making. 	NDMO	2026-2030	Maintain accountability by using real-time dashboards, verifying distributions, and integrating community feedback mechanisms.

Key Activities	Indicative Output or Service Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
Coordinate transition to recovery phase	<ul style="list-style-type: none"> Participation in National Recovery Committee (NRC); clear transition planning documented 	NDMO	2026-2030	Facilitate smooth transition by engaging recovery committees early and documenting clear handover plans
Prepare and submit end-of-response reports	<ul style="list-style-type: none"> End-of-response reports produced and shared within 30 days post-emergency 	NDMO	2026-2030	Avoid delays by setting clear reporting timelines, assigning responsibilities, and using standardized templates.
Conduct lessons learned exercises post-emergency	<ul style="list-style-type: none"> Lessons learned workshops conducted and recommendations documented and integrated 	NDMO	2026-2030	Ensure continuous improvement by scheduling workshops promptly, documenting recommendations, and integrating them into future plans.

Human Resource Development Plan

Since its establishment in 2011, the Ministry of Climate Change (MoCC) has not had a dedicated Human Resource Development (HRD) Plan to systematically support the delivery of its Corporate Plan and Departmental Business Plans. This gap has been identified as a critical priority, particularly given the Ministry's expanding mandate, decentralisation agenda, and increasing reliance on skilled technical staff across climate change, disaster risk management, environment, energy, and meteorological services.

The development of MoCC's first Human Resource Development Plan is currently underway and will provide a structured framework to strengthen workforce planning, capacity development, and staff retention. The HRD Plan will align the Ministry's human resource needs with national priorities, including the National Human Resource Development Plan, and will support improved and decentralised service delivery across all departments.

The timing of the HRD Plan is strategic, as several departments have recently submitted, or are in the process of finalising, organisational restructure proposals. These restructures reflect growing operational demands and the need for additional staff and specialised skills to fully discharge departmental roles and functions. The HRD Plan will support these reforms by aligning staffing structures, competencies, and training investments with the Ministry's long-term objectives.

As part of the HRD Plan development process, updated job descriptions with clear key responsibility areas and performance indicators will be developed. These will be complemented by a training needs analysis and skills gap assessment for all staff. The findings will inform a costed, evidence-based training and capacity development programme that can be integrated into departmental Business Plans over the Corporate Plan period.

Public Service Commission Institutional Capacity Assessment

In support of human resource planning, the Public Service Commission (PSC) conducted an Institutional Capacity Assessment for the Ministry in October 2019. Although the assessment focused primarily on the Corporate Services Unit, its findings remain relevant for broader organisational strengthening.

Out of 31 capacity elements assessed, the top ten priority capacity development areas identified for 2020 onwards were:

1. Policy and legal framework
2. Access to suitable technical and professional staff
3. Human resource development and training
4. Workplace meetings and coordination
5. Service delivery standards
6. Organisational performance monitoring (M&E)
7. Responsiveness to changes in the operating environment
8. Strategic planning (Corporate and Business Plans)
9. Strategic planning processes
10. Plan review processes

These findings continue to inform the Ministry's approach to workforce development, systems strengthening, and performance management.



Analysis of Ministry of Climate Change Staffing

The Ministry of Climate Change comprises five technical departments and a Corporate Services Unit:

- Vanuatu Meteorology and Geo-hazards Department (VMGD)
- Department of Environmental Protection and Conservation (DEPC)
- Department of Energy (DoE)
- Department of Climate Change (DoCC)

- National Disaster Management Office (NDMO)
- Corporate Services Unit (CSU)

Table 3 presents an overview of staffing levels across the Ministry at the time of developing this Corporate Plan. Updated information can be obtained from the Human Resource Manager within the Corporate Services Unit as required.

Table 4 Table shows statistical information of the Ministry's staffing by each Department

Department Total	Positions (Approved Structure)	Permanent	Vacant Position	Projects/Contract	Intern	Total Employees
CSU	22	22	0	4	2	28
VMGD	85	55	30	7	2	64
DoCC	8	7	1	43	2	52
DEPC	19	14	5	11	2	27
DoE	21	15	6	1	1	17
NDMO	21	15	6	0	0	15
DGH						
NGEF	10	7	3	0	0	7
Total	186	135	51	66	9	210

This analysis highlights a significant reliance on project-funded and contract staff, alongside a high number of vacant positions within approved structures. These factors present both opportunities

and risks for workforce sustainability and service delivery continuity, reinforcing the importance of finalising and implementing the HRD Plan.

Gender and Geographic Distribution

The Ministry’s workforce is predominantly based in Port Vila, with limited staff deployed at provincial level outside of VMGD and NDMO. This distribution reflects historical centralisation but presents challenges for decentralised service delivery, particularly in environment, energy, and climate change functions.

Tables 4 and 5 illustrate the geographic distribution of staff by department and province, while Figures 2 and 3 provide a visual summary of gender and provincial distribution.

Key observations include:

- VMGD has the strongest provincial presence, including climate centres and rainfall observers.
- NDMO maintains one officer in each province, supporting decentralised disaster coordination.
- Other departments remain largely centralised in Port Vila, limiting routine provincial engagement.

Addressing these imbalances through targeted recruitment, redeployment, and decentralised staffing arrangements is a key focus of the HRD Plan and the Corporate Plan 2026–2030.

