



MINISTRY OF CLIMATE CHANGE

CORPORATE PLAN 2022-2026



GOVERNMENT OF THE
REPUBLIC OF VANUATU





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Ministry of Climate Change
Government of Vanuatu
Port Vila, Vanuatu

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Abbreviations and Acronyms

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

01

Preface from the Minister



Honourable Silas BULE MELVE is the Minister for the Ministry of Climate Change

As the Minister of Climate Change, Meteorology, Geohazards, Environment, Energy and Disaster Management, I am pleased to present and release the Corporate Plan 2022 to 2026 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 DRR, low carbon development and response and recovery.

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.

We intend our **Corporate Plan 2022 to 2026** provides clear guidance to all our stakeholders and partners of our next four (4) 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 resilience Vanuatu.

Yours Sincerely

Hon. Silas BULE MELVE
Minister
Ministry of Climate Change





02

Introduction by the Director General



Esline Garaebiti Bule is the Director General for the Ministry of Climate Change

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 developed Corporate Plan 2022 to 2026 to you all.

Vanuatu is an archipelago of around 86 islands with a population of 320, 272 as of May 2022 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 2022 to 2026 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 topped with the current COVID19 pandemic. Cyclones, droughts, volcanic eruptions, evacuations, landslides and floods have taught us a valuable lesson that our Ministry and our key plans must pre-position the 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 2022 to 2026.

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 four (4) years.



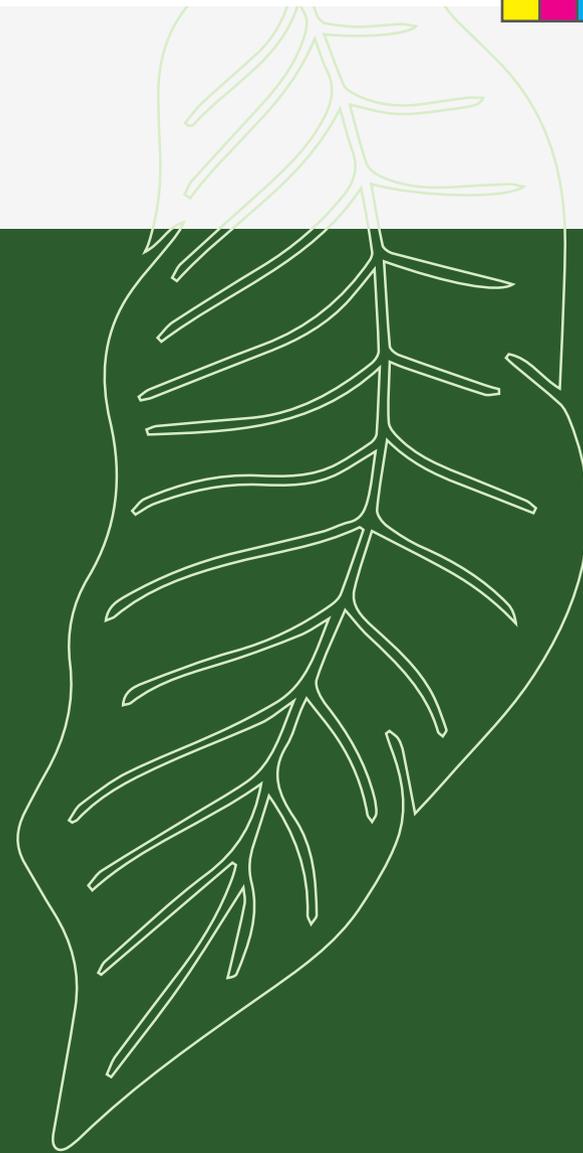


This can only be achieved by a strong relationship established amongst the Ministry's Departments with the agencies of the Government of Vanuatu, our Development Partners, Civil Society Organisations, Private Sector partners and communities working together as a team focusing on the people-based outcomes. May I wish all staffs all the best in the implementation of activities identified from this year 2022 to 2026 as they adhered to their yearly Business Plans activities.

Yours Sincerely



Esline Garaebiti Bule
Director General
Ministry of Climate Change





03

About Us

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

- Services Delivery.
- Team Work.
- Positive attitude and actions.
- Positive and healthy working environment.
- Honesty and integrity.
- Equity and Inclusiveness.
- Professionalism.
- High Performance.
- Reliability, Commitment and Dedication.
- Transparency and Accountability.
- Partnership and Collaboration .
- Innovative.
- Passionate.



Department Mission and Programs

Vanuatu Meteorology and Geo-hazards Department

Mission "Enable Climate Governance, Adaptation and Mitigation"

Programs:

- 01 Administration, policy & planning
- 02 Regional and international obligations
- 03 Quality management systems (QMS)
- 04 Early warning services
- 05 Weather forecasting & services
- 06 Hydro met services (flood forecasting services)
- 07 Climate Information Services (CIS)
- 08 Geo-hazards services
- 09 Observations and data collections
- 10 Support services (information communication technology/engineering)
- 11 Research and development
- 12 Human resource capacity building & development
- 13 Outreach & community engagement

Department of Climate Change

Mission "Efficient and Effective Administration"

Programs:

- 01 Climate change adaptation
- 02 Climate change mitigation (Low Carbon Development)
- 03 Information knowledge management
- 04 Communications, outreach and partnership
- 05 UNFCCC obligations
- 06 Administration, support services and human resources

Department of Environmental Protection and Conservation

Mission “Think Environment First”

Programs:

- 01** Traditional knowledge and cultural sites preservation
- 02** Environmental governance
- 03** Human resource capacity development
- 04** Environmental impact assessments and planning
- 05** Energy sector support
- 06** Waste management, pollution control and chemical management
- 07** National and international environmental obligations
- 08** Sustainable financing
- 09** Biodiversity, conservation, ecosystem and research
- 10** Outreach, communication and awareness
- 11** Data management and sharing
- 12** Institutional strengthening at the provincial level

National Disaster Management Office

Mission “Improve coordination and partnership with emergency responders to save lives”

Programs:

- 01** NDMO DRM Governance Framework
- 02** Human Resource Training and performance management
- 03** Inclusive disaster preparedness and response coordination
- 04** Harmonization and mainstreaming of Disaster Risk Management and Climate Change and Adaptation
- 05** Hazard and disaster-related information repository

Department of Energy

Mission “Maintain Equitable and Efficient Energy”

Programs:

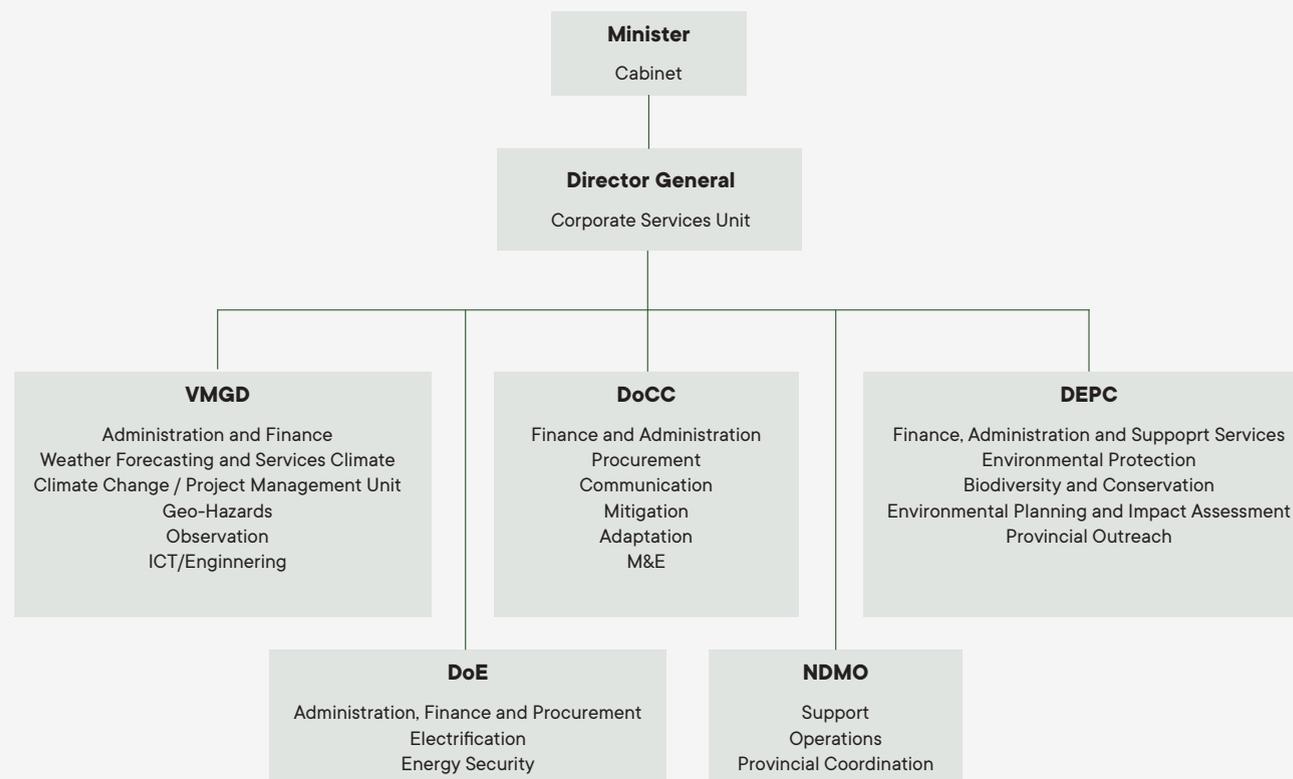
- 01** Human Resource and Support Services (Administration, Finance, and Procurement)
- 02** Electrification
- 03** Energy Security

04

Organisational Structure

MoCC's Corporate Structure is composed of five departments (non-statutory bodies) including the cabinet and the CSU. There also statutory bodies legal established and guided and administered by individual MoCC departments.

Figure 1: Organizational Chart



05

Functions of the Ministry

Policy

The MoCC unlike other government ministries procures upon the art of science to policy continuum to influence decision making and informed the people of Vanuatu. Departments under the MoCC housed various sectoral policies in which they may be regarded as national lead in hosting and implementing such policies. In total, the Ministry is responsible to have in its possession 11 policies including strategies. Vanuatu National Climate Change and Disaster Risk Reduction Policy 2022-2030 is an overarching and cross sectoral policy streamlined to other government ministries.

The Ministry through its line departments is also obligated in complying with multilateral agreements, treaties and conventions both internationally and regionally. Along with its national policy priorities, MoCC has broad range of **responsibility within the CCDRR policy spectrum**:

- 1 Developing, reviewing and endorsing national policies within the MOCC ministerial jurisdictions.
- 2 Support and inform policy interventions and reformation to the broader national policy landscape for Vanuatu.
- 3 Providing strategical guidance in informing national policies by integrating and localising regional and international obligated CC and DRM priorities.
- 4 Support the implementation, monitoring and evaluation of CCDRR related policies in-country.
- 5 Support and facilitates the establishments of policy, research and other technical working groups.
- 6 Diplomatically contributing and influencing Vanuatu's positions with regards to CCDRR policy affairs at regional and international platform.

The individual sector represented by the ministry's department is responsible to host and strategically coordinate the implementation of such policies. As all policies do, introduces a wider cross sectoral engagement platform from both government agencies, private institutions and NGOs. Listed are **MoCC cross-sectoral long term strategic plan and policy Instruments** guiding ministry's operation:

- National Environmental Policy and Implementation Plan 2016-2030
- National Invasive Species Strategy and Action Plan
- National Biodiversity Strategy and Action Plan
- 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 Policy

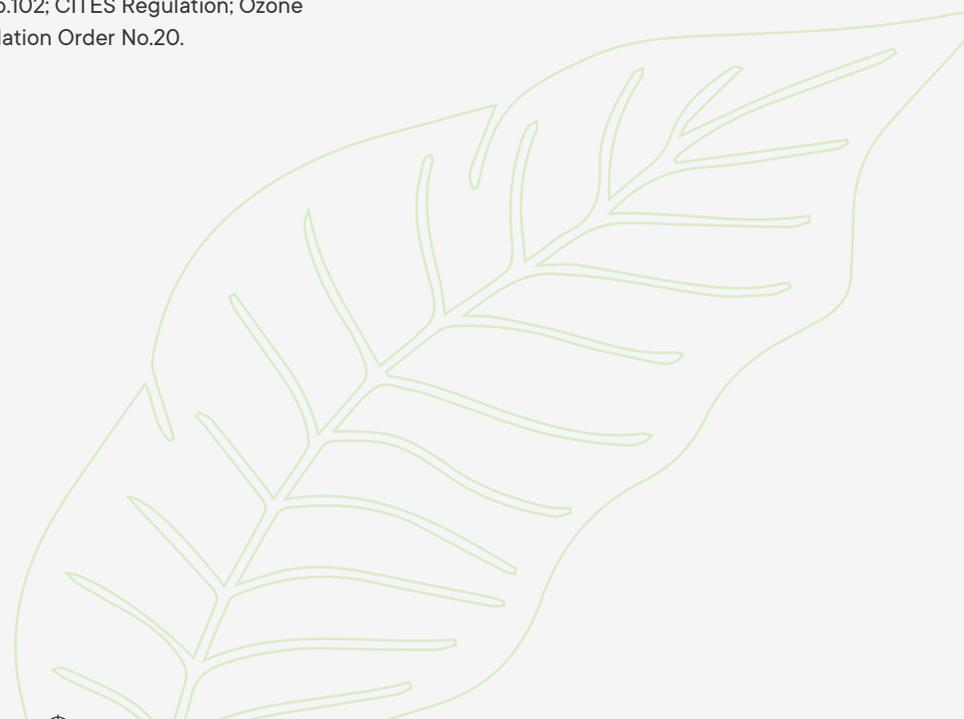
Legislation

All government organizations are responsible to administer some forms of legislation guiding them legally in their operation that also allows for establishing mechanism and frameworks that should ensure such institutions function effectively. MoCC department are mandated to administer legislative acts and regulations framework solely, while in some cases a legislation provides for more than one administrative agency. VMGD and DOCC are separate agencies under MoCC which are both legally bind by Meteorology, Geological Hazards and Climate Change Act, while also considering the establishment of Geological Hazard Department.

Acts in Force: Environmental Management and Conservation Act [CAP 283]; Ozone Layer Protection Act No.27 of 2010; International Trade and Fauna [CAP 210]; Pollution Control Act No.10 of 2013; Waste Management

Act No. 10 of 2014; Energy Efficiency of Electrical Appliances, Equipment and Lighting Products Act No.24 of 2016, National Green Energy Fund Act 2018; Electricity Supply [CAP 65] Consolidated Edition 2021; Geothermal Energy Act 6 of 1986; Disaster Risk Management Act No.23 of 2019; National Disaster Act [CAP 267]; Meteorology, Geological Hazards and Climate Change Act No. 25 of 2016; National Park Act of 1993.

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



Service to the Public

Department of Climate Change

- Promoting and supporting climate change programs through awareness and advocacy to the general public on the implication of climate change.
- Promote through advocacy and awareness program traditional practice and knowledge to improve general public capacity and understanding on weather and climate.
- Develop appropriate educational curriculum covering relevant topics associated with climate change and to promote the introduction and implementation of such curriculum through formal and informal education.
- Monitor and implement climate change related project at community level; collaboratively with stakeholders to promote community engagement in climate change related projects, programs and annual activities.

Vanuatu Meteorological and Geohazard Department

- Engage communities and general public by promoting VMGD and the services through annual events, awareness and advocacy programs.
- Promote public awareness and educational programmes on the effective use of meteorological information and promote the recognition of traditional practices and knowledge related to weather and climate.
- Establish and maintain a national network of meteorological and geological observation stations with all other necessary technical installations and equipment's in order to provide daily forecasting while releasing valuable information during extreme climatic and geological events.
- Publish and make available meteorological reports, bulletins or data
- Forecasting weather and monitor the state of the atmosphere.
- Forecasting maps and monitoring threats arising from geological hazards, including observation, sampling and risk mapping.
- Developing and make available cyclone tracking map for Vanuatu
- Disseminating general warnings to the public
- Issuing specific warning and information to aircraft and ships.
- Issue warnings and alerts for natural disaster related weather conditions and geological hazards likely to endanger life or property.

Department of Energy

- Promote energy sector through awareness and advocacy.
- Regulate the importation and supply of energy efficient products.
- Establish minimum energy performance standards for the electrical appliances.
- Establish the standards for energy labelling of electrical appliances, equipment or lighting products.
- Issues Production license for the extraction of geothermal energy.
- Enter into concessional agreements for the production and supply of electricity to general public living within concessional areas.
- Installation of electrical grids
- Facilitate the establishment of fuel ports

Department of Environmental Protection and Conservation

- Provides to the public the overall process of EIA.
- Issues EIA permit.
- Regulates the importation, exportation, sales and manufacturing of controlled substances and goods composing of control substances.
- Issues permits, registrations and licencing for operators, facilitators and handlers for controlled substances.
- Issues export and import permits for certain species of flora and fauna.
- Issue licensing of private waste operators.
- Prohibit the manufacture, importation, sales, use of single used plastic products and diapers.
- Registering community conservation area.
- Monitor and enforce to the public all underlying government laws regarding waste management and pollution.

National Disaster Management Office

- In collaboration with development partners, national and subnational stakeholders to coordinate and monitor disaster events; preparedness, response and recovery.
- Declaring State of Emergency for any related natural disaster.
- Issue community alert messages, warning and situational reports for any related natural disaster through various platform of communications.
- Promote National Disaster Management Office functions and programs through public outreach awareness and advocacy programs.

Service to Other Agencies

Government partner agencies for the Ministry of Climate Change and Adaptation

- **Gov development regulators (Ministry of Internal Affairs, Department of Water Resource, Geology and Mines Unit, Municipalities, Provincial Government, Public Works Department)-** Regulate infrastructure development occurring within any areas of Vanuatu whether by consent approval by way of issuing permits whilst also considering compliance monitoring for such development in its operations.
- **6 Provincial Government Council and Municipal Council,** Support technically and provide relevant expertise advice; a) to formulate waste policies and strategies for both municipal councils and provincial government councils; b) to ensure enforcement and compliance monitoring on the band of single-use plastic items; c) to support the setting up and operations for Provincial and Municipal Disaster and Climate Change Committee; d) Support the mainstreaming of MoCC programs, projects by means of incorporating and integrating into subnational planning processes while overseeing its implementation. Therefore, achieving MoCC policy and its long-term strategies.
- **Department of Customs and Inland Revenue-** Provide assistance to boarder control as to monitor and control the importation of controlled substance (ozone depleting substances) and energy efficient imports entering Vanuatu.
- **Office of the Maritime Regulator (OMR) and Air Ports Vanuatu Limited (AVL)-** Establishing observation standards to be used for aviation and maritime while also to ensure reliable advice and information is provided during adverse weather events.
- During the events of disaster, the **Ministry of Climate Change** formally taking the lead through the NDMO and its lawful authority to activate, necessarily, the legally mechanisms (NDC, NEO, and PEO) to coordinates and monitor all rapid response activities in close partnership with the following government Agencies. Even so the cluster system is activated and thus endorses a cross sectoral coordinated platform of engagement-
 - 1 MALFFB through Department of Agriculture and Rural Development- Food Security and Agriculture Cluster.
 - 2 Department of Woman Affairs through the Gender and Child Protection Sector Cluster
 - 3 MOL through the Department of Water Resource lead in WASH cluster
 - 4 MOE led agency for the Educational Cluster
 - 5 Office of the Government Chief Information Officer as the leading agency for Emergency Telecommunications Clusters (ETC)
 - 6 MOH taking lead in Health and Nutrition Cluster.
 - 7 MIPU as the lead government agency for Shelter Cluster.

- 8 Department of Strategic Planning, Policy, and Aid Coordination.
- 9 Provincial Government Councils (Torba, Sanma, Malampa, Penama, Shefa and Tafea)
- 10 Municipalities
- 11 Vanuatu Mobile Force
- 12 Vanuatu Police Force

As it should it be, collaboration between Government Ministries in their operations and services is essential and of good practice. Therefore, the Ministry of Climate Change is closely acquainted with many of these government ministries and line institutions to collectively assist with its ongoing operational affairs, implement the Government's priorities, policies and strategies.

Prime Minister's Office, DSSPAC; Ministry of Agriculture, Livestock, Fisheries, Forestry and Biosecurity; Ministry of Internal Affairs; Ministry of Foreign Affairs, Department of Foreign Affairs; Ministry of Justice and Community Services, Department of Woman Affairs, Vanuatu Cultural Centre; Ministry of Lands and Natural Resource, Department of Water Resources, Geology and Mines Unit, Department of Lands; Ministry of Education, Department of Education; Ministry of Infrastructure and Public Utilities; Ministry of Finance and Economy Management, Department of Finance Treasury, National Statistics Office; Ministry of Health, Department of Public Health.

Further the Ministry has broad range of non-governmental stakeholders; ranging from the diverse development partners (NGOs, CSOs, FBOs, Regional, International and UN Agencies) in-country and abroad whom are responsible support ministry and its

departments to strategically implement its policies, projects and programmes, response to disaster and CCDRR initiatives which strategical assist in shaping the Ministry and fulfil its functions.

Governance

The Ministry of Climate Change established in 2014 accompanied with 5 departments and a Corporate Service Unit. Though as a very young government ministry, many of its department are some of the oldest departments established even before the existence of this ministry.

These are the respective agencies inclined to the portfolio for the MoCC

- 1 Department of Climate Change
- 2 Department of Environmental Protection and Conservation
- 3 Department of Energy
- 4 National Disaster Management Office (Department of Disaster Management)
- 5 Vanuatu Meteorological and Geohazard Department

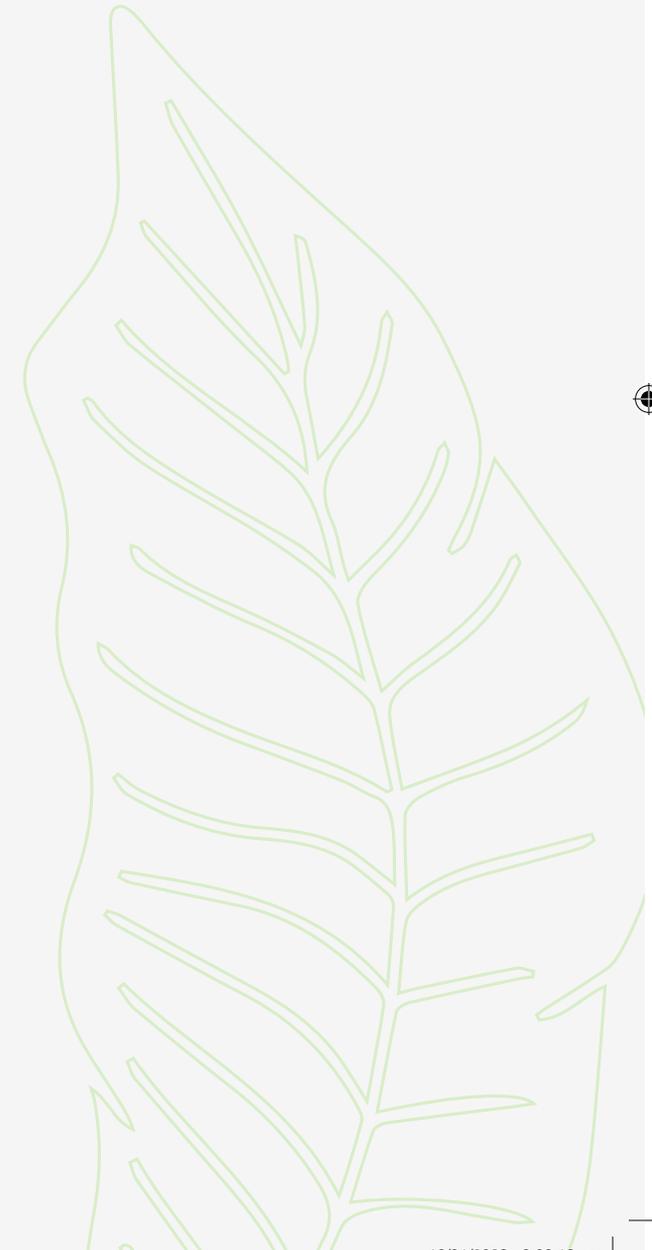
More ever, as legally provided by binding legislations setting out governance structure and mechanisms that allows for a wider engagement and contentious across sectors, these are some of the active national advisory bodies established respectively to each Department under MoCC Ministerial Portfolio its monitoring and coordination.

- 1 National EIA Review Committee
- 2 National Advisory Board for Climate Change and Disaster Risk Reduction
- 3 National Disaster Committee
- 4 National Emergency Operation Centre
- 5 National Green Energy Fund
- 6 National Waste Management Committee
- 7 National Waste Water Management Committee
- 8 Provincial Disaster and Climate Change Committee

Corporate Services

The office of the Director General constitutes the Corporate Services Unit (CSU) and is primarily responsible for the efficient and effective administration of the overall functions of the Ministry;

- Enhance coordination between the Ministry, Cabinet, other Ministries and the MOCC Departments;
- Coordinate the achievement of the objectives of the Ministerial Plans that includes CP, BPs, and indicators of the NSDP pillars relevantly implemented by the MoCC.
- Developing MoCC corporate guidelines that administers the central coordination of the MOCCA through the CSU to all its department in the various aspects of its daily operations.
- Support development and review of policies relating CC and DRM.
- Monitor and review the performance of the Ministry against the agreed objective, indicators and targets of the Corporate Plan and Departmental Business Plan.
- Manage the human resources of the whole Ministry- including all departments.
- Manage the Ministerial Budget with regular advices drawn from the Minister, the Director General and Departmental Directors.
- Ensure the departments are fulfill their responsibilities by implementing their activities and policies within allocated budget while forecasting on revenue projections.
- Facilitate the progression of cross-cutting issues such as the enabling framework of legislation, policy, convention compliance, donor harmonisation, representation at sector stakeholder meetings as he “public face” of the Ministry.



Other Functions

Decentralization Services provided by MoCC to the Community Level

The Ministry through its department has a very broad function impacting all sectors. It is also considered a major government institution responsible to host numerous projects that promotes and support the ministry's policy priorities at all levels. In light with government's decentralization policy, the ministry has equally contributed in planning and operations in delivery valuable service to the communities. The following are some of the targeted community projects, programs and activities generally provided by the ministry:

- Habitat Restoration and Tree Planting in coastal, along riparian areas, inlands and within designated water catchment areas.
- Implementing Clean-up campaigns with communities and school.
- Provincial Waste Literacy program roll-out in schools.
- Community participatory engagement in EIA consultations for major infrastructure development.
- Control and eradicate of invasive species both flora and fauna terrestrial, aquatic and marine.
- Support and train community conservation management committee.
- Producing traditional climate calendars
- Conducting Tsunami Drills with communities.
- Electrifying households and communities with electricity.
- Installation of electrical grids.
- Establishment of fuel ports.
- Establishing emergency operation centres (NEO & PEOC).
- Conducting legal enforcement and compliance on mandatory functions upheld ministry's department.
- Resilient infrastructure developments.
- Providing capacity building initiatives and technical support to PDCCC and CDCCC
- Overall MoCC awareness and advocacy programs on the functions, priorities and operation of the ministry.

MoCC Obligations to International Conventions and Agreements

The ministry is obligated under each department to some of the most important multi-lateral relations and agreement internationally that shapes majorly its functions, programs and overall, its planning priorities.

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 Climate Change

United Nations Framework Convention on Climate Change	UNFCC
Paris Agreement	UNFCC
Kyoto Protocol	UNFCC

Department of Meteorology

Convention of the World Meteorological Organization	WMO
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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

Sendai Framework for Disaster Risk Management	SFDRM
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06

SWOT Analysis

In determining MoCC priority activities for the CP 2022-2026 period it's also equally important to consider and review the challenges and constraints encountered by MoCC departments and CSU. The challenges imposed by departments are required to have influenceable impact on how effectively each department programs are delivered efficiently in the next 4 years. In order to minimise the potential risk in delivering, it is critical to translate such challenges into strategical issues whereby it can be conveniently address either in this corporate level planning purposes.

The SWOT Analysis allows the MOCC to analysis its strength, weaknesses, opportunities and threats both external and internal.

Strengths

Internal

- Institutional strengthening and capacity building for MoCC staffs to professionally carrying out their duty.
- Increasing placement of area administrators/secretary will provide better platform to work with community-based CCDRR committees.
- Transfer of Operations of the Malekula and Tanna electricity concessions to the GoV.
- Legislation & policies developed and reviewed
- Committed staff at departmental level

External

- New donor projects have high possibility to address many capacity and training needs.
- New donor projects have high possibility to also provide extra funding to assist department in activity implementation.
- Strong collaboration and support from Humanitarian & Development partners, donors, Private sector, civil society and other Government Ministries
- Strong partnerships with provincial government

Weaknesses

Internal

- Delay in submission of national reports, for example SMR, ADR
- Channel of communications- challenges included transfer of responsibility
- Late submission of performance appraisals and inadequate ratings.
- Requires periodic review for long term strategies and plans for MOCCA Departments
- Requiring the submission of new structure and reviewed JDs. Capacity dealing with the demanding matters
- Urgency of internal/regional/ international matters vs priority commitments

External

- Brenwei hydro – Contract signed on 21Jan2020 but contractors could not mobilize on ground
- Sarakata hydro phase II – Technical design could not be completed in May 2020 as planned followed by the land acquisition.
- Some activities are not implemented or slow in progress due short notice changes by employer or other relevant ministries as well as a lot of meetings happening in a week.
- Stakeholder engagement and participations for CC priority matters.
- Engaging in afterhours CC priority virtual meetings (Regional/International) for each thematic area
- The province and community needed to have better understanding of EC guidelines. Water sanitation was not available at Evacuation Centers

Opportunities

Internal

- Policy directions can always be changed, especially with reference to emerging challenges
- NPPs/ Supplementary Budgets allow MoCC to gain top-up funding from the Vanuatu
- Placement of more Area Administrators/ Secretaries and extensive work to build the capacity of community-based CCDRR Committees.
- Recent recruitment of new corporate staff will help address some of capacity gaps that have hindered MoCC performance
- Redevelopment of VMF Barracks enhances VMF's emergency response capacity.
- Ensure legal compliance and enforcement are directed on all aspects of ministerial functions deemed necessary.

External

- New donor projects coming online.
- Access to Climate Finance- Successful with DAE accreditation. For example, being able to access
- Climate Finance Roadmap/ Country Program should ensure that donor investments are better aligned with national priorities.

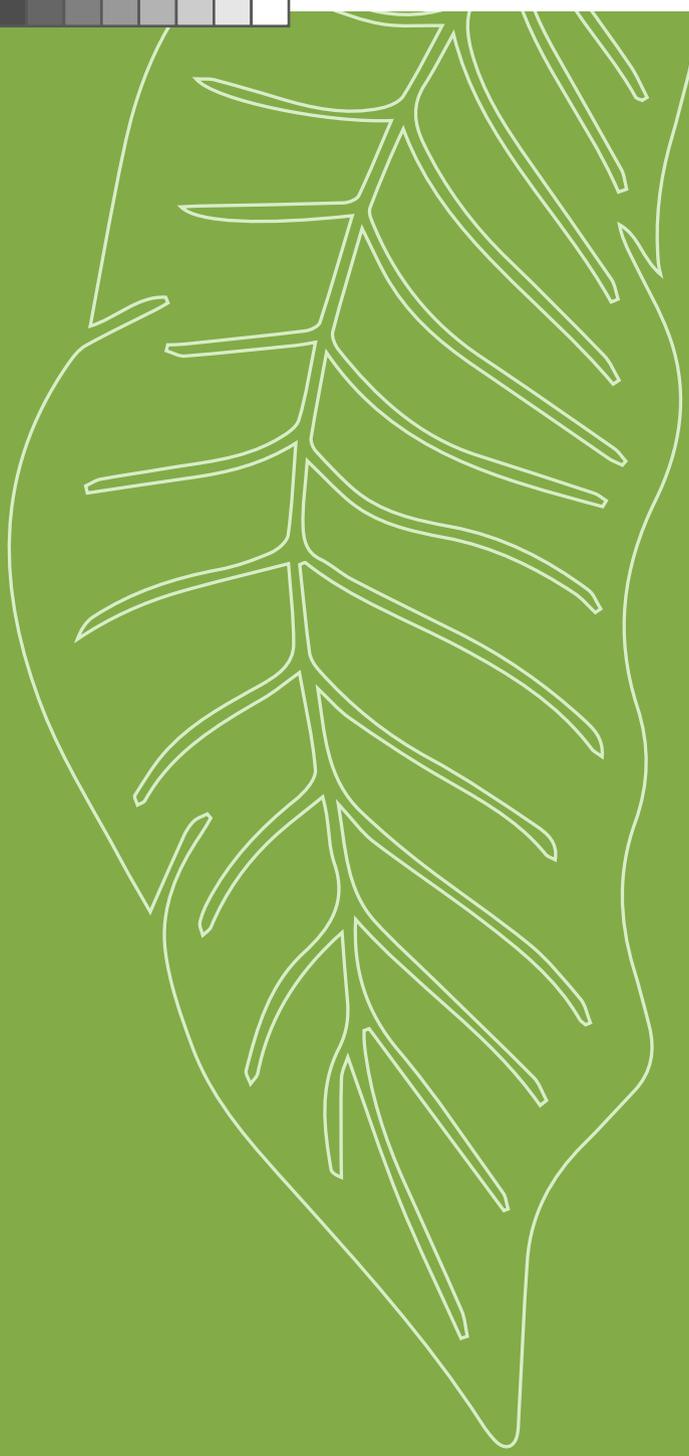
Threats

Internal

- Staff turnover
- Understaffing for most departments
- Land issues disturbs manual data collections and operations.
- The need to separate and establish a new Geo-Hazard Department
- The significant value to establish a research unit
- Lack of Capacity in terms of Finance and human resources.
- Reduction in office time due to increase domestic travelling.
- Availability and access to warehouses for the storage of relief supplies at the PEOC and EOC's was a challenge increasing the risk of food items being spoiled
- Availability and access to emergency funds was an undeniable challenge requiring further guidance and lengthy process by NEO on how the funds will be utilized.

External

- Insufficient applications delaying process of recruitment
- Re prioritise planned activities due to COVID 19 and TC Harold
- Housing issue with Public Services for observers at the Bauerfield Airport
- Land issues disturbs manual data collections and operations.
- COVID 19 imposing challenges in meeting revenue targets, delay projects and over ally affecting timely implementation of Plans.
- Duplication, and little variation in GRT scale for different positions.
- Projects lapses but no maintenances clauses in project designs that can be used for importing spares under duty exemptions
- Compliance issue related to penalty docket for littering and plastic bans
- Data access from other institutions for national communications/reporting
- The coordination, monitoring, reporting and management of stocks by responding agencies was a challenge as timely updates on available stocks where not provided back to coordinating unit.
- The challenge of coordinating responses when agencies use different standards and guidelines for distribution of relief items.



07

Strategic Directions

Corporate Services Unit

- Program 1** Human Resource and Gender Equity and Social Inclusion (GESI)
- Program 2** Climate Change & Disaster Risk Reduction (CCDRR) Advisory Coordination
- Program 3** Climate Finance
- Program 4** Asset and Finance Management
- Program 5** Policy, Planning and Reporting
- Program 6** Administration and Support Services



Corporate Services Unit

Program 1: Human Resource and Gender Equity and Social Inclusion (GESI)

Objective

To support and harmonize gender policy and legislation on climate change and further strengthen planning, reporting on GESI.

Outcome

MoCC staff have received relevant qualifications and hold leadership positions to further service delivery.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 2.4** Increase higher education opportunities, including technical and vocational training
- SOC 4.1** Implement gender-responsive planning & budgeting processes
- SOC 4.5** Ensure all people, including people with disabilities have access to government services, building and public spaces
 - SOC 4.5.1 Proportion of Government Offices and public facilities with ramp access or some disability friendly ratings
- SOC 6.1** Enhance the capacity and accountability of public officials, and ensure the impartiality and effectiveness of performance management systems.
 - SOC 6.1.2 Annual number of public officials receiving relevant qualifications through VIPAM and other government, TVET, tertiary, and other educational programs

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
1.1 Support development of technical engagement & skills by supporting Work Placement, Cadetships, and Internships.	At least 5 people on work Placement, Cadetships, and Internships.	CSU, VIPAM, MoCC Departments	2022-2026	Depends on interest of candidates and approval from VIPAM and MoCC for attachment.
1.2 Support and participate in relevant Open Days, courses, mentoring programs, and awareness programs	At least 3 Open Days, awareness programs, courses, and mentoring programs were carried out and reported.	CSU, VIPAM, MoCC Departments	2022-2026	Depends on the availability of staff to attend educational support activities.
1.3 Track % of women employed across all MoCC Departments	40% of women	CSU and MoCC Departments	2022-2026	How the figures will assist future recruitment plans of MoCC to be considered.
1.4 Track # of women in leading posts in MoCC that include technical & advisory positions.	At least 2 women in a leadership position	CSU and MoCC Departments	2022-2026	How the figures will assist future recruitment plans of MoCC to be considered.
1.5 Support women empowerment through participation in leadership training and international women's day event	Attend at least 2 events and training and report.	CSU, HRM, and MoCC Departments	2022-2026	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.
1.6 Track annually # of MoCC Officers receiving qualifications, across all Departments, undergoing training as per MoCC HR Strategy, Retirement & Succession Planning	Up to 3 staff receiving their qualifications	Human Resource Manager, CSU, Departments' HR Officers	2022-2026	Studies not completed due to some unforeseen circumstances Staff on training must be committed to their studies.
1.7 Utilize scholarships as well as MCCA core funding to provide training to improve service delivery, PMAs, and HRD Strategy	Up to 2 staff on scholarship and 10 staff attending training	CSU HRM, Departments	2022-2026	When available scholarships and other training information were not accessible to everyone.
1.8 Progress a restructure to include a Research Unit	Progress Report	CSU	2023- 2024	A fully flexed CSU restructure will depend on the PSC process for review and approval.
1.9 Develop the MoCC HRD Strategy, Succession Plan, + Retirement Plan	HRD Plan developed.	Human Resource Manager, CSU, Departments' HR Officers	2022 - 2023	When Departments' Business Plans and budget does not include/prioritise Human Resource development.
1.10 Support restructuring of all departments	Progress report	CSU/All departments	2022-2026	A fully flexed MoCC restructure will depend on the PSC process for review and approval.

Corporate Services Unit

Program 2: Climate Change & Disaster Risk Reduction (CCDRR) Advisory Coordination

Objective

Coordination of CCDRR obligations through strategic governance and policy, project management, and technical advisory, and coordination at national, regional and international level.