Figure 2 Distribution of MoCC Staff by Sex

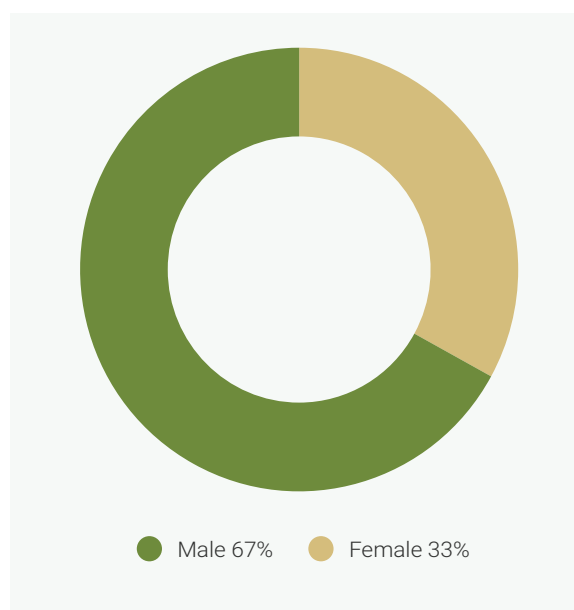


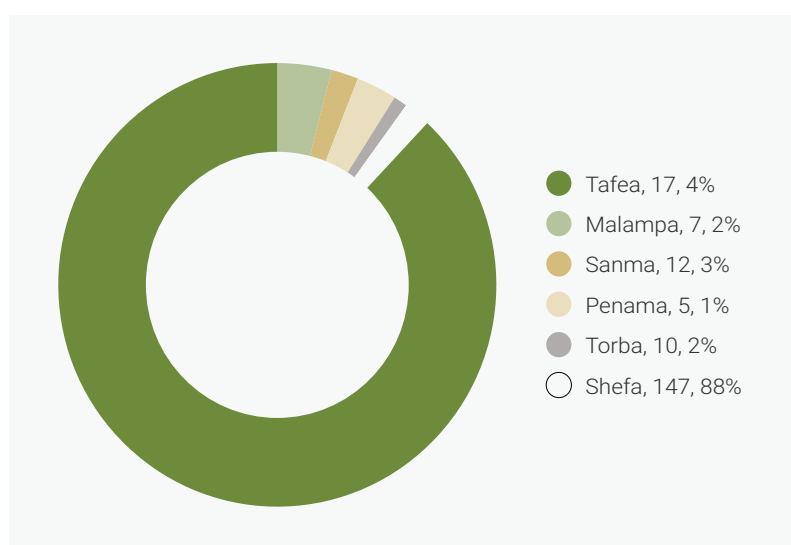
Table 5 Staff Distribution to Provinces

Province	Shefa	Malampa	Sanma	Tafea	Penama	Torba
CSU	28	0	0	0	0	0
DEPC	15	1	1	1	0	0
VMGD	80	5	10	15	4	9
DoE	12	0	0	0	0	0
DoCC	9	0	0	0	0	0
NDMO	13	1	1	1	1	1
Total	147	7	12	17	5	10

Table 6 Geographical distribution of the Ministry of Climate Change Officers

Department Total	Work locations	
	Port Vila	Other Islands/Provinces
Corporate Services Unit (CSU)	28 Officers are in Port Vila	None in the provinces
Vanuatu Meteorology and Geo-hazards Department (VMGD)	80 Officers are in Port Vila	43 Provincial Officers: Torba – 9, Sanma – 10, Penama – 4, Tafea – 15, Malampa – 5 (Including 46 rainfall collectors throughout the country)
Department of Environmental Protection and Conservation (DEPC)	15 officers are in Port Vila	3 Provincial officers. (Sanma -1, Tafea-1, Malampa- 1)
Department of Energy (DoE)	12 officers are in Port Vila	None in the provinces
Department of Climate Change (DoCC)	9 Officers are in Port Vila	None in the provinces
National Disaster Management Office (NDMO)	13 Officers are in Port Vila	6 Provincial Officers (1 each for all 6 provinces)

Figure 3 Percentage of Staff distribution by Province



Ministry of Climate Change's OPSC Approved Staffing Structures

The approved staffing structures for MoCC departments and the Corporate Services Unit were largely endorsed by the Office of the Public Service Commission between 2014 and 2020. These structures provide the foundation for workforce planning but require updating to reflect evolving

mandates, decentralisation priorities, and emerging technical requirements.

The HRD Plan, together with ongoing restructuring processes, will guide the review and implementation of approved structures to ensure they remain fit for purpose over the Corporate Plan period.