Outcome

A better coordination of CCDRR obligation through strategic governance and policy, project management, and technical advisory at all levels.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 3.1:** Institutions climate change & DR governance and build institutional capacity and awareness
- ENV 3.4** Promote and ensure strengthened resilience and adaptative capacity to climate relates, natural and man-made hazards.
 - ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience.
- ENV 3.5** Access available financing for climate change adaptation and disaster risk management

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
<p>2.1 support stakeholders and relevant ministries to mainstream CC & DRM interventions, policies, budgets, and legislation through NAB and departments</p>	<p>5 CCDRR workshops and training are conducted with cross-sectoral sectors, private sectors, NGOs, and FBOs annually.</p> <p>At least 3 CCDRR Mainstreaming guidelines developed</p>	NAB Sec Team and CCDRR Stakeholders	2022 and beyond	<p>Whether CCDRR stakeholders have major impacts on CCDRR Implementation in-country while the effectivity should be based mainly on the budget and funding sources able for stakeholders to roll out CCDRR initiatives.</p> <p>Stakeholder collaboration should play is very critical in the mainstreaming of CCDRR.</p>
<p>2.2 ensure MoCC attendance on critical meetings (regional, international CC & DRR meetings) with funds budgeted</p>	<p>10 of internal meetings</p> <p>5 of reports/minutes provided with acquittals completed</p>	MoCC Departments, CSU, and NAB Sec Team	2022 and onwards	Funds are available to attend such meetings internationally.
<p>2.3 strengthened NAB and its Secretariat through NPP to coordinate, manage, and report on CCDRR issues</p>	2 NPPs approved to support NAB activities	NAB Sec Team, Finance Manager	By 2024	<p>Depend on the approval by the COM and MFEM on any NPP applications.</p> <p>NPP to sufficiently meet NAB Sec functions with a budget spending reflecting the smooth implementation on yearly Business Plans</p>
<p>2.4 To Review the National Climate Finance Roadmap and ensure its implementation to achieve direct access to accreditation</p>	<p>50% of the CF roadmap implemented</p> <p>Document reviewed and updated</p> <p>At least 1 of the climate and disaster projects/program finance funds to which the Vanuatu Government is formally accredited</p>	NAB Sec Manager, CFWG, Stakeholders, donor	2023 onwards	Lack of relevant resources (finance and human resources)
<p>2.5 Established and strengthened relationships with national, regional, and international partners to secure finance for community programs and activities through external support</p>	<p>At least 2 of the MoU/agreements signs</p> <p>Up to 3 of consultation meetings held</p> <p>Total amount of climate and disaster funds secured</p> <p>At least 3 projects developed</p>	GCF NDA, GEF Focal Points, NAB Sec Team, Donor, stakeholders	Ongoing	<p>COVID Pandemic cause hindrance to travelling to allow for more effective collaborations and dialogues.</p> <p>To maintain continuous collaboration</p>
<p>2.6 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</p>	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	<p>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.</p> <p>A well-established tracking and reporting system on climate and disaster financing is to be in place.</p>

2.7	Strengthen, support & collaborate with national and multi sectors through NAB coordination to incorporate CC and DRR into annual budgets	4 agencies/sectors have allocated budgets for CC/DRR activities	NAB Sec, Government Sectors, and Multi-sector agencies	2023 onwards	This will depend on the successful collaboration as sectors have other priorities. More consultation and awareness on this are needed in sectors
2.8	Advice, guidance, and coordinate the development of national CCDRR financing processes and initiatives	Up to 2 awareness and consultations promoting financing modalities Up to 4 reports/meeting minutes of the CFWG	NAB Sec, CFWG, Government sectors	Ongoing	Sectors' reluctance to adhere to CCDRR financing processes and initiatives due to a lack of dedicated human resources and capacity in place. Sectors to incorporate the CCDRR budget into their plans and policies.
2.9	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.	At least 2 of the funding streams listed in the tracking tool 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	Ongoing	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
2.10	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	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
2.11	Utilise NAB Secretariat and NAB Working Groups support to meet Vanuatu Coordination Mechanisms for Approving Project Proposals for External Development Assistance and Climate Financerequirements	at least one multilateral climate fund by 2025	MoCC (CSU/NAB Sec), MFEM, DSPPAC	By 2025	Depend 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.
2.12	The NAB endorsement process is understood by stakeholders	2 outreach events to stakeholders on endorsement process 1 media product on NAB processes	NAB Sec, Donors, stakeholders	By 2023	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.
2.13	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	4 full size projects supported, endorsed by NAB and upload to portal 4 NAB Project Screening Committee meetings	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

Corporate Services Unit

Program 3: Climate Finance

Objective

Support the implementation of Vanuatu's government direct accreditation.

Outcome

Adequate funding is available and was accessed for climate change and disaster risk reduction activities.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- ENV 3.5** Access available financing for climate change adaptation and disaster risk
- ENV 3.5.2 Number of climate and disaster finance funds to which Vanuatu is formally accredited
- SOC 6.8** Coordinate donor resources to align with national objective

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
3.1 Support the progress of reviewing the Climate Finance Roadmap, the NIE Roadmap and their implementation by supporting and strengthening institutional frameworks i.e., support the NAB Climate Finance Group	CFRM reviewed Report on activities implemented NIE Road Map reviewed	DoCC/NAB	2022-2025	Lack of better understanding, processes and systems in place will affect the realisation of this activity
3.2 Utilize partnerships with national, regional and international partners to secure climate funds	1 partnership established	DoCC/NAB and stakeholders	2026	Lack of better partnership and consultation will affect the efforts to secure climate financing
3.3 Utilise CPEIR/Climate Finance Review and Climate Finance Roadmap frameworks to progress Vanuatu's NIE status to secure direct access to Climate Change funding	GCF NIE status obtained	DoCC/NAB and stakeholders	2022-2026	Availability of proper resources and time will affect the realisation of this activity
3.4 Support direct accreditation for government, local private sector and civil society agencies	At least 1 government project have direct access to funds	DoCC/NAB and stakeholders	2026	Lack of support and by in from relevant stakeholder will delay the realization of this activity
3.5 Provide 6 monthly report on total funding allocated to climate change projects (Adaptation and mitigation projects)	Total funding allocated from climate change projects	NAB	2026	Lack of proper and relevant information/ reports will affect the facts/information needed to develop such report

Corporate Services Unit

Program 4: Asset and Finance Management

Objective

Financial procedures and guidelines are implemented to support institutions as well as contribute to Vanuatu government revenue.

Outcome

MoCC is able to track changes in the annual budget, expenditures and revenue collection to support service delivery.

NSDP Goal

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Strengthen national institutions to ensure that are cost-effective well resources to deliver quality public services.
- SOC 6.5** Strengthen local authorities and municipal institutions to enable decentralized service delivery.
- SOC 6.5.1** Change in annual budget going to provinces, Municipalities towards operations/programs (Devolution of funding authority)
- SOC 6.8** Coordinate donor resources to align with national objectives
- ENV 3.1** Institutions climate change & DR governance and build institutional capacity and awareness
- ENV 3.1.3** Alignment of sector stakeholders' programs to CC/DRR policy and legislation
- ECO 1.2** Improve revenue generation potential

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
4.1 Support improved revenue generation potential across Departments	Total revenue collected across departments	CSU FM, Department's Finance Officer	Yearly - ongoing	COVID19 Pandemic affected revenue collection for Departments due to not many businesses/companies operating normally. The revenue target ceiling for departments should be realistic considering the current situation.
4.2 Strengthen financial management capacity to meet Business Plan targets (Ministry & Departmental)	2 workshops or training with finance staff and MoCC staff annually	CSU, DOF, and MoCC Departments	2022 and ongoing	Whether or not the MoCC has financially planned for the workshops. The finance department may also provide this annual refresher training. However, in order for this to happen it requires close negotiation with DOF.
4.3 Track proportion of MCCA spending expended in provincial initiatives (projects, emergency response infrastructure & staffing)	Total funds allocated to 6 provinces	MCCA, DOF, and MCCA Departments	2022 and ongoing	Requires annually from each MoCC Department Finance Officer to submit budget expenditures/recording.

Corporate Services Unit

Program 5: Policy, Planning and Reporting

Objective

To improve service delivery to through proper planning, reporting and mainstreaming of CCDRR policy.

Outcome

Better planning, reporting and policy implementation for better information access for informed decision making.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 4.1** Implement gender responsive [planning and budgeting processes
- Soc 4.1.1 Proportion of government department with gender responsive policies, legislation and programs
- SOC 4.5** Ensure all people, including people with disabilities, have access to government services, building and public spaces.
- SOC 4.5.1 proportion of Government Offices and public facilities with ramp access or some disability friendly rating.
- SOC 6.4** Strengthen national institutions to ensure cost effective and well-resourced delivery of public services
- SOC 6.9** Strengthen research, data and statistics for accountability & evidence-based decision making
- ENV 3.1** Institutions climate change & DR governance and build institutional capacity and awareness
- ECO 2.9** Increase access to and use of information and communication technologies including online government services

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures	
5.1	Ensure implementation of CCDRR policy across government sectors	Report	NAB/CSU/ Government sectors/partners and stakeholders	2022-2026	Commitment from government sector
5.2	Ensure MoCC Corporate Plans is mainstreaming gender and is in-line with 2017 National Gender Equality Policy	Annual report mentioned activities that support gender A gender institutional analysis for MoCC Report	CSU and MoCC Departments	2022 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.
5.3	Operationalise Gender and social inclusion area under Cross Cutting Issues of the CCDRR Policy 2022-2030 (second edition) Implementation Plan	Report on CCDRR Policy Implementation Plan cross cutting – inclusive activities implemented	CSU M&E Officer, NAB PPO, Sectors	By 2023	Sectors responsible for implementing Policy activities not fully incorporate Policy activities into their yearly business plans and budget A consultation and awareness with responsible sectors/stakeholders on policy activities is paramount and will help the implementation of the M&E framework for the policy.
5.4	Disability access infrastructure included in new CSU building designs/plans	Ramps and wheelchair steps installed in the new cabinet building design Disability space allocated at MoCC carpark with necessary sign in place for visibility	Building Designer, Constructor, MoCC new Building Committee, CSU Team	By 2023	Design does not include or incorporate inclusive considerations leaving the building not accessible for all PWD.
5.5	Strengthen MoCC planning, reporting and resourcing (staff & infrastructure)	5 M&E focal points supporting departments	CSU and MoCC Departments	2022 and ongoing	Improving in planning instruments from Departments BP, CP, Strategies and Policies right to NSDP to ensure consistency and alignment to better address Reporting.
5.6	Departments' Business Plans are developed and KPIs are met annually	95% of departments business plan developed	CSU and MoCC Departments	2022 and ongoing	Timely response from MoCC Department to developed and submit their business plan. Annual business plan development must be in line with their sector policies and strategies. However, cases where policies or strategic plan is outdated the departments must have a clear vision on what its needs to achieve.

5.7	M&E&Coms network meetings and trainings to enhance M&E for departments	3 meetings and 2 trainings conducted	CSU and MoCC Departments	2022 and onwards	MoCC Department's M&E focal point resume M&E functions proactively. Functions maybe clouded with prescribe JDs however.
5.8	MoCC MEL systems	MEAL plan	CSU and MoCC Departments	2022-2023	The development of MEL systems may only be effective in its functions having relevant officers from line MoCC Department with M&E background. Otherwise, trainings should be conducted annually with M&E focal point from each department.
5.9	Ensures MoCC complies with its outside regulatory and legal requirements as well as internal policies and bylaws	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	2023-2024	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).
5.10	Regular upload and update of CCDRR projects, policies, research outputs, lessons learnt and events on the NAB Portal and MoCC website and offline platform	Report on information dissemination 150 of viewers accessing MoCC website 10 of project profiles and IEC materials uploaded onto the NAB Portal	CSU PRO, NAB IMSO	Ongoing	Might experience technical issue with the server resulting in losing all data and information.
5.11	Communications trainings for MoCC staff	At least 2 trainings and staff trained	CSU PRO	2022 and onwards	MoCC and its departments

Corporate Services Unit

Program 6: Administration and Support Services

Objective

Provide support to departments including provinces and continuous collaborations with government sectors, private sector and other stakeholders.

Outcome

Departments have the support when requested and MoCC established strong partnership with government sectors, private sector and other stakeholders.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.5** Strengthen local authorities and municipal institutions to enable decentralised service delivery
- ENV 2.1** increase access to knowledge, expertise and technology to enact our blue-green growth strategies.
- ENV 3.1** Institutions climate change & DR governance and build institutional capacity and awareness
- ENV 3.4** Promote and ensure strengthened resilience and adaptative capacity to climate relates, natural and man-made hazards.
 - ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience.
- ENV 5.6** Enhance environmental monitoring, evaluation and research with relevant, open and transparent data sharing among relevant agencies.
- ECO 3.6** Improve the provision of government services in rural areas.
 - ECO 3.6.1 Average traveling distance to nearest school, health facility, police post by province

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures	
6.1	Ensure MoCC relevant Departments provide support and information as needed to promote resilient infrastructure standards/codes	At least 1 support provided	VMGD, CSU, NAB Sec	Ongoing	Lack of awareness to stakeholders and public on this support mechanism resulting in not many accessing this service. Need more awareness on these services to everyone.
6.2	Assist the Departments with the development of Public-Private Partnership initiatives	At least 3 MOU signed	CSU and departments	Ongoing	Lack of stakeholder awareness
6.3	Assist CC and DRR sectors/departments with a space serve as a forum for information sharing, including discussions and reporting on sectoral level initiatives	2 forums, discussions and information sharing events reported 4 Government Departments supported with CC & DRR information for reporting purposes	NAB Sec, CSU, DoCC	By 2023	Depend on Sectors priorities, which mostly focus on other priority needs than CCDRR considerations. Strengthen and maintain sectors' continuous commitment to priorities CCDRR
6.4	NAB to maintain and strengthen its partnership with Private Businesses representative in NAB working groups decision making.	Report on dialogues engagements with Private businesses representatives in NAB working groups	NAB Sec Team, NAB Working Groups (UNFCCC, CF, CPC, PSC)	Ongoing	Depend on willingness to continue partnership engagement with NAB working Groups based on their priority areas.
6.5	New Building design for Cabinet and Corporate Service Unit	Office space available for cabinet and CSU	CSU	2022-2026	Depend on the construction work
6.6	Decentralization of service delivery to provincial level	Resources (both human and finance) available and access across provinces.	MoCC	2022-2026	Processes to complete requirements (PSC/MEFM)
6.7	Development and implementation of MoCC guidelines	1 Communication guideline 1 procurement guideline 1 Asset guideline 1 Recruitment Guideline 1 Induction Guideline 1 Health & Safety Guideline 1 Data collection and distribution guideline	MoCC	2022 and ongoing	Delay of development of guideline and lack of compliance and implementation
6.8	Ensure amendment of MoCC Act	Amendment and review of current Meteorology, Geological and climate change Act of 2016	MoCC	2022-2026	Timeframe and processes



6.9 Ensure MoCC Business Continuity Plan incorporate other unforeseen circumstances (natural hazards/disasters)	MoCC Business Continuity Plan updated and printed 3 Simulation exercise 5 update evacuation plans	MoCC	2022-2026	Implementation delay/no events happened
6.10 Provision of sound CC advice to the Government through briefings with Minister, DCO meetings, national, regional or international meetings and reports	1 Briefing with Minister 1 SMR 5 DCO meetings 1 Climate Change paper reported	MoCC	2022-2026	Political interference
6.11 Strengthen Legislative framework for MCCA sectors	Report on progress	MoCC	2022-2026	Timeframe and processes



Department of Climate Change

- Program 1** Climate change adaptation
- Program 2** Climate change mitigation (Low Carbon Development)
- Program 3** Information knowledge management
- Program 4** Communications, outreach and partnership
- Program 5** UNFCCC obligations
- Program 6** Administration, support services and human resources



Department of Climate Change

Program 1: Climate Change Adaptation

Objectives

- 1** Mainstreaming climate change into sectoral plans, policies and budgets of relevant line ministries.
- 2** Drive strategic decision making through contemporary legislation and policy frameworks.
- 3** Strengthen climate change adaptation and resilience initiatives across all education levels in country.

Outcomes

- 1** Relevant ministries have report mainstreaming CC into planning, policies, legislations and budget.
- 2** Stakeholders are mainstreaming CC into sectoral plans, polices and budgets of relevant ministries.
- 3** Schools' curriculum that has incorporated Climate Change adaptation and resilience curriculum.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 3.1** Institutionalize climate change and DRM governance, building institutional capacity and awareness
- ENV 3.1.1 Improving the proportion of Government Ministries with policies, budgets, legislation for CC & DRM
- ENV 3.1.2 Institutional strengthening of NAB, Department of Climate Change and other MoCC departments
- ENV 3.4** Promote strengthened resilience and adaptation to climate related, natural and man-made hazards
- ENV 3.4.1 Percentage of public schools using CC and DRR modules in national curriculum

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
1.1 Climate Change Adaptation Projects Screened and approved through the NAB endorsement process	2 rural projects delivering CC activities	DoCC	2026	Delay in availability of funds and procurement process might affect activity implementation
1.2 Support relevant Government Ministries to mainstream Climate Change and DRM into sectoral plans, policies, budgets and legislation	At least 1 GOV Ministry have mainstream CCDRR	DoCC/Stakeholders	By 2025	Climate Change not a priority for other sectors will affect mainstreaming of CC and DRM
1.3 Implementation of the CCDRR policy	At least 2 sectors incorporate CCDRR activities into Business Plans and policies Report	DoCC/NAB/Stakeholders	Ongoing	Availability of funds, time and human resources might affect implementation
1.4 Assist NAB project/IEC endorsement process through Screening committee	At least 1 legislation and policy integrated CCDRR policy At least 1 project addressing CCDRR policy gaps	DoCC/CSU/ NAB Sec	Ongoing	Availability of resources and time to carry out the process needs by in from relevant sectors
1.5 Support the development of CC and resilience in modules for national curriculum at all levels	At least 5 secondary and 2 primary schools started teaching CC and resilience module in class	DoCC	Target by 2025	Availability of human resources, funds and time is needed in Education sector to fulfil this activity



Department of Climate Change

Program 2: Climate Change Mitigation (Low Carbon Development)

Objective

Sustainable development opportunities that reduce carbon emission and support and develop mitigation interventions for realistic assessment of climatic change and climate action impacts.

Outcomes

- 1 Emission reduction in Energy Sector.
- 2 Fully established tools (MRV, LIDAR Data, Climate Change Scientific data/information).
- 3 Sustainable development opportunities that reduce carbon emissions.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Target

ECO 2.1 Increase access to safe, reliable and affordable modern energy services for all that are increasingly generated from renewable sources and reduce reliance on imported fossil fuels

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
2.1 Collaborate and support Department of Energy (DoE) on implementation and achievement of NERM targets and goals	Report	DoCC/DoE and stakeholders	2026	Lack of partnership and effective collaboration will affect the implementation of this activity
2.2 Identify opportunities to assist with relevant line ministries and stakeholders to develop approaches to implement and achieve NDC targets through the implementation of the NDC MRV tool	Report on NDC road map implementation plan	DoCC and NDC Key Sectors (Energy, Waste, AFOLU)	2026	Lack of partnership and effective collaboration will affect the implementation of this activity
2.3 Support Forestry department and engage in the international REDD+ process through the National REDD+ Technical Committee	At least 1 carbon credit project for Forestry Department	DoCC and stakeholders	2026	Lack of partnership and effective collaboration will affect the implementation of this activity
2.4 Prepare Low Carbon Development Strategy for Vanuatu	Strategy developed	DoCC/DoE	2022-2026	Lack of resources and time will affect the realization of the implementation of this activity
2.5 Collaborate with relevant stakeholders to prepare and submit relevant Nationally Appropriate Mitigation Action (NAMA) proposal for funding	At least 1 proposal	DoCC/Stakeholders	2026	Lack of partnership and effective collaboration will affect the implementation of this activity
2.6 Collaborate with relevant stakeholders/ donors/development partners to identify green development alternatives and support to implement a green growth framework to minimise carbon emissions	At least 2 green development alternatives identified	DoCC and Stakeholders	2026	Lack of partnership and effective collaboration will affect the implementation of this activity

Department of Climate Change

Program 3: Information Knowledge Management

Objective

Identify and provide support to explore and strengthen corporation on knowledge and information exchange, enhance and strengthen ICT technologies for knowledge sharing.

Outcome

Efficient and accurate Climate Change and Mitigation information managed and used for decision making.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Target

SOC 1.2 Preserves and enhance cultural and traditional knowledge

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
3.1 Build on and share existing climate change information for planning and decision making	1 information database developed 2 awareness material developed	DoCC and stakeholders	2026	Lack of having proper information management system will affect the implementation of this activity
3.2 Mainstreaming climate change into relevant policies, initiatives and programs through knowledge sharing	Reports on symposium, outreach and awareness program	DoCC	2026	Lack of having proper information management system will affect the implementation of this activity
3.3 Provide regular update on climate change information to DoCC website and other online platform for advocacy purposes	Report on advocacy programs	DoCC	2026	Lack of technical resources and equipment will delay the realization of this activity
3.4 Develop guideline on data collection and sharing	1 guideline developed	DoCC	2026	Availability of resources and time

Department of Climate Change

Program 4: Communications, Outreach and Partnership

Objective

Awareness, outreach and partnership strengthen.

Outcome

Issues of climate change mitigation and adaptation have been addressed through awareness and partnership programs.

NSDP Goal

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and mitigation
- ECO 3.6** Improve the provision of Government services to rural areas
- ECO 4.9.1 Strengthen government and private sector dialogue through PPPs to deliver MoCC contracts (GoV) and donor
- ENV 3.4** Promote and ensure strengthened resilience and adaptive capacity to climate
- ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
4.1 Enable public service delivery of climate change activities for rural projects (outreach and grant writing)	At least 5 Area council to start developing project proposals	All DoCC Divisions & sectoral stakeholders.	2022, 2023, 2024, 2025	The possible occurrence of Covid19, Extreme weather and delay of Funds might affect delivery of such activities
4.2 Seek PPP (Public Private Partnerships) initiatives (where cost effective) to deliver DoCC initiatives	2 MoU Signed	Director & Executive.	Ongoing	Lack of proper and better coordination and outreach activities will affect the delivery of such activities
4.3 Implementing adaptation and mitigation activities through awareness	5 awareness (mitigation and adaptation)	Adaptation, Mitigation, IKM divisions and sectoral stakeholders.	By 2025	Unforeseen disaster events, funding availability will affect implementation
4.4 Implement the Small Islands awareness	4 small island outreaches	DoCC	2025	Unforeseen disaster events, funding availability will affect implementation
4.5 Develop collaboration mechanism with regional, international and national stakeholders to increase the effectiveness and efficiency of climate actions through research, planning and relevant activities	Research/relevant document that showcase collaboration with stakeholders	DoCC.	2025	Lack of better partnership and collaboration will affect the efforts to increase climate action efforts

Department of Climate Change

Program 5: UNFCCC Obligations

Objective

Support the National Advisory Board to implement the UNFCCC obligations.

Outcome

UNFCCC obligations are met annually.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 2.5** Strengthen environmental institutions and governance to meet national and international obligations
- ENV 2.5.1 Proportion of environmental obligations with international conventions and treaties met

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
5.1 Initiate and develop the NAPs as per the UNFCCC as outlined in the CCDRR Policy	NAPs developed	DoCC Adaptation & Mitigation Divisions, NAB Secretariat, MoFAET, UNFCCC Taskforce.	2026	Possible future COVID19 Pandemic lockdown, availability of funds and TA to develop such Plan
5.2 Development and implementation of the enhanced National Determined Contributions, FNC and BTR submission	3 submissions	Mitigation & Adaptation Divisions, NAB Secretariat.	2026	Availability of funds and resources
5.3 Support the NAB in ensuring UNFCCC engagements and obligations are met	15 country positions developed and submitted	Mitigation and Adaptation Divisions	2022-2026	Possible future COVID19 Pandemic lockdown, availability of funds and TA to develop such Plan

Department of Climate Change

Program 6: Administration, Support Services and Human Resources

Objective

Capacity building programmes for DoCC staff on climate change and resilience issues to implement Business Plan and managed climate change projects.

Outcome

Staff have the right skill and knowledge on project management to effectively managed climate Change projects and service delivery.

NSDP Goal

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 2.4** Increase higher education opportunities, including technical and vocational training
- SOC 6.1.2 Track annually # of DoCC Officers receiving relevant qualifications
- SOC 6.4.1 Strengthen DoCC planning, reporting, resourcing (staff) and financial management capacity to meet Strategic Plan and Business Plan targets (Departmental)
- ENV 3.1.2 Institutional strengthening of Department of Climate Change

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
6.1 Support development of technical engagement & skills by supporting Work Placement, Cadetships, and Internships.	At least 2	DoCC	2022 - 2026	Possible COVID 19 lockdown
6.2 Participate and engaged with awareness programs, long and short-term trainings, open days and mentoring programs	At least 2 of the events	DoCC	2022 - 2026	Possible COVID 19 lockdown and availability of funds to carry out such activities
6.3 Ensure DoCC Department Business Plans and budgets have funding to operationalize training as per MoCC HRD Strategy, Succession Plan, + Retirement Plan	3 Trainings	DoCC	2026	Availability of relevant fundings and time to fulfil such activity
6.4 Ensure high performing staff and positions identified by Succession Planning are supported to receive scholarships	1 staff on scholarship	Department of CC – Director & DoCC Executive.	2025	PSC Processes and time available for staff to take up studies
6.5 DoCC Strategic Plan Key Performance Indicators implemented through Business Plan	At least 4 key objectives achieved	DoCC	2023-2026	A proper M&E framework in place to fully informed full implementation of such activities
6.6 Carry out periodic review, updating and ongoing implementation of strategic plan, business and annual work plans	1 Review workshop	DoCC	2023-2026	Time availability
6.7 Facilitate the Department’s restructuring to strengthen its resources and capacity to effectively deliver and managed climate change projects	Restructuring approved	DoCC	2026	PSC processes
6.8 Secure TA and contract position to strengthen DoCC	1 technical advisor	DoCC	2022-2026	PSC Processes and COVID19 pandemic restrictions might affect full support of TAs availability

Vanuatu Meteorology and Geo-Hazards Department

Program 1 Administration, policy & planning

Program 2 Regional and international obligations

Program 3 Quality management systems (QMS)

Program 4 Early warning services

Program 5 Weather forecasting & services

Program 6 Hydro met services (flood forecasting services)

Program 7 Climate Information Services (CIS)

Program 8 Geo-hazards services

Program 9 Observations and data collections

Program 10 Support services (information communication technology/ engineering)

Program 11 Research and development

Program 12 Human resource capacity building & development

Program 13 Outreach & community engagement



Vanuatu Meteorology and Geo-Hazards Department

Program 1: Administration, Policy & Planning

Objective

To Establish, strengthen and improve institutional capacity and core functions for efficient and effective delivery of information, products, and services to communities throughout Vanuatu and support government revenue policy.

Outcome

An institutional government organisation built on collaborative efforts in providing accessible and reliable information across sectors and communities and increase VMGD revenue collections to support government development projects.

NSDP Goal

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Strengthen national institutions to ensure effective public services.
- SOC 6.4.1 Proportion of BP objectives met as reported in department ARS
- ENV 3.1** Institutionalize climate change and disaster risk governance, and build institutional capacity and awareness.
- ENV 3.1.1 Proportion of government ministries with policies, budget, and legislation for CC & DRM
- ECO 1.2** Improve GoV Revenue generation potential

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
1.1 Review and develop VMGD long-term Strategic Development Plan	A copy of VMGD Strategy Development Plan 2024 – 2033 & result framework in place. Final VMGD and or VNMS Strategy Development Plan 2024 – 2033 & result framework	VMGD & stakeholders	2022-2026	VMGD strategic plan should be developed to reflect CP, NSDP time-frame and other regional and international strategies.
1.2 Ensure Department Business Plans and budgets have funding to operationalize its functions	Annual Budget allocated to implement VMGD business plan, strategy plans and HRD plans.	VMGD, PSC & DOFT	2022-2026	Limited budget allocated

1.3	Implementation of Business Plan.	70-80% of Business Plan KPI achieved annually	VMGD & Partners	2022-2026	Annual Budget allocation should affect business plan implementations and results
1.4	Undertake restructuring of VMGD organizational structure to improve service delivery including separation of organizational structure for the Department of Meteorology (DoM) & the Department of Geological Hazards (DoGH).	A copy of DoM organizational restructure submitted and approved by PSC.	VMGD, CSU & PSC	2022 -2023	PSC process of restructuring and approval should affect timeliness for this activity to be implemented
		A copy of DoGH organizational restructure submitted and approved by PSC.	VMGD, CSU & PSC	2022 -2023	PSC process of restructuring and approval should affect timeliness for this activity to be implemented
		All current positions on the VMGD structure transferred to the approved 2 new structures plus 5 extra positions on the structures are filled.	VMGD, CSU & PSC	2023 -2026	PSC recruitment process should affect timelines for this activity to be implemented
1.5	Development of Marine Weather Services Legislative Framework to reflect IMO-SOLAS convention.	Marine Weather Services Legislative Framework completed and activities implemented.	VMGD, key govt Stakeholders, and SLO	2022-2026	Marine Weather Services legislative framework should reflect the existing SOLAS convention framework and also providing clear direction of stakeholder engagement
1.6	Review and separation of Legislative Act of meteorology, Climate Change and Geological Hazards	Copy of the review of Meteorology Act Copy of the review of Geological Hazards Act	VMGD, MCCA, SLO and DSSPAC	2022-2026	Legislation should reflect the existing framework, and while also providing clear direction of stakeholder engagement.
1.7	Review and strengthen national regulations, legislations policy and planning including addressing a secure working environment and staff welfare by developing Staff Insurance Policy.	Copy of the review on regulations order on commercials products	VMGD, MCCA, SLO and DSSPAC	2022-2026	Regulation orders not reflected on commercial products
		Insurance policy in place and implemented	VMGD and MCCA	2022-2023	The staff insurance policy must have direct linkage to the MCCA HRD Plan.
		30% of policy targets achieved annually.	VMGD & Partners	2023-2026	Policy targets not achieved annually due to planning

1.8	Review of Vanuatu Framework for Climate Services	Copy of the framework in place and activities implemented.	VMGD and partners	2023-2026	Availability of Financial resources should affect timelines for implementations
1.9	Develop VMGD communication strategy	Copy of communication strategy in place	VMGD & Van KIRAP	2022 - 2023	Processes and implementation
1.10	Review of Community Outreach Program (COP) strategy.	Copy of COP in place and activities implemented	VMGD & Stakeholders	2022 - 2023	COP strategy is adhered to review to be in line with timeframe reflecting, VMGD Communication Strategy, VMGD SDP, MoCC CP and NSDP
1.11	Include Administration Division on VMGD restructure	VMGD organization structure approved	VMGD, CSU, PSC	2022-2023	Processes and implementation
1.12	Operationalization of Administration division	1 Admin/Finance Manager recruited.	VMGD, CSU, PSC	2022-2023	Processes and implementation
1.13	Develop VMGD commercial policy	VMGD commercial policy in place and implemented	VMGD and CSU	2022-2026	Commercial policy must have direct linkage to the VMGD Act, VMGD Act Regulation Order 2017 and Vanuatu Government Revenue Policy
1.14	Review and amend Regulation Order 2017 on revenue collection for VMGD products	Copy of amended Regulation Oder in place and implemented	VMGD & SLO	2023 -2024	Processes and implementation
1.15	Increase VMGD revenue collections through VMGD activities i.e., Marine & Aviation forecast fees, Met Reports for private sector, climate data, research fees and TC subscription.	10-20% increase in annual revenue	VMGD & CSU	2023 - 2026	Processes and implementation

Vanuatu Meteorology and Geo-Hazards Department

Program 2: Regional and International Obligations

Objective

Ensure VMGD adheres to international conventions & regulations.

Outcome

Institutional government organisation strengthens and recognised internationally.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 2.5** Strengthen environmental institutions and governance to meet national and international obligations
- ENV 2.5.2 Proportion of environmental within international conventions and treaties met

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
2.1 Ensure conditions under International Civil Aviation Organization are met and implemented	80-90% of conditions met ICAO standard for Aviation Weather Services	VMGD, CAA, PASO and ICAO	2022 – 2023	Collaboration and partnership necessary with key delivery partner to ensure compliance and implementation
2.2 Ensure Activities under International Maritime Organization (IMO) convention for the Safety of Life at Sea (SOLAS) are implemented	10-20 % of Activities under the Regulation 5 of SOLAS convention are implemented annually	VMGD, CSU, OMR, DOPM & stakeholders	2022 - 2026	Resources and capacity in-country necessary to continue meet obligations.
2.3 Implement activities on the use of radio spectrum for Meteorology under International Telecommunication Union (ITU) regulations	Report annually on activities implemented	VMGD, CSU, TRBR	2022 – 2026	Resources and capacity in-country necessary to continue meet obligations.
2.4 Contribute to Nationally Determined Contributions (NDCs-Paris Agreement) – Systematic Observations	Report annually on the progress of the Weather & Climate Observing System	VMGD, regional and international Partners	2022 – 2026	Availability of Financial resources should affect timelines for implementations
2.5 Implement Tsunami Ready UNESCO-IOC	Report annually on activities implemented	VMGD, CSU, IOC and UNESCO & Partners	2022-2026	Availability of resources, capacity and time to implement necessary activities in country

Vanuatu Meteorology and Geo-Hazards Department

Program 3: Quality Management Systems (QMS)

Objective

Ensure VMGD specific products & services meet International Organization for Standardization.

Outcome

VMGD has a fully operational Quality Management (QMS) System Division and a certified national institution accredited by meeting international standards.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ECO 2.7** Ensure compliance with international conventions and standards for safe and secure transport
- ECO 2.7.1 Total number of external audits undertaken to establish compliance with conventions and standards and expose non-conformity

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
3.1 Include QMS Division on the restructuring of the VMGD daft organizational structure	VMGD organization structure approved	VMGD, CSU, PSC	2022-2024	Availability of financial and human resources should affect timelines for implementations
3.2 Operationalizing QMS division	1 QMS Manager & 2 support staff recruited	VMGD, CSU, PSC	2022 - 2026	PSC approval process on restructuring
3.3 Ensure Quality Management System on Aviation Weather Services meets ICAO standard.	ICAO Certification of Vanuatu as Aviation Weather Provider	VMGD, CSU, CAA, PASO	2022-2023	Resources and capacity in-country necessary to continue meet obligations.
3.4 Ensure Quality Management System on Climate Information Services meets ISO standards.	10-20% of Climate products & services meet ISO standards	VMGD, WMO & ISO	2022 - 2026	International standards adhered to and incorporated into annual Business Plans

Vanuatu Meteorology and Geo-Hazards Department

Program 4: Early Warning Services

Objective

Improving early warning system management and timely dissemination platform.

Outcome

VMGD has an intergraded early warning system and continuously achieving timely and reliable information dissemination to enhanced knowledge management.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 3.2** Improve monitoring and early warning systems
- ENV 3.2.1 Establishment of multi-hazard warning systems with maintenance plans in place.
- ENV 3.2.2 Proportion of population with access to technologies that convey early warnings.
- ENV 3.2.3 Increased knowledge and scientific research in atmospheric and earth sciences.
- ENV 3.3** Strengthen post-disaster systems in planning, preparedness, response and recovery.
- ENV 3.3.3 Number of multi-hazard and risk maps to improve Post-Disaster Needs Assessment.

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
4.1 Acquire meteorological & geo-hazards multi-hazards early warning productions platform.	Soft and hardware for 1 stop-shop for the productions of warning services and products.	VMGD, CSU & partners	2022 – 2026	Availability of financial resources should affect timelines for implementations
4.2 Acquire meteorological & geo-hazards multi-hazards early warning disseminating platform.	1 Common Alert Protocol for Weather, Climate and Geo-Hazards early warning dissemination platform	VMGD, CSU & partners	2022 – 2026	Harmonisation and effective compliance of Standard Operation Procedures
	Media Platforms - Weather TV 70% of products for Short Videos broadcast for social media and VMGD website	VMGD, CSU & partners	2022 – 2026	Availability of funds and effective MOUs with media partners

4.3	A physical Infrastructure building as backup centre for the National Warning Centre	1 early warning back-up centre in Luganville completed and operational	VMGD, CSU, UNDP and partners	2022 - 2026	Availability of funds and implementation timeframe for the project to be incorporated into Business Plans
4.4	Develop, implement and Produce Business Continuity PLAN (BCP)- Infrastructure/equipment. E.g., Offsite backup.	20-30 % staff in the National Early Warning Centre are resourced with home-based devices especially for Tsunami monitoring	VMGD, CSU & partners	2022 - 2026	Availability of financial resources should affect timelines for implementations
4.5	Review and harmonize Early warning SOP between VMGD and related stakeholders.	2 operational SOP in place annually	VMGD & stakeholders	2022 - 2026	Capacity to develop relevant SOP and ensure effective partnership merged with related stakeholders
4.6	Ensuring weather data integrity and efficiency through QC and timely transmission.	80% of data streaming into the National Warning Centre free from errors and of high quality	VMGD & partners	2022 - 2026	Software tools to ensure to ensure timely transmission as well as QC control to be reviewed regularly.

Vanuatu Meteorology and Geo-Hazards Department

Program 5: Weather Forecasting and Services

Objectives

- 1 Improve Quality of weather, marine, products and information services provided to the communities and stakeholders.
- 2 Downscaling of Weather Feature on chart.

Outcomes

- 1 Increase in the users of VMGD Weather Forecast Information and products.
- 2 Improve forecasting skills on local scale weather.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Improve monitoring and early warning systems
- ECO 2.7** Establishment of multi-hazard warning systems with maintenance plans in place.
- ECO 2.9** Proportion of population with access to technologies that convey early warnings.
- ECO 2.7.1** Increased knowledge and scientific research in atmospheric and earth sciences.

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
5.1 Recruit and send Forecasters for WMO accredited Class 1 Meteorological Courses	1 qualified WMO Meteorologist Class 1 every 2 years	VMGD, CSU, WMO and Partners	2022 - 2026	Availability of financial resources should affect timelines for implementations
5.2 Ensure all aviation products and services are certified through CAR Part 174 (ICAO)	100% of aviation products & services are certified	VMGD, WMO & ICAO	2022 - 2023	Compliance processes in place and strengthen
5.3 Ensure all marine products & services are implemented according to IMO-SOLAS conventions	20-30% of marine products and services are implemented annually	VMGD, OMR, DOPM, WMO, IMO	2022 - 2026	Compliance processes in place and strengthen
5.4 Ensure that public weather products and services to be transitioned from threshold base to impact base	20-30% of public weather products & services transitioned from threshold base into impact-based annually	VMGD and WMO	2022 - 2026	Amendments made should have impact base considerations and transition period be timely
5.5 Purchased a surface weather plotting Machine	1 plotting machine purchased and operational	VMGD & development partners	2022 - 2026	Availability of financial resources should affect timelines for implementations

Vanuatu Meteorology and Geo-Hazards Department

Program 6: Hydro Met Services (Flood Forecasting Services)

Objective

Improve Flood Forecasting Services by Increase and maintained the ongoing development of multi-hazard and flood risk maps to improve disaster assessment and strengthen resilience.

Outcomes

- 1 VMGD has a fully Operational Hydro-Met Division/Desk.
- 2 Key stakeholders having access to high-quality hydrological data.
- 3 Key stakeholders having access to hazard and flood risk mapping to improve the level of preparedness, maintain resiliency and add valuable assistance in post-disaster assessment for response and preparedness.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Strengthen national institutions to ensure that are cost-effective and well-resourced to deliver quality public services
- ENV 3.2** Improve monitoring and early warning systems
- ENV 3.3** Strengthen post-disaster systems in planning, preparedness, response and recovery
- ENV 3.3.3** Number of multi-hazard and risk maps to improves Post Disaster Needs Assessments

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
6.1 Include Hydro-Met division on the restructuring of the VMGD organizational structure	VMGD organization structure approved by PSC	VMGD, CSU & PSC	2022 - 2023	PSC process should affect timelines for this activity to be implemented
6.2 Operationalizing Hydro-Met division	1 Hydro-Met Manager & 2 support staff recruited	VMGD, CSU & PSC	2023 - 2024	PSC recruitment process should affect timelines for this activity to be implemented
6.3 Acquired and build hydro meteorological equipment and infrastructures	10-20% of hydro-met equipment and infrastructures purchased and installed annually in hotspot areas	VMGD & partners	2022 - 2026	Availability of financial resources should affect timelines for implementations
6.4 Collecting, Measuring and understanding the physics, chemistry, energy and water fluxes of the atmosphere, and their coupling with the earth surface environmental parameters in Vanuatu	1 Secured Hydrological Data server purchased and operational with data center	VMGD and partners	2022 - 2026	Availability of financial and human resource capacity will affect implementation
6.5 Purchase tools and software for productions of GIS and flood risk maps	20% of tools and software required are in place	VMGD and partners	2022 - 2024	Availability of financial and human resource capacity will affect implementation
6.6 Develop and increase the production of GIS and flood risk mapping for flooding, landslides and droughts.	At least 5 of GIS and Flood Risk Maps produced annually.	VMGD & DoCC	2022 - 2026	Availability of financial resources should affect timelines for implementations

Vanuatu Meteorology And Geo-Hazards Department

Program 7: Climate Information Services (CIS)

Objectives

- 1 Improve Climate Early Warning System including sectoral products and services.
- 2 Promote Traditional Knowledge on weather and climate Forecasting.
- 3 Expand the functions of Climate services to including Ocean component.