Figure 4 Ministry of Climate Change Overall Organisational Structure

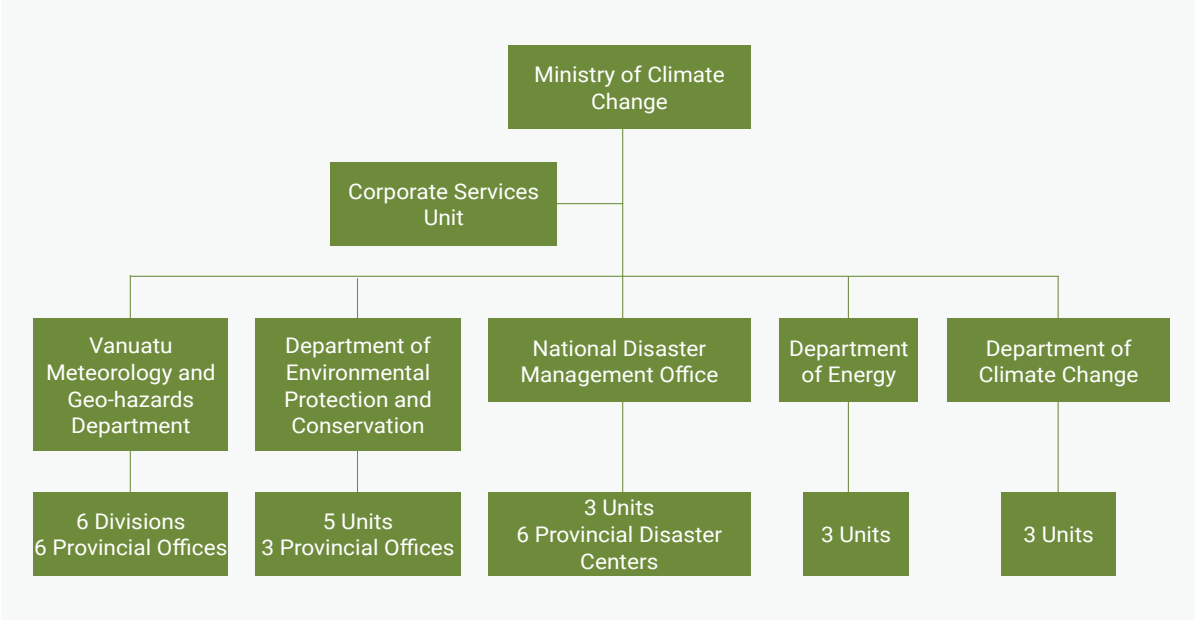
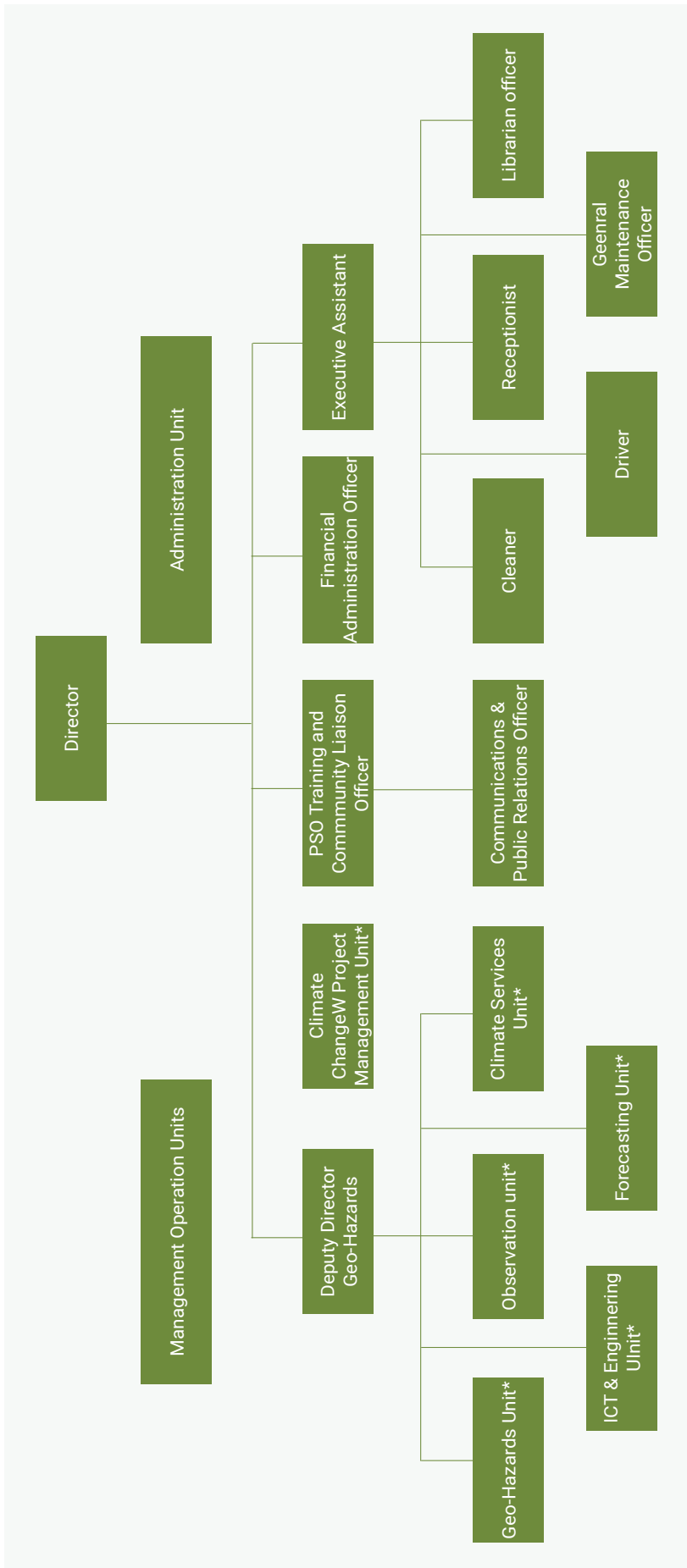




Photo credit: UNDP VGET

Figure 4 Vanuatu Meteorological and Geo-Hazards Department Approved Structure



* A detailed Organogram of each unit can be issued upon request.