Outcomes

- 1 Climate Information Services is widely used by sectors and communities throughout Vanuatu for decision making and to be resilient to impact of climate variability and change.
- 2 Traditional knowledge in the area of weather and climate forecasting is used widely by communities to complement Scientific knowledge.
- 3 Communities understand and use climate and ocean products for decision making.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- ENV 3.1** Institutionalize climate change and disaster risk governance, and build institutional capacity and awareness
- ENV 3.2** Improve monitoring and early warning systems
- SOC 1.2** Preserve and enhance cultural and traditional knowledge, including appropriate medicines, natural remedies and healing practices

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
7.1 Establishment of Community Climate center in all provinces of Vanuatu	6 Community Climate Centre established and operational in all 6 provinces	VMGD, VanKIRAP project, Department of Local Authorities	2022 - 2023	Sustainability of these centers after project ends. An exit strategy must be developed with proposed operational budget to be submitted for government considerations.
7.2 Increase land and ocean data collections and coverage	2-3 Ocean/wave buoys installed and operational 1-2 Automatic Weather Stations installed and operational	VMGD	2022 - 2026	Availability of financial resources should affect timelines for implementations

7.3	Strengthen and Increase Climate – Sectoral products	Monthly Sectoral Products in place: <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 	VMGD & Sectors	2022 - 2023	Limited human resources will affect timelines.
7.4	Collect, monitor, analyze and preserve traditional knowledge on weather & climate forecasting	70-80% of indicators collected throughout 6 Traditional Knowledge site in Vanuatu.	VMGD, DoCC and Vanuatu Cultural center	2022 - 2026	Limited human resources will affect timelines. Identifying TK in W&C should require intensive TK research conducted with support of cultural center at community level. However, the relevancy of these knowledge requires to be trailed/piloted over time to ensure accuracy.
7.5	Merging of traditional knowledge and scientific knowledge	TK-Science model in place to merge TK & Science for seasonal forecasting	VMGD & partners	2022 - 2024	Funds and human resources availability will affect the realization of this activity
7.6	Include Ocean component on the Climate Services structure	VMGD organization structure approved	VMGD, CSU & PSC	2022 - 2024	PSC process should affect timelines for this activity to be implemented
7.7	Operationalization of ocean services	1 oceanographer recruited	VMGD, CSU & PSC	2024 - 2026	Availability of funds and human resources will affect the realization of this activity

Vanuatu Meteorology And Geo-Hazards Department

Program 8: Geo-hazards Services

Objective

Highly effective, efficient and quality services and products on geohazards and related phenomena to mitigate against potential impact of geological hazards (tsunami, earthquakes and volcanic eruptions).

Outcome

A new Geological Hazards Department.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Strengthen national institutions to ensure that are cost-effective and well-resourced to deliver quality public services.
- ENV 3.2** Improve monitoring and early warning systems

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
8.1 Develop new structure for geological hazards department	New Geological Hazards Department Structure approved	VMGD, CSU & PSC	2022 - 2026	PSC process should affect timelines for this activity to be implemented
8.2 Operationalization of New Geo-Hazards Department	100% of geo-hazards staff transferred from current VMGD structure to new Geological hazards department structure	VMGD, CSU & PSC	2022 - 2026	PSC process should affect timelines for this activity to be implemented

Vanuatu Meteorology And Geo-Hazards Department

Program 9: Observations and Data Collections

Objective

Maintain adequate observational network to provide the required data and information needed within VMGD and for other nationals, regional and international users.

Outcome

Effective, efficient, and reliable manual infrastructure in place to ensure data quality for early warning products & services.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Target

ENV 3.2 Improve monitoring and early warning systems

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
9.1 Installation and maintenance of manual instruments throughout Vanuatu	Report on the upgrade 6 synoptic stations throughout Vanuatu with new manual instruments	VMGD & partners	2022 - 2023	Availability of funds and human resources will affect the realization of this activity
9.2 Support Vanuatu Rainfall Network (VRN)	84 manual rain gauges installed and operational throughout Vanuatu	VMGD, 84 rainfall collectors & partners	2022 - 2023	Availability of funds and human resources will affect the realization of this activity

Vanuatu Meteorology And Geo-Hazards Department

Program 10: Support Services (Information Communication Technology/Engineering)

Objectives

- 1 Ensure the VMGD uses up-to-date modern and sound infrastructure to support all the early warning services of the VMGD.
- 2 Ensure there are sound ICT equipment and all necessary assets, for data processing and required interfaces and support for all provincial offices including community climate centers around Vanuatu.

Outcomes

- 1 Effective, efficient, and reliable automated infrastructure in place to ensure data quality for early warning services.
- 2 Effective, efficient, and reliable data communication infrastructure (data network & Server) in place for smooth operation of the early warning centre and data transmission.
- 3 Vanuatu Data Centre is up to date with centralized server systems to securely receive & store data from automatic weather instruments and out stations remotely. Data center is securely protected by a firewall and is available and accessible to authorized users.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Strengthen national institutions to ensure effective public services.
- ECO 2.9** Increase access to and use of information and communication technologies, including online government services i.e., Met Services and Forecasts

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
10.1 Tracing and mapping of VMGD instrument/ equipment sites.	Draft copy of instrument/equipment sites for full Vanuatu	VMGD (ICT/ENG & Climate & Geo-Hazards)	2022 - 2023	Governance issues and conflict at community level resulted in the need to execute this activity.
10.2 Installation of modern instruments required by WMO, IMO and ICAO for Meteorological data collection.	2 Ocean/wave Buoys 1 Upper Station 1 River Gauge 2 Automatic Rain Gauges 1 Automatic Weather Stations 1 Airport Weather Observing System 2 Automatic Weather Station on local ships 1 Radar	VMGD & development Partners	2022 - 2023	Availability of financial resources and process should affect timelines for implementations
10.3 Establish technical maintenance lab for all meteorological equipment and instruments	1 Meteorological Technicians and Engineers operational	VMGD & development Partners	2022 - 2026	Limited space required (Limited space will affect the establishment of this lab)
10.4 Installation of Tsunami Sirens on Tanna Commercial center	3 sirens installed	VMGD & development Partners	2022 - 2026	Availability of financial resources and process should affect timelines for implementations
10.5 Installation of modern instruments for Geo-hazards data collection.	4 seismometers installed	VMGD & development Partners	2022 - 2026	Availability of financial/human resources and procurement/recruitment processes should affect timelines for implementations
10.6 Establish reliable communication infrastructure for smooth transmission of data	Report of 80-90% of data stream into VMGD server free of errors annually	VMGD & development Partners	2022 - 2026	Availability of financial/human resources and procurement/recruitment processes should affect timelines for implementations
10.7 Establish reliable communication infrastructure for smooth transmission of VMGD products and services to all provincial centers including community climate centre	90-100% of VMGD products and services accessed in all provincial met offices and community climate centers annually. 10% of Data centre equipped with server systems	VMGD & development Partners	2022 - 2026	Funds needed for necessary infrastructural upgraded.

10.8	Acquire special radio frequency for all meteorological and geological hazards transmission	A dedicated frequency in place for all meteorological and geological hazards transmission.	VMGD & TRBR	Availability of financial resources and process should affect timelines for implementations
10.9	Equip data center with update/ upgraded hardware and software for server systems that collect/stores data. Administrations and Management of the data center	At least 50% upgraded hardware and software server systems acquired and report provided annually. 10% of Data centre equipped with server systems	VMGD & development Partners 2022 – 2026	Availability of financial resources and process should affect timelines for implementations
10.10	Establishing Backup or a replica of the data center	1 backup site with a replica of the data center	VMGD & Development partners 2022 2026	Availability of financial resources and process should affect timelines for implementations

Vanuatu Meteorology And Geo-Hazards Department

Program 11: Research and Development

Objective

Strengthen and Improve research in areas of Meteorology, Climatology and Geological Hazards.

Outcome

VMGD has a fully established research unit.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Target

ENV 3.2 Improve monitoring and early warning system
ENV 3.2.3 Increased knowledge and scientific research in atmospheric and earth sciences

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
11.1 Include Research Unit on the restructuring of the VMGD organizational structure	VMGD organization structure approved	VMGD, CSU & PSC	2022 - 2024	PSC process should affect timelines for this activity to be implemented
11.2 Operationalization of research unit	1 Manager recruited & 4 research positions from 4 division transferred to research unit	VMGD, CSU & PSC	2022 - 2026	PSC approval and recruitment process will affect this activity realization
11.3 Review Research Policy	A research policy and framework guidelines in place	VMGD, CSU	2022- 2023	Availability of time and resource to do the review
11.4 Research, case studies for different weather phenomena.	6 case study report published annually	VMGD (Forecast, Climate & Geo-Hazards)	2022 - 2026	Research skills and knowledge including academic writing
11.5 Conduct Surveys and Feedbacks on products and services	Report of 3 different products survey annually	VMGD (Forecast, Climate & Geo-Hazards) + stakeholders	2022 - 2026	Availability of funds, time and resources to conduct the surveys
11.6 Undertake academic research on areas related to meteorology and geological hazards in Vanuatu.	2 academic papers published	VMGD & partner universities	2022 - 2026	Availability of funds, time and resources to conduct and participate in academic research work
11.7 Participate in regional and international research dialogue on climate and ocean services, climate change, weather, hydro met and geo-hazards	Reports of 2 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

Vanuatu Meteorology And Geo-Hazards Department

Program 12: Human Resource Capacity Building and Development

Objectives

- 1 Maintaining and strengthening an ongoing support by VMGD in providing, attending and participation in Management, Geological Hazards, Meteorology, Climatology, Information and Communication Technology, Engineering and Hydro-Meteorology educational programs.
- 2 Increase number of high qualified individual in Meteorology & Geological hazards operations.

Objectives

- 1 VMGD fully engaged in all related educational training programs both formal and informal.
- 2 Increase number of VMGD staff fully engage in regional/ international meetings and workshops.
- 3 Qualified human resources contribute to quality information and products disseminated to the population of Vanuatu.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SIOC 2.4** Increase higher education opportunities, including technical and vocational training
- SOC 6.1** Enhance the capacity and accountability of public officials, and ensure the impartiality and effectiveness of performance management systems
- SOC 6.1.2** Track the annual number of public officials receiving qualifications through VIPAM and other government programs
- SOC 6.4** Strengthen national institutions to ensure effective public services

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
12.1 Develop a Training and Succession Plan for VMGD	A training and succession plan developed.	VMGD, CSU HR & VIPAM	2022 - 2023	Availability of time and resources will affect the development of such plan
12.2 Support development of technical engagement & skills by supporting Work Placement, Open Days, Cadetships, Internships, awareness programs, short and long-term training/course and mentoring programs	3 cadetships and internships intake annually.	VMGD, CSU HR & VIPAM	2022 - 2026	Cadetship and internship programs intake by VMGD will reflect the number of application submission to VPAM and also the VMGD HR organisational need.
	3 school awareness programs conducted annually	VMGD, CSU HR & VIPAM	2022 - 2026	Unforeseen natural disaster events will disturb awareness programs

12.3	Observation Refresher Training on aviation weather products	2 trainings conducted annually	VMGD & partners	2022 - 2026	Additional support from these trainings will from regional meteorological institutions
12.4	Forecasters Refresher Trainings on Tropical cyclone forecasting and Aviation weather products	1 training conducted annually	VMGD	2022 - 2026	Availability of time and forecast training planning
12.5	Climate staff seasonal forecast training	1 training conducted annually	VMGD, BoM & SPREP	2022 - 2026	Availability of time and forecast training planning
12.6	Attend WMO Congress	2 Staff attending per annually and report provided	VMGD, WMO & partners	2022 - 2026	COVID19 pandemic lockdown will affect physical participation
12.7	Attend UNFCCC meetings	4 staff attend annually	VMGD & partners	2022 - 2026	COVID19 pandemic lockdown will affect physical participation
12.8	Attend Pacific Meteorological Council (PMC)	5 staff attend annually	VMGD & partners	2022 - 2026	COVID19 pandemic lockdown will affect physical participation
12.9	Recruit qualified personal to key position in the VMGD structure	1 Deputy Director, VMGD 1 Manager, ICT/Engineering 1 Manager, Observation 1 Manager, Geo-Hazards 1 PSO, Volcanology 1 PSO, Seismology 1 SO, Tsunami	VMGD, CSU & PSC	2022 - 2023	PSC process should affect timelines for this activity to be implemented
12.10	Utilise scholarships as well as MCCA and VMGD core funding to provide training linked to improved service delivery, PMAs and HRD Strategy	2 Staff on long-term & 3 on short term scholarships	VMGD, CSU HR & VIPAM	2022 - 2026	Requires a common understanding and agreement between VMGD and scholarship office in awarding scholarship related to the discipline of VMGD.
12.11	Staff attending QMS training	2 Quality Management System experts	VMGD, CSU, VIPAM and international training institutes	2022 - 2026	Availability of financial resources should affect timelines for implementations
12.12	Upgrade Forecasters skills in aviation weather forecasting to meet WMO/ICAO standard	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
12.13	Upgrade VMGD staff to meet WMO Class 1 Meteorologist	2 Qualified Meteorologists every 2 years	VMGD, CSU, VIPAM and international training institutes	2022 - 2026	Upgrade VMGD staff to meet WMO Class 1 Meteorologist
12.14	Upgrade climate staff skills and knowledge in climate science	2 Climatologists	VMGD, CSU, VIPAM and international training institutes	2022 - 2026	Upgrade climate staff skills and knowledge in climate science
12.15	Undertake training to upgrade skills and knowledge on maintenances of new equipment	3 staff qualified as meteorological engineering	VMGD, CSU, VIPAM and international training institutes	2022 - 2026	Undertake training to upgrade skills and knowledge on maintenances of new equipment

Vanuatu Meteorology And Geo-Hazards Department

Program 13: Outreach and Community Engagement

Objective

All VMGD information, products, services including educational materials on meteorology, climate and geohazards reach the last mile.

Outcome

VMGD information used by community for resilient development.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 3.4** Promote and ensure strengthened resilience and adaptive capacity to climate related, natural and man-made hazards
- ENV 3.4.1 Percentage of public schools using the climate change and disaster risk reduction modules in national curriculum at all levels
- ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
13.1 Review and implement an inclusive VMGD “Communication and Outreach Partnership Strategy” (to the last mile) for information on weather, climate and geohazards.	Copy of the reviewed COP Strategy in place	VMGD and key stakeholders/partners	2022 - 2024	COP strategy is adhered to review to be in line with timeframe reflecting VMGD SDP, MoCC CP and NSDP.
13.2 Develop an awareness Plan	Copy of the awareness plan in place and implemented	VMGD & key stakeholders	2022 - 2026	Availability of funds and resources will affect this development and its implementation
13.3 Undertake awareness on VMGD products and services through Vanuatu	2 Awareness programs conducted annually for communities in remote part of Vanuatu	VMGD & key stakeholders	2022 - 2026	COVID19 pandemic lockdown and unforeseen disaster events will likely affect this activity
13.4 Organize, participate and involve communities in national and international days	Report on national and international day organized annually <ul style="list-style-type: none"> • World Meteorological Day • International Communication Technology Day • World Tsunami Day • Nation Climate Outlook Forum 	VMGD & key stakeholders	2022 - 2026	Limited funding may affect implementations



Department of Energy

- Program 1** Human Resource and Support Services
(Administration, Finance, and Procurement)
- Program 2** Electrification
- Program 3** Energy Security



Department of Energy

Program 1: Human Resource and Support Services (Administration, Finance, and Procurement)

Objective

DoE staff have the knowledge and skills to achieve the NSDP target.

Outcome

A fully flexed department with skilled staff to better deliver service according to the NERM and the NSDP.

NSDP Goal

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.1** Enhance the capacity and accountability of public officials, and ensure the impartiality and effectiveness of performance of management systems.
- Soc 6.1.2 Track annually # of DoE Officers receiving qualifications through VIPAM and other government programs
- SOC 6.4** Strengthen national institutions to ensure service delivery that are cost effective and well-resourced to deliver quality public services.
- ENV 3.1** Institutionalize climate change and disaster risk governance, and build institutional capacity and awareness
- ECO 1.2** Improve government revenue generation
- ECO 2.9** Increase access to and use SMART Indicators from NSDP of information and communication technologies, including online government services

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
1.1 Support development of technical engagement & skills such as Work Placement, Cadetships, Internships and secondment	Cadetship- 2/year Internship – 2/year Total of 10 people over period of 5 years on work Placement, Cadetships, Internships. NERM 2016-2030 Table 0.1: Ongoing and Highest Priority Actions	DOE VIPAM	2022 – 2026	Depends on the interest of candidates and approval from VIPAM and MoCC Mitigation Measures include Develop Business Continuity Plan, Applying for NPP and requesting Support from developing partners, Planning and Reschedule and Virtual Space
1.2 Open Days, awareness programs, short- and long-term training courses and mentoring programs	5 Open Days, 60 MEPSL Awareness, 6 Low Emission Awareness 20 short- & long-term course and mentoring program that DoE involved	DOE VIPAM	2022 – 2026	This will depend on the planning and availability of funding and stakeholder participation
1.3 Ensure Department Business Plans and budgets have funding to operationalize MCCA HRD Strategy, Succession Plan, + Retirement Plan	60% of the HRD strategy, Succession Plan, + Retirement Plan achieved	DoE CSU VIPAM	2026	Depending on the budget and human resource Mitigation Measures include, support from development partners, Online Course and refresher training
1.4 Utilize scholarships as well as MCCA and DoE core funding to provide training linked to improved service delivery, PMAs and HRD Strategy	2 staff on scholarship 20 staff attend training	DoE VIPAM	2026	Staff interest and VIPAM process. Mitigation measures include planning/Online Course
1.5 Undertake a restructure of DoE to improve service delivery to improve coverage and presence in the 6 provinces in order to fully implement policy objectives and to enhance service delivery	5 staff recruited in provinces 5 offices based in provinces with allocated resources Note: DoE to recruit 3 staff in 2023 and 2 staff in 2024 for the provincial positions	DoE PSC	2026	Depend on budget availability, mitigation measures include NPP and Support from development partner/ Find space in existing MoCC buildings in the provinces/Online working space
1.6 Strengthen DoE planning, reporting, resourcing (staff & infrastructure)	1 M&E focal person 5 capacity building trainings	DoE CSU	2026	Human resources available and discussion to include in the new structure
1.7 Ensure financial management capacity to meet Business Plan targets	15 capacity building training	DoE	2026	Managers lack knowledge of finance & process and the Budget Mitigate by involving all managers and senior officers in financial capacity training and support from developments partners



1.8	Improve GoV revenue generation potential through DoE activities ie Permits for Minimum Energy Performance Labelling Standards	Total revenue collection from DoE An upgraded energy Revenue System	DoE, DoT, DCIR	2026	Non-registered regulated products Mitigation Measures Online application through single-window portal
1.9	Policy and Planning	Update NERM & NERM Implementation Plan	DoE	2026	Budget and mitigate through support from donor partners
1.10	Improve access to online DoE services	10 local operators accessing energy generations	DoE	2026	Depend on budget availability and capacity of staff to manage and sustain



Department of Energy

Program 2: Electrification

Objective

Promote renewable sources of energy and promote efficient energy use through high energy efficiency Standards, improve off-grid renewable energy systems outside of concession areas.

Outcome

Population of Vanuatu have access to safe, reliable and affordable energy for daily use and business partners have improve access to markets through quality infrastructure to diversify the rural economy.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- ENV 2.3** Promote renewable sources of energy and promote efficient energy use
 - ENV 2.3.1 Proportion of all imported lighting and refrigeration appliances that meet high energy efficiency standards
 - ENV 2.3.2 Proportion of households using renewable energy technology as main source of lighting
 - ENV 2.3.3 Percentage of grid-based electricity generated from renewable energy sources
- ENV 2.5** Strengthen environmental institutions and governance to meet national and international obligations.
- ENV 3.1** Institutionalize climate change and disaster risk governance, and build institutional capacity and awareness.
- ENV 3.4** Promote and ensure strengthened resilience and adaptive capacity to climate related, natural and man-made hazards.
 - ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience.
- ENV 5.6** Enhance environmental monitoring, evaluation and research with relevant, open and transparent data sharing among relevant agencies.