Figure 5 Corporate Services Unit Approved Structure

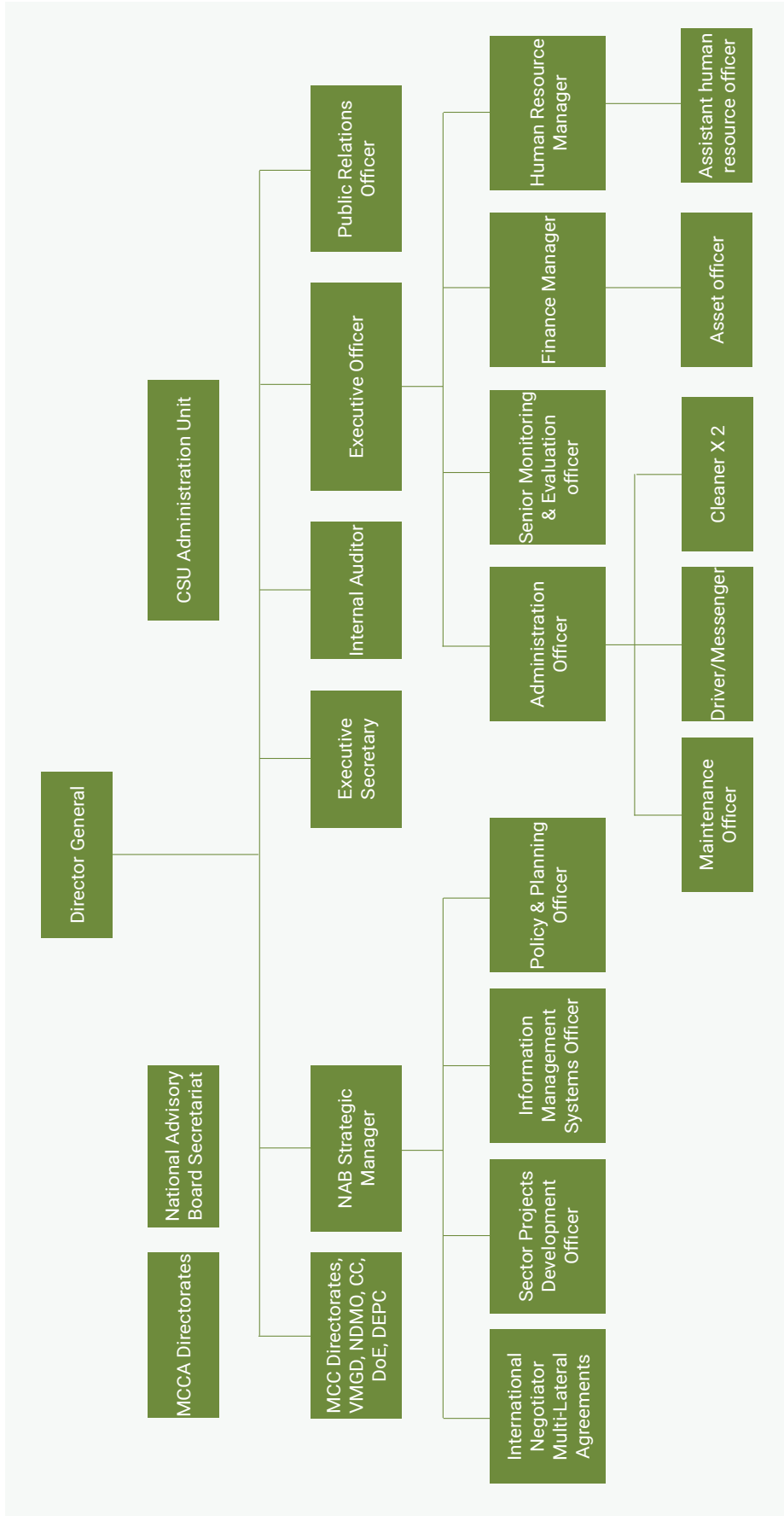


Figure 6 Department of Environmental Protection and Conservation Approved Structure

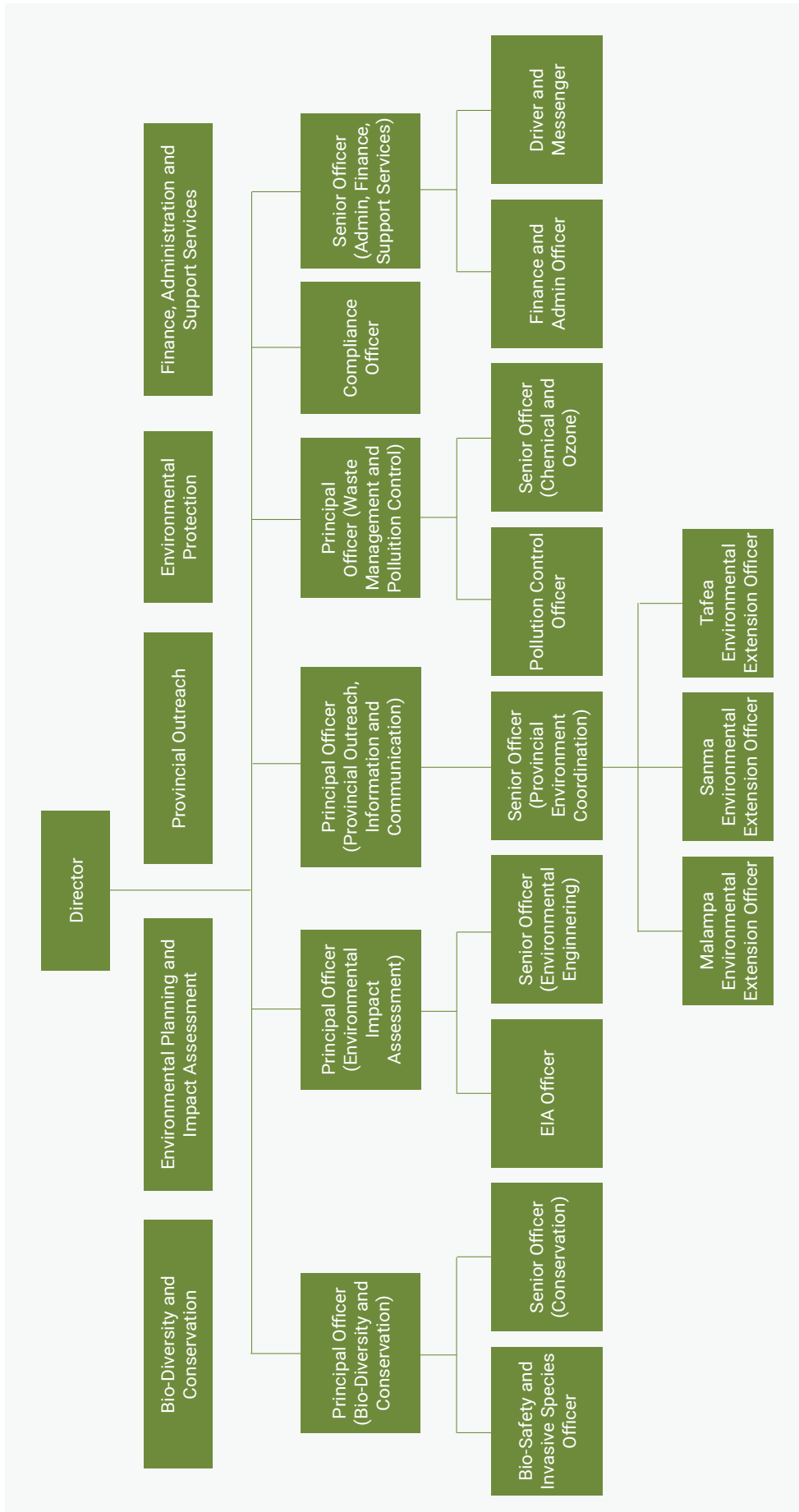


Figure 7 Department of Energy Approved Structure

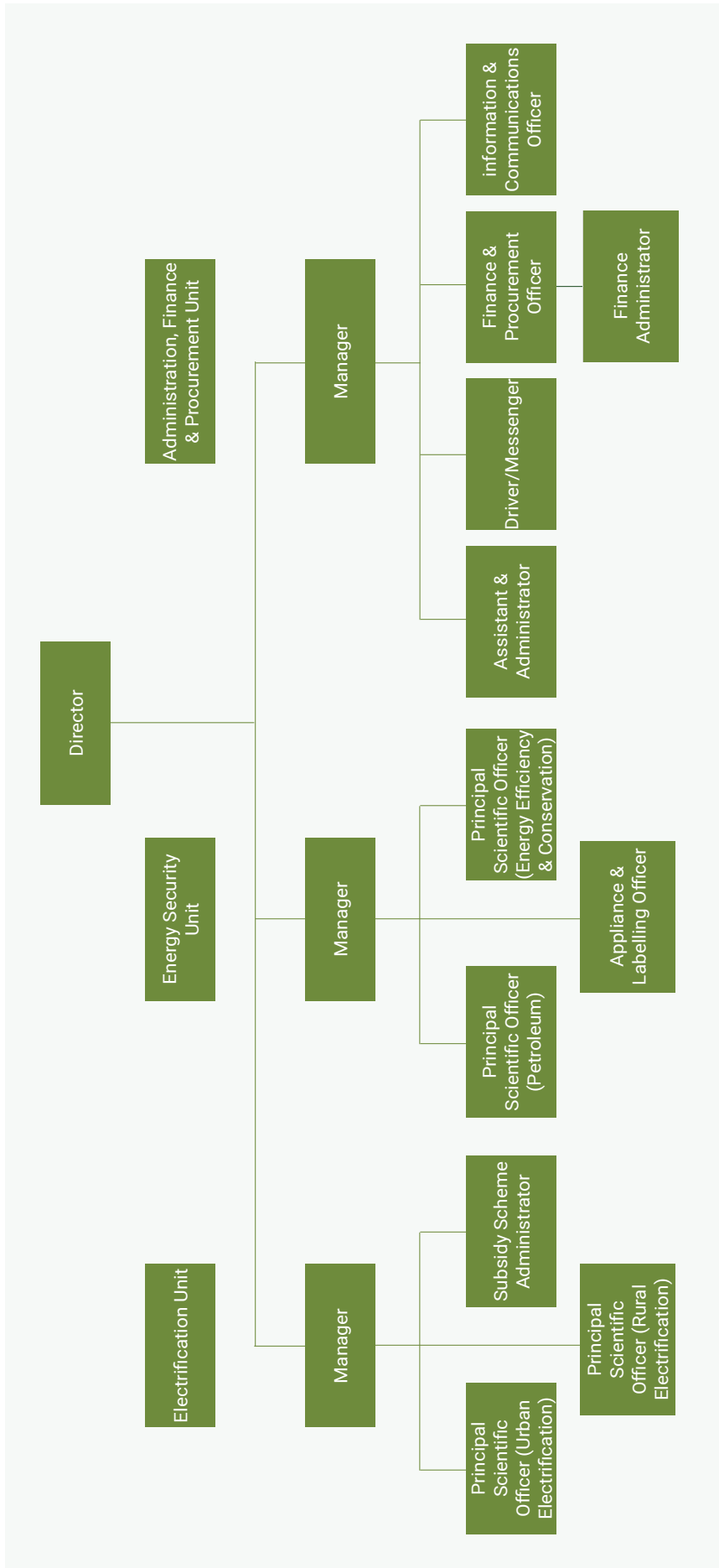


Figure 8 Department of Climate Change Approved Structure

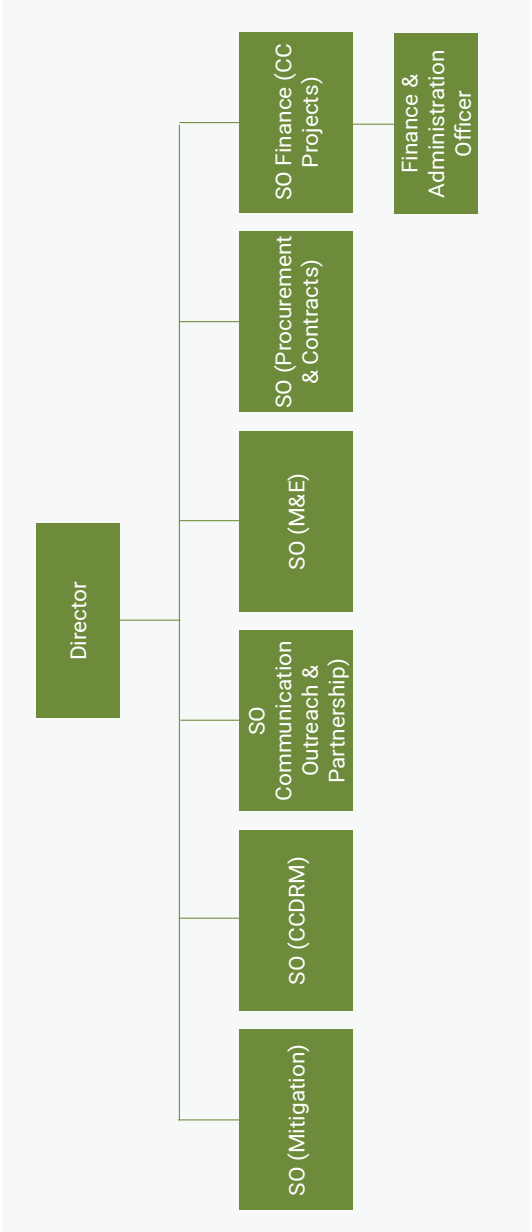
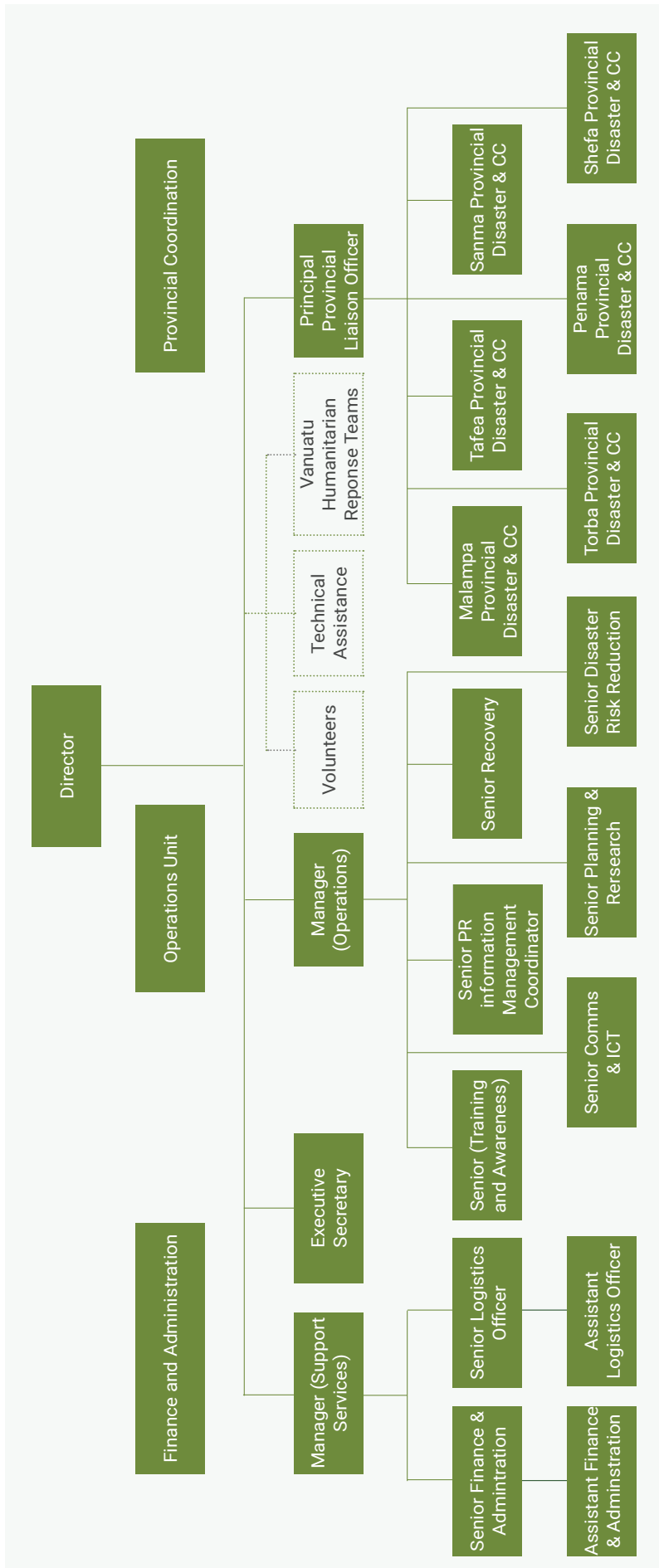


Figure 9 National Disaster Management Office Approved Structure



Restructure Rationale for the Ministry of Climate Change in Next 5 Years

Several departments and units within the Ministry of Climate Change (MoCC) intend to undertake organisational restructuring during the 2026–2030 Corporate Plan period. These proposed restructures respond to the Ministry’s expanding mandate, increasing service delivery demands, decentralisation requirements, and the need to strengthen institutional capacity across climate change, disaster risk management, environment, energy, and meteorological services.