- ECO 2.1** Increase access to safe, reliable and affordable modern energy services for all that are increasingly generated from renewable sources and reduce reliance on imported fossil fuels
 - ECO 2.1.1 Increase access to safe, reliable and affordable energy services for all that are increasingly generated from renewable energy resources and reduce reliance on imported fossil fuels
 - ECO 2.1.2 Improve number of off-grid renewable energy systems by province outside of concession Areas
- ECO 2.8** Establish effective partnerships that facilitate the development of the private sector and rural economies as service providers in the provision of transport & infrastructure
- ECO 3.1** Promote broad-based growth by strengthening linkages between tourisms, infrastructure, agriculture and industry in rural areas and diversity and diversity the rural economy.
- ECO 3.3** Improve access to markets through quality infrastructure, utilities, storage and processing facilities in rural areas
- ECO 4.4** Improve and expand the range of sustainable tourism products and services through Vanuatu and strengthen links to local production

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
2.1 Malekula hydro power to have access concession, currently in renewable system	2,000 HH connected to Brenwei Hydro Concession	VNPF DoE	2026	Budget to connect customers Mitigation Measures include VNPF to provide financial support and NGEF to provide financial support to the last mile connection
2.2 Santo to get connected to a renewable energy.	1,270 HH connected to RE sources	DoE VUI	2026	Budget to connect customers
2.3 Tanna grid – to have some battery storage system	2,094 HH connected to RE sources	DoE VNPF	2026	Budget to connect customers
2.4 Talise	250 HH connected to RE sources	DoE VUI	2026	Budget to connect customers
2.5 Sola/Musina	500 HH connected to RE Sources	DoE VUI	2026	Budget to connect customers
2.6 Logana/Saratamata/Lolowai	500 HH connected to RE sources	DoE VUI	2026	Budget to connect customers
2.7 Households using RE sources for generation.	50% of HH connected to RE sources	DoE Donor Partners Energy Stakeholders	2026	Depending on funding and support from donor partners
2.8 Energy efficiency cook stove and copra dryer	7,000 HH using EE cook stove and copra dryer	DoE BRANTV	2023	Budget availability and mitigation measures to seek support from donor
2.9 Develop off grids as per NERM to supply households	10 off-grids installed	DoE & Energy Stakeholders	2022-2026	Budget availability and data to carryout feasibility study
2.10 Track the proportion of households with energy from renewable sources for lighting	100% households annually	DoE & Energy Stakeholders	2022-2026	Planning and support from development partners
2.11 Development of National Electrification Master Plan	National Electrification Master Plan	DoE	2022-2026	Support from donor partners
2.12 Monitoring and Evaluation of NERM activities towards achieving NSDP targets	M&E focal person	DoE/MoCC & Energy Stakeholders & Donor partners	2022- 2026	Depending on staff capacity and accurate data for M&E
2.13 New development of the private sector and rural communities as contractors for electricity infrastructure contracts	10 contract/agreement/MoU signed	DoE , Energy Stakeholders, DLA & Province	2022-2026	Availability of contractors and funding
2.14 Enforcement of Electrical Works & Safety Act	50 licenses issued to electricians	DoE	2026	The capacity of staff to deliver and the availability of a consultant and funding

2.15	Encourage tourism operators to utilise renewable energy	50 tourism operators access energy generation	DoE, DoT, Energy Stakeholders	2026	Data Availability Affordability of RE systems for local tourism operators Mitigation Measures Subsidy of RE systems Access to low-interest loans
2.16	Strengthen MOU with tourism sector	At least 1 MoU signed	DoE, DoT, Energy Stakeholders	2026	MoU does not adhere to Setting achievable targets
2.17	Revise electricity legislation for mini grids/ concessions	Legislation review document	DoE, MoCC, OAG, Energy Stakeholders	2026	Budget and support from donor partners
2.18	Conduct training and awareness exercises following NERM on solar power for ecotourism	10 trainings	DoE, DoT, Energy Stakeholders	2026	Depend on the budget
2.19	Meeting reporting obligations – NDC and NC	2 of submissions	DoE, DoCC, MoCC, MALFFB	2026	Meeting reporting dateline Mitigation Measures Delegation of responsibilities among the designated units
2.20	Data collection on GHGs emissions – data	Report	DoE, DoCC, VNSO, Power Utilities, DoF, DoA	2026	Unavailability of data Mitigation Measures MoU/MoA for data collection and information sharing
2.21	Renewable generation Act	Development of Concept Note Development of draft legislation	DoE	2022-2026	Process
2.22	Electrical Work Safety Act	To be tabled at the End of Year 2022 Parliament session	DoE, MoCC	2022-2026	Process

Department of Energy

Program 3: Energy Security

Objective

To reduce waste and pollution through effective waste management and pollution control.

Outcome

DoE and stakeholders have policy in place to manager waste and control pollution.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- | | | | |
|----------------|-------------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| ENV 2.1 | Increase access to knowledge, expertise and technology to enact our blue-green growth strategies. | ENV 3.4 | Promote and ensure strengthened resilience and adaptive capacity to climate related, natural and man-made hazards. |
| ENV 2.2 | Ensure new infrastructure development activities cause minimal disturbances to the natural land and marine environment. | ENV 3.4.2 | Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience. |
| ENV 2.2.2 | No. of environmental guidelines developed | ECO 4.4 | Improve and expand the range of sustainable tourism products and services through Vanuatu and strengthen links to local production |
| ENV 2.4 | Reduce waste and pollution through effective waste management and pollution control | ECO 4.4.1 | Proportion of registered hospitality institutions with rooms and services equipped with energy efficient lighting & appliances |
| ENV 2.4.1 | Number of controlled wasted disposal facilities | | |
| ENV 3.1 | Institutionalize climate change and disaster risk governance, and build institutional capacity and awareness. | | |

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
3.1 Collaborate with DEPC to promote renewable energy use through advocacy, awareness, training, developing policy and legislation for dealing with energy waste and EIA	10 knowledge information and educational material produced by DEPC & DoE 10 Renewable energy training on waste management hosted by DEPC in collaboration with DOE.	DoE DEPC	2026	-Budget Mitigation Measure Support from development partners
3.2 Development of legislative and policy instruments dealing with energy waste and EIA.	Draft legislative and policy instruments Battery regulation	DoE DEPC	2022	-Budget Mitigation Measure Planning and support from development partners
3.3 With support from DEPC to reduce pollution by importance of cleaner fuels and public awareness campaigns.	Cleaner Fuel Legislative Framework develop Participate in at least 2 awareness campaign	DEPC and DOE	2022-2025	Stakeholder willingness to participate and engaged in such activities.
3.4 Green Building Initiative	Policy guidelines for Green Building Initiative developed	DoE & Subbarao Consultant IFC	2022-2026	Data Collection by sector Mitigation Measure VNSO to provide baseline data
3.5 Development of National Energy Efficiency Action Plan	National Energy Efficiency Action Plan	DoE & Consultant	2023	Budget Mitigation Measures Support from donor partners
3.6 Development of Vanuatu Coconut for fuel strategy	Vanuatu Coconut for fuel strategy	DoE, DoCC & Consultant	2023	Budget Mitigation Measures Support from donor partners
3.7 Energy project that increase proportion of registered institutions to equipped with energy efficient lighting and appliances	5 projects 50 institutions with energy efficient lighting and appliances	DoE, MoET, MoH, DoT, Vendors	2026	Unavailability of funds Mitigation Measure Introduce a financial mechanism to allow for affordability of the energy efficient products
3.8 Petroleum Act	Drafting Instruction completed Petroleum Bill gazette	DoE, Pacific Energy (SSP), MoCC	2026	Non-Compliance Mitigation Measure Consultation of the Petroleum Act



Department of Environmental Protection and Conservation

- Program 1** Traditional knowledge and cultural sites preservation
- Program 2** Environmental governance
- Program 3** Human resource capacity development
- Program 4** Environmental impact assessments and planning
- Program 5** Energy sector support
- Program 6** Waste management, pollution control and chemical management

- Program 7** National and international environmental obligations
- Program 8** Sustainable financing
- Program 9** Biodiversity, conservation, ecosystem and research
- Program 10** Outreach, communication and awareness
- Program 11** Data management and sharing
- Program 12** Institutional strengthening at the provincial level



Department of Environmental Protection and Conservation

Program 1: Traditional Knowledge and Cultural Sites Preservation

Objective

Enhanced approach through DEPC's knowledge management programs and internal guidelines for the protections and preservation of cultural and/or historical sites.

Outcome

TK and cultural practices associated with resource utilization and genetic resources are retained and protected and cultural/historical site registered through EIA consultations and legislative establishment of CCA and PA.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- SOC 1.2** Preserve and enhance cultural and traditional knowledge
- SOC 1.3** Conserve sites of cultural and historical significance

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
1.1 Develop the Environmental and Social Safeguards Framework (ESSF).	ESSF in place by 2022	DEPC	2023	The willingness to collaborate between stakeholders, especially with Vanuatu Cultural Centre.
1.2 Implement the DEPC Environment & Social Safeguards Framework to support preservation of cultural knowledge, customary practices and resource usage	Annual Reports on the implementation of the Framework	DEPC	2022 and onwards	Strengthen the existing relationship between DEPC and Vanuatu Cultural Centre.
1.3 Incorporate TK initiatives and cultural practices into CCA and PA Management Plans.	At least 5 CCAs management plans capturing traditional resource management systems.	DEPC	2022 and onwards	Strengthen the existing relationship between DEPC and Vanuatu Cultural Centre.
1.4 Utilize community awareness + trainings, EIAs and community consultation to support creation of Reserves and Protected Areas.	1 cultural and historical sites identified within a registered CCA/PA. At least 1 in each provinces covered	DEPC	2022 and onwards	Depends largely on budget and community awareness program roll-out and EIA consultations.

Department of Environmental Protection and Conservation

Program 2: Environmental Governance

Objective

Promote DEPC stakeholder involvement and engagement to achieve relevant environmental laws, legislations and comply with international obligations and ensuring compliance and enforcement of environmental laws are enshrined and implemented.

Outcome

A more collaborative environmental platform achieved between DEPC and government line-legally institutions.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 1.4** Strengthen links between traditional and formal governance systems
- SOC 5.5** Strengthen links between traditional and formal justice systems and the role of chiefs in maintaining peace and stability
 - SOC 5.5.1 Total number of annual community engagement activities undertaken by national law enforcement officers
- SOC 6.4** Strengthen national institutions to ensure that are cost-effective and well-resources to deliver quality public services
- ENV 2.1** Increase access to knowledge, expertise and technology to enact our blue-green growth strategies
- ENV 2.2** Ensure new development activities cause minimal disturbances to the natural land and marine environment
- ENV 2.5** Strengthen environmental institutions and governance to meet national and international obligations
- ENV 4.7** Build capacity and support local communities to manage natural resources

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
2.1 Strengthen working relationship with stakeholders in implementing their environmental by laws/regulations.	10 development permits issued annually by DEPC on protection of cultural sites.	DEPC and regulative stakeholders	2022 and onwards	The number of permits issued and penalties should reflect on effectiveness of awareness material and efforts from compliance and enforcement
	At least 5 penalties issued annually by DEPC on protection of cultural sites.			
	At least 3 EIA consultations annually on cultural sites by DEPC	DEPC	2022 and onwards	
2.2 DEPC provide/collaborate with NGOs and other stakeholders to provide community awareness, compliance training and enforcement of environmental laws	Updated EIA registry and updated compliance records.			
	At least 3 communities per province per year.	DEPC SCO	2022 - 2025	Other stakeholders' unavailability to participate due to workload.
	At least 3 awareness and training conducted	MALFFB, MOL and MOIA enforcement officers		MOUs developed and signed by appropriate stakeholders to promote collaboration and partnership.
2.3 Review the department's Strategic Plan (SP) to align with existing national strategies and policies, and inclusion of emerging functional responsibilities.	At least 2law enforcement officers from other stakeholders involved			
2.3 Review the department's Strategic Plan (SP) to align with existing national strategies and policies, and inclusion of emerging functional responsibilities.	Endorsed DEPC Strategic Plan (2022-2032).	DEPC Director and Executive team	2022	Secure funding for the review
2.4 Process environmental cases and proceed to court in a timely manner.	At least 2 environmental cases proceeding at court per year.	DEPC and SLO	2022 and onwards	Some cases takes longer than a year depending on the business of the courts. Largely reflected on the process and communication and environmental conflict raised to the level of court.
	1 case gone through court per year.			
2.5 Carry out awareness to all government ministries, NGOs and private stakeholders about the EIA process.	3 EIA information sessions conducted with key government institution, NGOs and privates per year	DEPC	2022 and onwards	Development and execution of EIA information awareness program. Also include government extension services.
2.6 Undertake legislative reviews	3 legislations and regulations reviewed	DEPC	2022 and onwards	A lengthy time is needed to conduct these legal reviews, which needs to inform changes to policies'
2.7 Review compliance guideline	Updated compliance guideline	DEPC	2023	Review process

2.8	Strengthen compliance guideline and Enforcement of Legislations and Regulations (Need an enforcement officer).	At least 2 Legislative and regulative instruments developed.	DEPC and SLO	2022-2025	Legislation's amendments take time. Political Influence
2.9	Amend EPC Act Part 4 Division 1 Bio-prospecting (ABS) and develop regulation to ensure Vanuatu is Nagoya compliant.	Amended EPC Act gazetted ABS Regulation signed	DEPC	2022-2025	Slow progress of DIs finalization will delay achievement of the activity
2.10	Amend CTES Act and regulation	Amended CITES Act gazetted CITES regulation signed.	DEPC	2022-2025	Slow progress of DIs finalization will delay achievement of the activity
2.11	Establishment of the National Environmental Protection Framework to govern the implementation of the WMA, PCA, OLPA, Stockholm Act and the National Hazardous Chemical & Wastes Act (currently underway)	COM paper approved for the Environmental Protection Framework for Vanuatu to govern the [National Air Quality Taskforce, the National Wastewater Taskforce, National WMPC Committee, National Chemicals Coordinating Committee, National Disaster Waste Management Committee] National Committee members appointed (List provided) Government Budget and Donor partner funds secured for the implementation of relevant policy directives	DEPC, MCCA	2022 - 2025	- COM Paper not approved - Mitigation: Submit NPP to implement all relevant policy directives jointly with donor partners and sector partners (Waste Management, Pollution Control; Ozone & Chemical Management)
2.12	Amend EPC Act relevant section to include BAC functions dealing with other matters of CBD objectives and national level biodiversity matters.	Amended functions of BAC	DEPC	2022 -2023	Incentives for BAC to buy in the full participation of members in its meetings
2.13	Amend the National Parks Act	NPA amended	DEPC and relevant Gov sectors & SLO	2022-2026	Funding availability
2.14	Amend the Wild Birds protection Act	WBPA is amended	DEPC, DARD and SLO	2022-2026	Funding availability
2.15	Develop Legal mechanisms to protect Mangrove ecosystems	Mangrove management and use regulation signed and gazetted	DEPC and SLO	2022-2026	Funding availability

Department of Environmental Protection and Conservation

Program 3: Human Resource Capacity Development

Objective

Maintaining and strengthening an ongoing support by DEPC in providing human resource capacity initiatives to improving service delivery and to strengthen institutional strategic planning, finance management and reporting obligations.

Outcome

Fully fleshed DEPC with staff that has the right skills to support service delivery while maintaining high integrity in strategic planning and reporting.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- SOC 6.1.2 Track annually # of DEPC Officers receiving qualifications, undergoing training through VIPAM and other Government Programs
- SOC 6.4** Strengthen national institutions to improve service delivery
- SOC 6.4.1 Proportion of Departmental Business Plan objectives are met as reported in department's AR

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
<p>3.1 Development of technical engagement and skills through work Placement, Open Days, Cadetships, Internships, awareness programs, short-term and long-term courses and mentoring programs.</p>	<p>At least 2 cadetship and internships program supplementary to DEPC.</p> <p>2 awareness programs 2 capacity skills development programs.</p> <p>At least 1 candidate have scholarship for further trainings per year.</p> <p>5 trainings provided</p>	DEPC	2022 and onwards	<p>Cadetship and internship programs intake by DEPC will reflect the number of application submission to VPAM.</p> <p>Shortage of HR might not allow the DEPC staff to go for further studies unless restructure is approved.</p>

3.2	Ensure DEPC Business Plans and budgets have funding to operationalize MCCA HRD Strategy, Succession Plan, + Retirement Plan	A sum of Annual Budget allocated to implement MCCA strategy and HR plans. 2 external funding support provided to support plans and strategies.	DEPC	2022 - 2025	Availability of training programs offered. Availability of scholarships provided. Less operational budget to meet this training requirements. Develop NPPs for DEPC or as a ministry.
3.3	Utilize scholarship as well as MCCA and DEPC core funding to provide training linked to improve service delivery, PMAs and HRD Strategy.	1 scholarship awarded under the programmatic areas of environment. 2 of capacity trainings core funded by DEPC and MCCA 2 officers awarded scholarships in MCC HRD Names of programs offered	DEPC MCCA and Scholarships Office	2023 - 2025	Internal agreement for officers to continue serving DEPC after completing capacity building trainings.
3.4	Recruit 3 Enforcement and Compliance officers	1 Manager Compliance recruited. 2 Compliance Officers recruited.	DEPC	2022-2025	Entirely depend on the restructure, its responsive process and approval. Lengthy recruitment processes
3.5	Staff welfare (benefits stated in PSSM) consideration in PSC Benefits.	At least 50% of DEPC staffs receiving PSC entitlements as in PSSM	DEPC	2022 and onwards	
3.6	Include Enforcement and compliance division in restructure and increase its HRs	Enforcement and Compliance Division An allocated office space for compliance division	DEPC	2022-2025	Depending on when New DEPC building will be constructed.
3.7	Undertake restructure of DEPC to improve service delivery in provinces.	Endorsed DEPC restructure for recruitment.	DEPC and MCCA	2022 priority	PSC process for restructuring might take some time
3.8	Establish a project Planning and Management Unit.	Project Planning and Management Unit initial structure	DEPC	2023-2024	Entirely depend on the restructure, its responsive process and approval.
3.9	Develop and improve programs/training necessary for planning and reporting.	2 DEPC planning and reporting conducted.	DEPC	2022 and onward	Can be conducted during planning retreat.
3.10	Financial management capacity training in order to meet Business Plan targets.	All DEPC Managers fully equipped with required skills to develop Business Plan Budgets	DEPC SFAO FAO	2022 and onwards	Delay with meeting Business Plans deadlines. Busy schedules of managers.

<p>3.11 Strengthen DEPC planning, reporting, resourcing (staff & infrastructure)</p>	<p>At least 1 planning meetings and workshop per year</p> <p>4 quarterly reports submitted.</p> <p>Annual report submissions (quarterly and annually including SMR and ADR)</p>	<p>DEPC</p>	<p>2022 and onward</p>	<p>Risk: If DEPC staffs lack the capability (skills and knowledge) it should have direct impact with regards to its implementation.</p> <p>Mitigation: Requires annual planning refers training with DEPCA</p>
<p>3.12 Seek funding source to build new office building</p>	<p>Approval of funding from Donor partners</p> <p>Tender documents launched</p>	<p>DEPC, MoCC, DESSPAC,</p>	<p>2022 onwards</p>	<p>Availability to source funds</p>
<p>3.13 New office building for Provincial Environment Extension Services</p>	<p>Approval granted to build offices</p> <p>1 Office building established</p>	<p>DEPC, MoCC</p>	<p>2023 onwards</p>	<p>NPPs for new buildings not approved by MBC</p>
<p>3.14 Establishment of Microplastics Laboratory to complement our national efforts to address the plastics issue</p>	<p>NPP submission for establishment of laboratory and specific operational budget.</p> <p>Analysis reports on Microplastics and related analysis on water samples and soil samples undertaken. results obtained.</p> <p>Report of other chemical and biological analysis to support Government's revenue.</p>	<p>DEPC, MFAICET, VBS, UK Government</p>	<p>2022-2025</p>	<p>NPP for establishment of Laboratory not approved</p> <p>Seek other funding avenues to establish laboratory.</p>

Department of Environmental Protection and Conservation

Program 4: Environmental Impact Assessments and Planning

Objective

Strengthen and improved compliance and enforcement on infrastructural development to comply with EIA process and guidelines.

Outcome

New and existing infrastructural development robustly meeting EIA processes and while acquiring necessary knowledge on EIA process.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 2.2** Ensure new infrastructure development activities cause minimal disturbance to the natural land and marine environment
- ENV 2.2.1** Number of development projects complying with EIA requirements
- ENV 2.2.2** Number of environmental guidelines developed

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
4.1 Ensure that new development projects comply with EIA process	50 EIA Permits issued annually.5EIA consultations conducted annually. 50 EIA applications submitted to DEPC	DEPC Key Government Regulatory Departments.	2022-2025	Risk: EIA process often not complied with by developers Mitigation: If activity 3 under SOC 6.4 is undertaken, developers will comply with legislated EIA process.
4.2 Conduct annual Monitoring and Compliance on existing Environmental Permits (EPs)	2 annual monitoring and compliance reports 2 outcomes of the monitoring and compliance reports.	DEPC Key Government Regulatory Departments.	2022-2025	No regular reporting is prepared immediately after the compliances and monitoring are undertaken.
4.3 Prepare Environmental Audit Reports on EP granted developments.	Annual Environmental Audit Report.	DEPC Key Government Regulatory Departments.	2022-2025	Complimentary to environmental permits issued/ approved.

4.4	Register more EIA consultants to conduct EIA report.	A maintained EIA consultant registry.	DEPC	2022-2025	Entirely depends on who wants to register as EIA consultants.
		2 annual registered EIA consultants			Information for registration is available with DEPC.
4.5	Develop environmental guidelines to ensure new infrastructure cause minimal disturbance to natural land and marine environments under relevant Acts IE EPC, Pollution Control, Ozone	1 Environmental guideline developed	DEPC	2022-2023	Process may be lengthy depending on legal advices from legal institutions (SLO) and key government stakeholders.
		1 Guidelines developed for infrastructural development.		2023 - 2025	
4.6	Biannually review of environmental guideline- Review Report.	Biannual Review report	DEPC	2023 - 2025	
4.7	Develop a draft a national environmental safeguard document	National Environment Safeguard document.	DEPC ADB	2023 - 2025	Risk: Availability of TA and in-house HR time and capacity to develop such document. Mitigation: negotiating with development partners and resourcing necessary funds

Department of Environmental Protection and Conservation

Program 5: Energy Sector Support

Objective

Support the promotion of renewable source of energy through collaboration with department of energy.

Outcome

A supportive contribution towards achieving NERM through programmatic initiatives in KM, legislative and policy reformation.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Target

ENV 2.3 Promote renewable sources of energy and efficient energy usage

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
<p>5.1 Support DOE to promote renewable energy use through advocacy, awareness, training, developing policy and legislation for dealing with energy waste and EIA</p>	<p>1 DEPC officers participated in Renewable energy training hosted by DOE.</p> <p>2 environmental standards developed in line with Renewable Energy policy and legislation.</p>	DEPC, DOE and MCCA	2022-2025	Availability of TA and in-house HR time and capacity to develop such document.

Department of Environmental Protection and Conservation

Program 6: Waste Management, Pollution Control and Chemical Management

Objective

Establish and strengthen existing engagement of key stakeholders in achieving pollution and waste reduction.

Outcome

An increase in waste management facilities while maintaining supportive contribution in developing pollution reduction standards.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ENV 2.4** Reduce waste and pollution through effective waste management and pollution control
- ENV 2.4.1 Number of controlled waste disposal facilities
- ENV 2.4.2 Proportion of vehicles complying to emission standards proportion
- ENV 2.4.3 Proportion of revised National Waste Management Strategy and Action Plan

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures	
6.1	Develop controlled waste disposal facility	1 controlled waste disposal facility for every 3 years.	DEPC Municipality or Province	2022-2025	Strengthen stakeholder engagement through agreements and partnership
6.2	Support energy initiatives to reduce pollution to comply with cleaner fuel standards and carry out public awareness campaigns.	Cleaner Fuel Legislative Framework. Report of participation in at least 2 awareness campaign	DEPC and DOE	2022-2025	Stakeholder willingness to participate and engaged in such activities.
6.3	Develop vehicle emission standards	Emission Standard	DEPC	2022-2023	DOE developing fuel grade standards which links to emission standards
6.4	Ensure vehicle emission standards are met at annual roadworthy inspections	3 vehicles inspected met the emission standards	DEPC and MIPU	2022-2025	Establish partnership through MOU for the implementation of emission standards
6.5	Development of controlled waste disposal facility	1 controlled waste disposal facility for every 3 years.	DEPC, PVCC, other Municipalities and Provincial Governments	2022-2025	Strengthen stakeholder engagement through agreements and partnership
6.6	Support energy initiatives to reduce pollution by importation of cleaner fuels and public awareness campaigns.	National Air Quality Taskforce under the Pollution Control Act (PCA) established Finalize the National Fuel Quality Standards and Emission Standards (under PCA)	DEPC and DOE	2022-2025	Stakeholder willingness to participate and engaged in such activities.
6.7	Ensure vehicle emission standards are met at annual roadworthy inspections	Members of the National Air Quality Taskforce Fuel quality and emission developed under the PCA. Regulation on vehicle importation developed jointly with relevant stakeholders (PWD, VPF, DEPC, DCIR)	DEPC, MIPU, DCIR, VPF, MOI (Land Transport Authority)	2022-2025	Establish partnership though MOU for the implementation of emission standards

Department of Environmental Protection and Conservation

Program 7: National and International Environmental Obligations

Objective

Maintaining ongoing efforts to comply with national and international obligations.

Outcome

A well-coordinated DEPC contributing towards meeting national and international obligations.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- Env 2.5** Strengthen environmental institutions and governance to meet national and international obligations
- Env 2.5.1 Proportion of targets met in National Environment Policy and Implementation Plan 2016-2030
- Env 2.5.1 Proportion of environmental obligations within international conventions and treaties met

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
7.1 Implementation of the National Environment Policy and Implementation Plan (NEPIP) policy objectives	At least 1 target of each of the 7 policy objectives	DEPC	2026	COVID-19 situation may distract implementation of activities. Adequate budget provided and ease restrictions of COVID-19.
7.2 Conduct resource mobilization for NEPIP and other DEPC strategies	Resource mobilisation strategy	DEPC	2023 - 2026	Useful document for planning as well as project proposal developments.
7.3 Prepare periodic national reports for the International Conventions & Treaties that Vanuatu is a signatory as part of Vanuatu's obligation to the conventions.	5 submissions	DEPC	2022-2026	Some national reports are submitted beyond submission deadlines. Depends on time management of TA
7.4 Promote and increase National Environmental Crime Reports.	1 Biannually environmental crime reports published and issued.	DEPC SCO	2022 - 2026	Information gathering from sectors may be an issue to release information and rather timeliness in response.

Department of Environmental Protection and Conservation

Program 8: Sustainable Financing

Objective

Adequate financial resources to improve revenue collection

Outcome

An Increased in government revenue collection implemented in coherent with an upgraded revenue system.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Strengthen national institutions to ensure that are cost-effective and well-resourced to deliver quality public services
- ENV 2.6** Ensure adequate financial resources to support our sustainable development aspirations
 - ENV 2.6.1 Proportion of funding requested by DEPC in support of sustainable development approved through NPP/percentage of government expenditure for environmental
 - ENV 2.6.2 Ensure adequate financial resources to support sustainable development aspirations
- ECO 1.2** Improve government revenue generation
 - ECO 1.2.1 Improve GoV revenue

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
8.1 Utilise partnership with national, regional and international partners to secure funds for DEPC business plan activities	1 agreement signed.	DEPC	2022 and onward	Relevant activities in the projects log frame must be included in the BP.
	Total donor funds supporting Business Plan activities			
8.2 Improve administration and financial system using saperion through liaison with FMIS.	Internal administration and Finance guideline developed.	DEPC	2022	Report prepared by mid-January the following year.
	Saperion system established.		2022 - 2023	Availability of FMIS staff to do assessment on scope of work and also availability of consultant.
8.3 Carry out department internal audit every two years	Audit report with recommendations for areas of improvement.	DEPC, MFEM, AG	2022	Depends on the availability of the MFEM internal auditor and AG officers.
8.4 Initial scoping and consultation with MFEM to establish Trust Account	Progress report	DEPC	2023 - 2026	Delay likely will come from MFEM as experienced over the last two years.
8.5 Increase Revenue by amending Acts and/or regulations.	1 amended Acts and/ or regulations	DEPC and SLO	2022-2026	
8.6 Upgrade in Environmental Revenue systems	An upgraded environmental Revenue System	DEPC	2022 - 2024	
8.7 Improve collection of DEPC revenue streams i.e., EIA fees, CITES, penalties for noncompliance, research fees, waste & ozone licencing fees	5% increased of revenue targets for each of DEPC revenue stream.		2022 - 2026	

Department of Environmental Protection and Conservation

Program 9: Biodiversity, Conservation, Ecosystem and Research

Objectives

- 1** To strengthen and maintain technical support and joint KM awareness in deforestation and rehabilitation and improve management of key biodiversity areas, forests, inland waters ecosystems, species and genetic diversity.
- 2** Upgrade to strengthen the implementation and enforcement of CCA Management Plans.
- 3** Protection and management of threatened, endangered and endemic species and their ecosystems.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



Outcomes

- 1** 15,00 ha of Key Biodiversity Areas effectively managed.
- 2** 10 ha of Vanuatu forest rehabilitated and reforested.
- 3** An increased knowledge and practices of natural resource management in communities.
- 4** Implementation of National Bio-diversity.
- 5** Strategy Action Plan (NBSAP) through a well-coordinated biodiversity and ecosystem mainstreamed across sectors through programs and projects.
- 6** Registered CCAs achieved 70% and above in Management Effectiveness Tracking Tool (METT) Score indicating their effective management.
- 7** Endangered and national threatened species are protected.

NSDP Targets

- | | | | |
|----------------|----------------------------------------------------------------------------------------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ENV 4.2 | Protect vulnerable forests, watersheds, catchments and freshwater resources, including community water sources | ENV 4.6 | Reduce deforestation and ensure rehabilitation and reforestation is commonplace |
| ENV 4.6 | Support programs to reduce deforestation and support rehabilitation and reforestation | ENV 4.6.1 | Annual estimated area (square km) of reforestation and rehabilitation |
| ENV 4.7 | Build capacity and support local communities to manage natural resources | ENV 4.7 | Build capacity and support local communities to manage natural resources |
| ENV 4.7.1 | Total annual outreach and awareness activities undertaken in partnership with DEPC | ENV 5.2 | Create and manage conservation and protected areas |
| ENV 4.7.2 | Total resource management initiatives or practices by local communities | ENV 5.2.2 | Proportion of Community Management Committees Implementing CCA management plans |
| ENV 5.1 | Protect biodiversity and ecosystems and their significant role in our culture, society and environment | ENV 5.3 | Support local conservation and protection of endangered, threatened or endemic species and ecosystems including though traditional knowledge and practices |
| ENV 5.1.1 | Proportion of NBSAP and NISSAP met | ENV 5.3.2 | Number of threatened species legally protected |
| ENV 5.1.2 | Total number of environmental guidelines in place | | |
| SOC 1.6 | Integrate culture and heritage into the national curriculum | | |

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures	
9.1	DEPC collaborate with DOF and relevant stakeholders (NGOs) in rehabilitation programs in vulnerable forest and watersheds.	By 2026 at least 2000ha of Vanuatu's national forest is being actively managed and protected.	DEPC, MALFFB, and DOWR.	2022 -2026	A well-coordinated stakeholder engagement as implementing agencies in project activities
9.2	Support and be part of development of project proposals gearing toward restoration and rehabilitation of biodiversity and ecosystems	2 project proposals developed with partners.	DEPC and Partners DOF	2023 – 2026	This could fit well with GEF cycles allocations
9.3	Rehabilitation of degraded areas in Conservation Areas	At least 8 ha of forest areas within registered CCAs are rehabilitated.	DEPC	2023-2026	Travel restrictions due to covid or other pandemics
9.4	Carry out natural resource management outreach through provinces and schools	2 schools received resource management outreach awareness. 3 communities per province per year receiving knowledge and information.	DEPC	2022 -2026	Community and local schools' engagement and representation.
9.5	Undertake Outreach and awareness activities in partnership with relevant stakeholders such as Forestry, Mines, etc. and non-government partners	2 awareness and outreach with stakeholders 2 of communities received awareness.	DEPC, DOF, G&M and NGOs partners	2022 – 2026	A well-coordinated partnership and engagement in the implementation of awareness activities.
9.6	Review National Invasive Strategy and Action Plan (NISSAP)	Updated NISSAP (2022-2027)	DEPC	2024	Consultant is slow to progress
9.7	Implement NBSAP Strategic Areas 1 to7.	1 action plan achieved for each strategic area	DEPC	2024	Funding and time availability
9.8	Track implementation of all registered CCAs Management plans through CCAs annual reports and METT	Annual reports indicating % of each CCA management plans implemented.	DEPC, BAC and Projects	2022 – 2025 Onwards	M&E tool available and to support documentation on CCA management plan implementation.
9.9	Finalise national METT manual	METT Manual Developed and launched	DEPC	2022 - 2023	Funding and time availability
9.10	Train Community Management Committees to enforce CCA Management Plans	4 trainings conducted	DEPC and CCA related projects	2023-2026	Depends on funding for the trainings to happen
9.11	Facilitate and register new CCAs	3 new CCAs are registered.	DEPC	2022-2026	Depends on agreement by communities
9.12	Seek funding for implementation of CCAs management plans	1 CCA accessing government/donor funds to implement Management plans	DEPC	2022-2026	Depend on funding windows

9.13	Develop the specified species regulation which includes threatened species/	Specified Species Regulation	DEPC and SLO	2024-2026	Funding for provincial consultations during the drafting phase.
9.14	Encourage schools to teach traditional biodiversity knowledge using Indigenous Knowledge and Resource management Teachers Guide produced by VKS	6 Schools teaching indigenous knowledge and resource management using VKS teachers' guide	DEPC	2023-2026	Need funds to run refreshment trainings for teachers and zone curriculum advisors.
9.15	Develop and endorse a national Rangers Guidebook for Rangers in Registered CCA	Rangers Manual endorsed for national Use	DEPC and NGO partners	2023	Lack of funding
9.16	Provide Species Guides to local Rangers to support data collection in CCA	1 Species Guide book developed	DEPC and other relevant partners	2024	Lack of data
9.17	Support and up skill rangers in CCA to carry out Species occurrence and abundance assessments in CCA	2 Rangers receiving salary in CCA's	DEPC	2026	NPP not being approved for Ranger's support

Department of Environmental Protection and Conservation

Program 10: Outreach, Communication And Awareness

Objective

Include and expand biodiversity conservation and environmental protection programs into formal education and Utilize technology to support local operators to access environmental information remotely.

Outcome

Schools practising environmental protection and conservation activities and public have access to climate change information for planning and decision-making purposes.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- Env 5.5** Increase awareness on biodiversity conservation and environmental protection issues across government and public
- Env 5.5.1 Number of model schools implementing environmental programs
- Eco 2.9** Increase access to and use of information and communication technologies, including online government services

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
10.1 Carry out primary and secondary schools' biodiversity and environmental protection awareness.	2 primary and secondary schools receiving environmental awareness	DEPC	2022-2025	Willingness for schools to adopt environmental programs.
10.2 Initiate and support model schools implementing environmental programs.	2 schools demonstrating an environmental program.	DEPC	2022-2026	Officers' commitment to continually check and motivate the school students.
10.3 International Environment Week Celebration	Report	DEPC/Government Stakeholder	2022-2026	COVID/natural Disaster events
10.4 Strengthen environmental information management system through; (1) Environmental information management system consultation with relevant organization; (2) Departmental environmental management system established; (3) Possible portal identified to linked with DEPC information management system.	Report	DEPC and NAB	2022-2026	Availability of an online platform and technical capacity of DEPC officers to handle and control such information to be in the platform.

Department of Environmental Protection and Conservation

Program 11: Data Management and Sharing

Objective

Ensure a wider range of government agencies gaining access to environmental data from the centralise information sharing system.

Outcome

Environmental data is managed and made accessible to government stakeholders and public.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- Env 5.6** Enhance environmental monitoring, evaluation and research with relevant, open and transparent data sharing among relevant agencies
- Env 5.6.1 Proportion of Government Agencies using a central information sharing system for environmental data

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
11.1 Set up a central data information sharing system for environmental data accession.	Centralised information sharing for environmental data developed. Coordinated access by various government agencies.	DEPC &NSO PO Division	2022-2026	
11.2 Prepare State of Environment Report with SPREP	State of Environment Report.	DEPC and SPREP	2022	Availability and accession of data will allow completion of the report on time.
11.3 Complete biodiversity and conservation database finalized, managed and maintained	Available database for biodiversity and conservation	DEPC	2023	Insufficient budget to hire a consultant to finalize the dbase.

Department of Environmental Protection and Conservation

Program 12: Institutional Strengthening at the Provincial Level

Objective

Improve DEPC services delivery by decentralizing its functions to provincial government.

Outcome

An increase in DEPC services provided at provincial level and communities through the institutionalization of provincial outreach.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- ECO 3.6** Improve the provision of government services in rural areas
- ECO 3.6.2 Improve the provision of GOV services to rural areas

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
12.1 Strengthen the role of environmental extension offices by providing them with office space, working equipment's and refresher training.	5 provincial extension officers recruited with refresher training and office resources	DEPC	2022 - 2026	For the sustainability of the extension programs, office space and accommodation must be secured for officers
12.2 Strengthen coordination and supervision role of the P.O Division by Annual refresher planning and reporting training conducted with PEOs And Workplans and reported developed and provided with timely submission.	10 planning meetings. 1 supervision roles secured for PEOs at Provincial level. 3 work plans and reports 5 reporting trainings undertaken with PEOs	DEPC	2022 - 2026 2022 - 2026	Supervision roles at the provincial level must be arranged and secured for day-to-day management of the PEOs and their 6 monthly appraisals



National Disaster Management Office

- Program 1** NDMO DRM Governance Framework
- Program 2** Human Resource Training and performance management
- Program 3** Inclusive disaster preparedness and response coordination
- Program 4** Harmonization and mainstreaming of Disaster Risk Management and Climate Change and Adaptation
- Program 5** Hazard and disaster-related information repository



National Disaster Management Office

Program 1: NDMO DRM Governance Framework

Objective

Strengthen the NDMO DRM governance framework, through improved reporting, planning, budgeting, policy and procedures and by advocacy for DRM CC mainstreaming.

Outcome

DRM governance framework is strengthened and reporting, planning, budgeting, policy and procedures are in place.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 6.4** Strengthen national institutions to ensure that are cost-effective and well-resourced to deliver quality public access
- ENV 3.1** Institutionalize climate change and disaster risks governance, and built institutional capacity and awareness
- ENV 3.3** Strengthen post disaster in planning, preparedness, response & recovery
- ENV 3.5** Access available financing for climate change adaptation and disaster risk management

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
1.1 Consultation with stakeholders on the review of the CCDRR policy implementation plan	Reviewed CCDRR policy Implementation Plan	NDMO and NAB Sec Team	2025	The buy-in from sectors to include the activities of the Policy IP into their business plans. Consultation is done with regard to sector-specific activities of the implementation plan of the CCDRR Policy.
1.2 Support the development of the Displacement Policy Implementation Plan	Implementation of the Displacement Policy	NDMO/MoIA	2022-2026	Consultation is done with regard to sector-specific activities of the implementation plan of the Displacement Policy.
1.3 Assist NAB through Project Screening and NAB meetings to identify gaps, integrate and harmonies CCDRR policy into relevant projects, legislations and policies	6 projects addressing CCDRR policy gap	NDMO and NAB Sec Team	2022-2026	Integrating CCDRR Policies into donor funded project in order to national priorities. Often this can challenge unless we have very comprehensive inputs during project inception report.