The need for restructuring was formally identified through an Institutional Capacity Assessment conducted by the Office of the Public Service Commission (OPSC) in 2019, which recommended that MoCC review its institutional arrangements and address capacity gaps, particularly in human resources, coordination, and service delivery systems. This was further reinforced during the Ministry’s Corporate Planning Retreat in 2021, where staff identified human resource constraints—including staffing levels, organisational structures, skills development, and unfilled positions—as a key internal challenge for the following five years.

Accordingly, restructuring across departments is intended to improve operational efficiency, strengthen decentralised service delivery, and ensure that organisational structures remain fit for purpose over the Corporate Plan period.

Departmental and Unit-Specific Rationale

- **Corporate Services Unit (CSU)**
The proposed restructuring will strengthen CSU’s capacity to support decentralised service delivery by enabling the deployment of corporate support functions to provincial level. This will support departmental operations on the ground and align MoCC with the Government’s Decentralisation Act.
- **National Disaster Management Office (NDMO)**
Restructuring is required to respond to the increasing frequency and complexity of multi-hazard events. Existing job descriptions are largely preparedness-focused, while operational demands now require sustained response and recovery functions. Additional staffing and revised roles are needed to meet real-time response requirements.
- **Vanuatu Meteorology and Geo-Hazards Department (VMGD)**
The proposed restructuring will separate the Geo-Hazards Division into a standalone Department of Geological Hazards. This change will strengthen the delivery of geo-hazards services through clearer mandates, improved operational focus, and strengthened standard operating procedures. Legislative amendments to the relevant Acts will be required to support this transition.
- **Department of Climate Change (DoCC)**
Expansion of human resources is required to respond to increasing demand from government agencies, development partners, and communities for climate change coordination, technical support, and project oversight across all sectors.
- **Department of Environmental Protection and Conservation (DEPC)**
Restructuring is necessary to strengthen regulatory enforcement, Environmental Impact Assessment (EIA) processing, compliance monitoring, and provincial presence in response to growing development pressures and environmental risks.
- **Department of Energy (DoE)**
The current structure, approved in 2015, no longer reflects the scale and complexity of the energy sector. Additional capacity is required to support implementation of the National Energy Road Map, renewable energy projects, and the expanding government and private energy sectors.

Table 7 Status of the current restructure submissions for the Ministry of Climate Change

Department	Date of last OPSC Approved Structure	Status of Restructure Submissions	Target Year for Approval and Implementation
Corporate Services Unit (CSU)	15th July 2020	Restructure submission in draft for submission in 2022 to OPSC for consideration	2025
Vanuatu Meteorology and Geo-hazards Department (VMGD)	30th January 2014	A draft structure in place for further revision in 2022 and will submit a draft in 2022 to OPSC for consideration. The restructure is to separate Geo-Hazards Division to become a new Department of Geo-hazards. Also, will require amendment to the current MHGCC Act.	2025
Department of Environmental Protection and Conservation (DEPC)	30th June 2017	Restructure submission in draft for submission in 2022 to OPSC for consideration	2025
Department of Energy (DoE)	7th August 2015	Implementation underway	Implementation
Department of Climate Change (DoCC)	29th April 2016	Further revision of the structure being undertaken in 2021 and Restructure submission in final for submission in 2022 to OPSC for consideration	2025
National Disaster Management Office (NDMO)	30th June 2020	Implementation underway	Implementation

Retirement Plan

The Ministry of Climate Change does not currently have a formal Retirement Plan. A Retirement Plan for the 2026–2030 period will be developed in 2025 as part of the Ministry’s Human Resource Development Plan.

The plan will be based on projected retirements within the age range of 55–60 years across departments. Medical retirements cannot be forecast at this stage due to insufficient evidence at the time of developing this Corporate Plan.

Table 8 Shows the Retirement Plan for the Ministry of Climate Change

Department	Position Title	Position Number	Year for Retirement (55-60 years of age)
Corporate Services Unit (CSU)	None		
Vanuatu Meteorology and Geo-hazards Department (VMGD)	Principle Scientific Training, Community Liaison, Outreach Officer	6451	2026
Department of Environmental Protection and Conservation (DEPC)	Principal officer, Provincial outreach and communications	6928	2026 (57)
	Senior chemical and ozone officer	6933	2026 (58)
	Sanma Extension officer	6940	2026 (56)
Department of Energy (DoE)	Petroleum officer	6907	2026 (59)
Department of Climate Change (DoCC)	None		
National Disaster Management Office (NDMO)	None		
Department of Geological Hazards	None		

Succession Plan

A Ministry-wide Succession Plan for 2026–2030 will be developed in 2025 as part of the Human Resource Development Plan. The plan will focus on:

- identifying critical positions,
- developing internal talent pipelines,
- supporting knowledge transfer, and
- reducing operational risks associated with staff turnover and retirement.



Training Plan

The Ministry's Training Plan will form a core component of the HRD Plan. Training priorities will be informed by:

- annual performance appraisals using PSC Performance Agreement forms,
- training needs assessments and skills gap analyses, and
- departmental operational requirements.
- Training investments will be costed and integrated into Departmental Business Plans over the Corporate Plan period.



Inclusivity and Equity

The Ministry of Climate Change is committed to promoting gender equity, disability inclusion, and inclusive workplace practices. The Ministry currently employs 14 female technical staff, including five female technicians, and demonstrates strong female representation at leadership level, including a female Director, ICT Manager, and Project Managers.

The Ministry has taken steps to improve accessibility, including the installation of wheelchair-accessible access at its main building. The design of the new

Ministry building incorporates disability-inclusive features such as ramps and accessible parking.

Gender Equality and Social Inclusion (GESI) principles are integrated into strategic planning, project screening, and business plan implementation, including through the engagement of a dedicated GESI specialist under one of the Ministry's projects.

Further inclusivity and equity strategies will be detailed in the forthcoming Human Resource Development Plan.





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Budget Resources

The budget forecast projected below is combines the MoCC 2026 appropriate annual forecast while also protecting the MoCC Departments and CSU budget from 2027 to 2030, precisely reflecting the reporting period for this ministerial level strategic planning

document. As such, the projections are link directly to contributing activities tables under each strategic programs for individual departments. Accountable to the associated risks and implementation timeframe, the budget forecast is subjected to enhancement annually.



Table 9 MoCC Budget Forecast

Code	Description	2026 Appropriation	2027 Indicative	2028 Indicative	2029 Indicative	2030 Indicative
MGA	Cabinet Support	71,962,234	72,681,856	73,408,675	74,142,762	74,884,189
86AA	Cabinet Operations	71,962,234	72,681,856	73,408,675	74,142,762	74,884,189
MGB	Executive Management & Corporate Services	161,854,344	163,472,887	165,107,616	166,758,692	168,426,279
87AA	Office of the Director General	136,684,496	138,051,341	139,431,854	140,826,173	142,234,435
87BB	National Advisory Board	25,169,848	25,421,546	25,675,762	25,932,520	26,191,845
MGC	Vanuatu Meteorological Services	196,631,051	198,597,362	200,583,335	202,589,168	204,615,060
75DA	Meteo Department Corporate Service Section	10,000,000	10,100,000	10,201,000	10,303,010	10,406,040
75DA	Meteo Department Corporate Service Section	147,864,230	149,342,872	150,836,301	152,344,664	153,868,111
75DC	Weather Forecasting & Monitoring	1,000,000	1,010,000	1,020,100	1,030,301	1,040,604
75DE	ICT-Engineering	1,000,000	1,010,000	1,020,100	1,030,301	1,040,604
75DF	Climate Section	1,000,000	1,010,000	1,020,100	1,030,301	1,040,604
75DG	Observation Section	1,000,000	1,010,000	1,020,100	1,030,301	1,040,604
MGCA	Weather Forecasting, Monitoring and Research	161,864,230	163,482,872	165,117,701	166,768,878	168,436,567
MGD	Energy	349,640,146	353,136,547	356,667,913	360,234,592	363,836,938
6301	DoE Finance & Admin	43,130,898	43,562,207	43,997,829	44,437,807	44,882,185
6302	DoE Electrification Unit	306,509,248	309,574,340	312,670,084	315,796,785	318,954,753
MGDA	Energy Management and assessment	349,640,146	353,136,547	356,667,913	360,234,592	363,836,938

Code	Description	2026 Appropriation	2027 Indicative	2028 Indicative	2029 Indicative	2030 Indicative
MGE	Environment	104,232,662	105,274,989	106,327,739	107,391,016	108,464,926
6401	Environment Department	98,232,662	99,214,989	100,207,139	101,209,210	102,221,302
6402	Sanma Extension Office	2,000,000	2,020,000	2,040,200	2,060,602	2,081,208
6403	Malampa Extension Office	2,000,000	2,020,000	2,040,200	2,060,602	2,081,208
6404	TAFEA Extension Office	2,000,000	2,020,000	2,040,200	2,060,602	2,081,208
MGF	National Disaster Management	64,878,499	65,527,284	66,182,557	66,844,382	67,512,826
1701	National Disaster Management Office	49,094,768	49,585,716	50,081,573	50,582,389	51,088,212
1702	PDO SHEFA	2,632,171	2,658,493	2,685,078	2,711,928	2,739,048
1703	PDO TAFEA	2,621,784	2,648,002	2,674,482	2,701,227	2,728,239
1704	PDO PENAMA	2,632,864	2,659,193	2,685,785	2,712,642	2,739,769
1705	PDO MALAMPA	2,632,864	2,659,193	2,685,785	2,712,642	2,739,769
1706	PDO SANMA	2,633,024	2,659,354	2,685,948	2,712,807	2,739,935
1707	PDO TORBA	2,631,024	2,657,334	2,683,908	2,710,747	2,737,854
MGH	Climate Change	38,005,584	38,385,640	38,769,496	39,157,191	39,548,763
98AA	Department of Climate Change	30,585,584	30,891,440	31,200,354	31,512,358	31,827,481
98BA	Climate Change Adaptation	6,176,000	6,237,760	6,300,138	6,363,139	6,426,770
98BC	Climate Change Mitigation	1,244,000	1,256,440	1,269,004	1,281,694	1,294,511
M20	Ministry of Climate Change Adaptation, Geohazards, Meteorology and Energy Grand Total	987,204,520	997,076,565	1,007,047,331	1,017,117,804	1,027,288,982

The indicative budget for the Ministry of Climate Change, Geohazards, Meteorology and Energy (MoCC) for 2026–2030 is based on the Government's recurrent budget and excludes donor-funded projects.

This allocation reflects the Ministry's core operational needs and mandates. The budget is projected to increase modestly over the five-year period, from VT 987 million in 2026 to VT 1.027 billion by 2030.

It is important to note that this budget may increase through: 1) New Project Proposals (NPPs) approved by the Ministerial Budget Committee (MBC), and Supplementary budget provisions for emerging national priorities.

These figures provide a foundation for planning, with potential adjustments aligned to government directives and strategic needs.



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Corporate Plan 2026 - 2030
Ministry of Climate Change (MoCC)
Government of Vanuatu