1.4	Ensure smooth and timely access to Disaster Risk Financing	At least 1 Project access Disaster Risk Financing and total funding	NDMO Finance Officer, MFEM and stakeholder	2022-2026	Depend on the availability of funds to support DRR projects and donor and government approval process for Disaster Risk financing.
1.5	Review Business Continuity Plan per covid19 operations or any other unexpected situation	Review BCP	NDMO	2023	The continuous uncertainty of the COVID19 pandemic
1.6	Disaster plans developed for national, province, municipality, area council and community	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	2022-2026	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.
1.7	Strengthen communities with durable solutions for displacement (durable and suitable long term solution) appropriate for evacuation.	Report on evacuation centres mapping updated 1 evacuation centre guidelines and 1 training manual developed and reviewed Report on implementation	NDMO, stakeholders, partners	2022-2026	This activity will be achieved depending on the availability of institutional and technical capacity and financial resources Government key sectors during disasters to incorporate budget lines for disaster response and recovery for their respective sectors.
1.8	Staff wellbeing, health and safety policy and provisions established and implemented	Staff welfare, policy developed and provisions in place Implementation plan	NDMO	2022-2026	The realization of this activity will depend entirely on the approval to have staff insurance covered during disaster events
1.9	Ensures NDMO complies with its regulatory and legal requirements as well as internal policies and bylaws	1 compliance officer added to the new structure	NDMO	2022-2026	Depend on PSC's approval on restructure and position in a timely manner
1.10	Review NDMO structure to support the implementation of the NSDP, CCDRR policy and DRM act	Approved structure submission	NDMO and stakeholders	2023	The likeliness for this activity to be achieved depends on the process and approval of a new restructured NDMO.

1.11	Strengthened Financial management and auditing mechanisms	Annual financial and auditing report	NDMO	2022-2026	The likeliness for this activity to be achieved depends on the management of financial resources and the approval to conduct audits on financial support to NDMO especially during disaster events
1.12	Strengthened operational management systems at national level by having enough staff and resource.	100% of current structure implemented and 95% of resources allocated	NDMO	2023-2024	The likeliness for this activity to be achieved depends on the process and approval of a new restructured NDMO.
1.13	Strengthen provincial level by having the resources needed in place	95% of resources allocated	NDMO	2022-2026	The likeliness for this activity to be achieved depends on the process and approval of a new restructured NDMO.

National Disaster Management Office

Program 2: Human Resource Training and performance management

Objective

NDMO staff further their studies through existing educational programs.

Outcome

NDMO have the knowledge, capacity and mechanism in place to manage daily operations at the national and provincial levels.

NSDP Goal

Of the 15 NSDP Goals, the strongly associated goal for this program is shown.



NSDP Targets

- SOC 6.1** Enhance the capacity and accountability of public officials, and ensure the impartiality and effectiveness of performance management systems
- SOC 6.1.2** Annual number of public officials receiving relevant qualifications through VIPAM and other government programs
- SOC 6.4** Strengthen national institutions to ensure that are cost effective and well-resourced to deliver quality public services

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
<p>2.1 Support development of technical engagement & skills by supporting Work Placement, Cadetships and Internships</p>	<p>At least 1 work Placement and 1 secondment</p> <p>4 Cadetships and 4 Internships Recognised</p> <p>Volunteer database established for disaster response</p>	CSU and NDMO	2022-2026	<p>Volunteers recruited during disaster response events.</p> <p>Depends on interest of candidates and approval from VIPAM and MoCC for attachment.</p> <p>Depends on the availability of staff to attend educational support activities.</p>
<p>2.2 Track annually # of NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement & Succession Planning</p>	<p>10 NDMO staff receiving different qualifications.</p> <p>Succession Plan (HRD plan)</p> <p>PACIMS (Pacific Incident Management Systems)</p> <p>Training framework by 2023</p>	NDMO	2022-2026	MCCA HR strategy plans, Retirement and Succession Plan has to be long term planning documents to be able to monitor its implementations as per target enlisted here for this activity.
<p>2.3 Develop Staff induction guideline on technical DRM field as part of capacity building</p>	1 Induction Guideline developed	NDMO	2023	This will depend on development and approval of the guideline by end of 2023.
<p>2.4 Strengthen NDMO planning and reporting</p>	<p>100% of mandated report submitted on time</p> <p>Strategic Plan reviewed</p> <p>70% of Business Plan achieved annually.</p>	NDMO	2022-2026	<p>Whether or not NDMO has the internal capacity to review its long-term strategy plan.</p> <p>The long terms strategy plan should always guide the development of annual BPs and has synergy link to CCDRR Policy. Though in the absent of Sector strategy plan, it is mandatory that NDMO has a clear vision of what it has to achieved.</p>

National Disaster Management Office

Program 3: Inclusive Disaster Preparedness and Response Coordination

Objective

Actively support gender and social inclusion through planning and implementation to operationalize the Gender policy through strategic area 5 on resilience.

Outcomes

- 1** Improving access to livelihood assets and services for ALL, including the women and vulnerable groups.
- 2** All people including disabilities are free from all forms of violence and freely exercising their rights.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- SOC 4.1** Implement gender responsive planning and budgeting processes
- SOC 4.2** Prevent and eliminate all forms of violence and discrimination against women, children and vulnerable groups
- SOC 4.3** Empower and support people with disabilities
 - SOC 4.3.1 Proportion of population reporting some degree of disabilities
- ENV 3.1** Institutionalise climate change and disaster risks governance, and built institutional capacity and awareness
 - ENV 3.1.2 Institutional strengthening of NAB, Department of Climate Change and other MoCC departments
- ENV 3.3** Strengthen post-disaster systems in planning, prepare redness, response and recovery
 - ENV 3.3.1 Number of support plans available to communities for coordination, planning, preparedness, response and recovery

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive	NDMO and DWA	2022-2026	To able to address gender and social inclusion in preparedness should need close collaborative inputs from DWA For disaster response; gender cluster will play a major role to ensure impacts are felt equally at all levels of society. Again, this engulfs on the notion to prioritize to facilitate the establishment gender of cluster.
3.2 Support the Gender & Protection Cluster in times of emergency to ensure human dignity and that the rights of all Ni Vanuatu including women, youth, vulnerable groups and the elderly are supported, protected and promoted	Active participation in G&P Cluster	NDMO and DWA	2022-2026	For disaster response; gender cluster will play a major role to ensure impacts are felt equally at all levels of society. Again, this engulfs on the notion to prioritize to facilitate the establishment gender of cluster.
3.3 Mainstream Accountability to Affected Populations (AAP) & Communication with Communities (CWC) approaches for SOPs, Emergency & Disaster Plans and training	Establish National Framework for communication with communities and affected population Integrate Accountability to Affected Populations (AAP) & Communication with Communities (CWC) into all plans	NDMO communications Team, provincial NDMO officers	2022-2026	Lack of capacity and resources to implement this activity.
3.4 Ensure Response Plans take gender, PLWD and vulnerable groups into consideration	100% of response plan with gender and social inclusion consideration	NDMO and DWA	2022-2026	For disaster response; gender cluster will play a major role to ensure impacts are felt equally at all levels of society. Again, this engulfs on the notion to prioritize to facilitate the establishment gender of cluster.

<p>3.5 Ensure CDCCC have women and vulnerable group represented and have durable solutions</p>	<p>At least 1 member of vulnerable groups represented in all CDCCC</p> <p>50% women in leadership roles in CDCCC as reported by provinces</p>	<p>NDMO, DRR stakeholders and projects implementors</p>	<p>2022-2026</p>	<p>Depends on the willingness and support given by communities due to safety.</p> <p>A good awareness on the importance and benefits of equal membership to communities will help people understand better.</p> <p>The fulfilment of this activity will depend on the approval of the community and willingness for women to take up these roles.</p> <p>A good awareness and advocate for women's involvement in CDCCC is paramount</p>
<p>3.6 Provincial Disaster Committee established and operationalize</p>	<p>ToR and SOP developed for PDC</p>	<p>NDMO, DRR stakeholders and projects implementors</p>	<p>2023</p>	
<p>3.7 Municipal Disaster Committee established and operationalize</p>	<p>ToR and SOP developed for MDC</p>	<p>NDMO, DRR stakeholders and projects implementors</p>	<p>2023-2026</p>	

National Disaster Management Office

Program 4: Harmonization and mainstreaming of Disaster Risk Management and Climate Change Adaptation

Objective

Facilitate harmonization and mainstreaming to promote coherence between disaster risk management including climate change approaches, systems, programmes and stakeholders involved in development. (Preparedness, Response and Recovery)

Outcome

All people including disabilities are free from all forms of violence and freely exercising their rights.

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- Soc 6.4** Strengthen national institutions to ensure that are cost-effective and well-resourced to deliver quality public access
- Env 2.5** Strengthen environmental institutions and governance to meet national and international obligations
- Env 2.5.2** Proportion of environmental obligations within international conventions and treaties met
- Env 3.3** Strengthen post-disaster systems in planning, prepare redness, response and recovery
- Env 3.4** Promote and ensure strengthened resilience and adaptive capacity to climate related, natural and man-made hazards
- Env 3.4.2** Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience
- Eco 2.9** Increase access to and use of information and communication technologies, including online government services ie accessing information on Funding opportunities, CC proposal forms

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
4.1 Conduct preparedness awareness in schools and communities with support from stakeholders and partners	6 awareness in schools across 6 provinces 6 awareness in communities per year 5 IDRR Day	NDMO, stakeholders and development partners	2022-2026	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.

4.2	Support early warning training & awareness through regular up date of SOPs drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)	NDMO and partner agency, VMGD	2022-2026	The achievement of this activity will depend on availability of staff time to conduct trainings and awareness as more and more involved in long response period to multiple disaster events. To provide support and guidance to DRR stakeholders and agencies to fully conduct DRR related training and drill exercises.
4.3	Support government institutions to developed standardize institutional multi hazards response plan	70% of Ministries with standardize institutional multi hazard response plan	NDMO and other government ministries	2022-2026	The achievement of this activity will depend on the availability of staff and the capacity of the ministries
4.4	Connect FM93 to VBTC for use of early warning and hazard preparedness	New MoU with VBTC and established transmission link with VBTC	NDMO and VBTC	2022-2024	Depend on the agreement between the two parties
4.5	Support the Vanuatu National Emergency Radio Network (VNERN)	Installation of VNERN base stations in NDMO buildings	NDMO, VPF, ADF and OGCIO	2022-2026	Availability of members of the network

National Disaster Management Office

Program 5: Hazard and Disaster-related information Repository

Objective

Utilize technology to support local operators to access disaster information remotely

Outcome

The public at large has access to disaster information for planning and decision-making purposes

NSDP Goals

Of the 15 NSDP Goals, strongly associated goals for this program are shown.



NSDP Targets

- Env 3.1** Institutionalise climate change and disaster risk governance, and build institutional capacity and awareness
- Env 3.2** Improve monitoring and early warning systems
- Env 3.3** Strengthen post-disaster systems in planning, prepare redness, response and recovery
- Env 3.4** Promote and ensure strengthened resilience and adaptive capacity to climate related, natural and man-made hazards
- Env 3.4.2** Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience

Key Activity	Service Target	Responsibility	Time Frame	Delivery Risk Assessment and Mitigation Measures
5.1 Provide regular update on disaster risk reduction key messages and information onto NDMO website and other relevant online platform	Annual Report details on information uploaded to online platform, its usage and initiatives	NDMO communication and Information officer, Senior DRR Officer	2022-2026	Depend on the development and availability of relevant information by relevant officers. Update be provided frequently and timely on the NDMO website, NDMO Facebook page and link to NAB Portal.
5.2 Progress preparation of a National Vulnerability Assessment (NVA) with a Multi Hazard and Risk Map	A National Vulnerability Assessment done and made visible. Multi hazard and risk maps made available to everyone for use.	NDMO, VMGD and Partners	2022-2026	This will depend entirely on prioritising the development of the NVA

<p>5.3 Coordinate, strengthen and manage DRM data with stakeholders</p>	<p>Report provided on data management activities</p> <p>Review CBDRR working group ToR</p>	<p>NDMO and stakeholders</p>	<p>2022-2026</p>	<p>Depend on data availability and approval from data sources on providing relevant disaster data.</p>
<p>5.4 Strengthen DRR reporting obligation against The Sendai framework (UNDRRR)</p>	<p>Reports provided according to report submission timeline.</p> <p>Sendai reporting training and awareness</p>	<p>NDMO, NAB Secretariat and stakeholder</p>	<p>2022-2026</p>	<p>The fulfillment of this activity will depend on the prioritisation and commitment shown by officers to develop required reports/submissions.</p> <p>For NAB Sec to strengthen and improve its coordination on DRR engagements and reporting obligation to meet international requirements</p>
<p>5.5 Repository for hazard and other disaster related information</p>	<p>Repository established and kept by NDMO</p>	<p>NDMO</p>	<p>2022-2026</p>	



08

Human Resources

Human Resource Development (HRD) Plan

The Ministry of Climate Change since its establishment in 2011 is yet to develop its own Human Resource Development Plan (HRDP) to support the delivery of the Corporate Services Plan and Business Plans for its five Departments. This planning gap is a high priority area to be addressed through the Corporate Services Unit's Business Plan for this year 2022 to ensure the Ministry improved and decentralised its services delivery and to align the Ministry's human resources to the National Human Resource Development Plan.

The Ministry of Climate Change is planning the development of the Ministry's first HRD Plan to begin this year 2022, will be both strategic and timely as most Departments within the Ministry have recently submitted restructure proposals or have restructure submissions in an advanced stage of preparation, which support

the increasing need and demand for more human resource and trainings to fully meet their roles and functions. The development of Job Descriptions with key responsibility areas and key performance indicators will be accompanied by training needs analysis and skills gap audit for each incumbent officer. In turn, this will form the basis of an evidence needs based training plan that can be costed for delivery within each Department's Business Plan for the coming years.

The Public Service Commission (PSC) as part of its assistance to Ministry's HRDP development process, had delivered an Institutional Capacity Assessment with the Ministry in October 2019. Although the Assessment was only undertaken by the CSU staff, the outcomes are nevertheless worth reference. Out of the 31 capacity elements assessed, the top 10 capacity development

areas for year 2020 and onwards were, in priority order were as follows:

- 1 Policy and legal framework
- 2 Access to suitable technical/ professional staff
- 3 HRD and training
- 4 Workplace meetings
- 5 Service delivery standards
- 6 Organizational Performance Monitoring (M&E)
- 7 Responsiveness to changes in the operating environment
- 8 Strategic Plan (Corporate or Business Plan)
- 9 Strategic planning process
- 10 Plan review processes

Analysis of Ministry of Climate Change Staffing

Table 1: Staff by Department

Department/ Unit	Total staff	Permanent staff	Probation	Non Permanent*	Vacant Position	Gender Analysis
CSU	18	17	0	1	2	Male: 8; Female: 10
VMGD	114	95	0	19	21	Male: 80; Female: 34
DEPC	18	17	0	1	1	Male: 9; Female: 9
DoE	12	11		1	3	Male: 9; Female: 3
DoCC	10	5	0	5	2	Male: 7; Female: 3
NDMO	19	15	1	4	4	Male: 15; Female: 4

* Staff on a Contract, Project, Intern, or Technical Advisors

The Ministry of Climate Change is made up of five key Departments, namely the Vanuatu Meteorology and Geo-hazards Department (VMGD), The Department of Environmental Protection and Conservation (DEPC), Department of Energy (DoE), The Department of Climate Change (DoCC), the National Disaster Management Office (NDMO) and the Corporate Services Unit (CSU).

The above table provides statistical information as updated at the time of developing this reviewed Corporate Plan. Up-dated information can be obtained from the Human Resource Manager of the Corporate Services Unit (CSU) of the Ministry at a later stage if needed.

Figure 2: Staff by Department

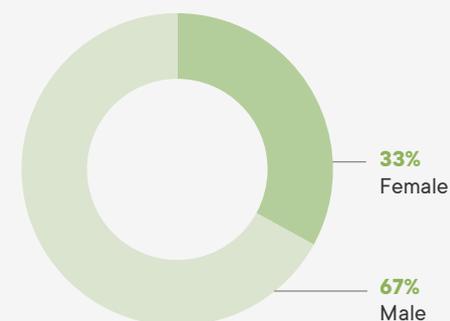


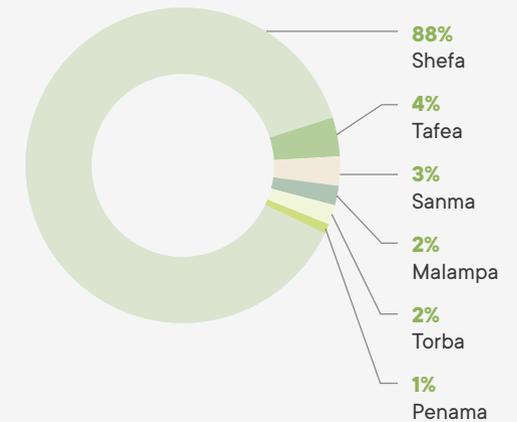
Table 2: Geographical Distribution (Work location) of the Ministry of Climate Change Officers

Department	Port Vila	Other Islands/Provinces
CSU	18 Officers are in Port Vila	None in the provinces
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)
DEPC	15 officers are in Port Vila	3 Provincial officers. (Sanma -1, Tafea-1, Malampa- 1)
DoE	12 officers are in Port Vila	None in the provinces
DoCC	9 Officers are in Port Vila	None in the provinces
NDMO	13 Officers are in Port Vila	6 Provincial Officers (1 each for all 6 provinces)

Table 3: Staff Distribution by Province

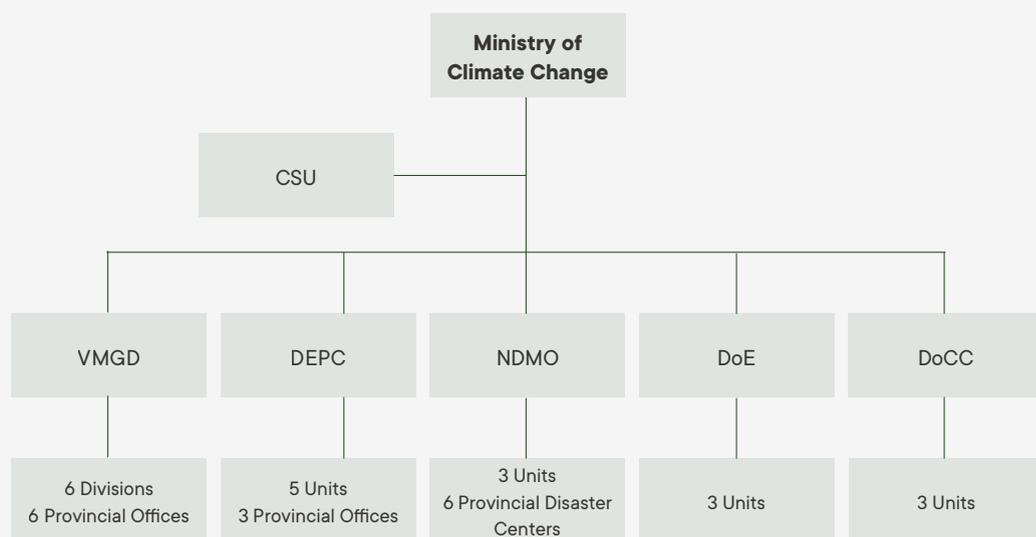
Province	Shefa	Malampa	Sanma	Tafea	Penama	Torba
CSU	18	0	0	0	0	0
DEPC	15	1	1	1	0	0
VMGD	80	5	10	15	4	9
DoE	12	0	0	0	0	0
DoCC	9	0	0	0	0	0
NDMO	13	1	1	1	1	1
Total number	147	7	12	17	5	10

Figure 3: Staff Distribution by Province



OPSC Approved Staffing Structures

Figure 4: Ministry of Climate Change Overall Organisational Structure



The Ministry of Climate Change approved structures were mostly done by the Office of the Public Service Commission (OPSC) between the years 2014 to 2020.

All current approved structures for all 5 Departments and the Corporate Services Unit within the Ministry of Climate Change are listed below.

Figure 5: Corporate Services Unit Approved Structure

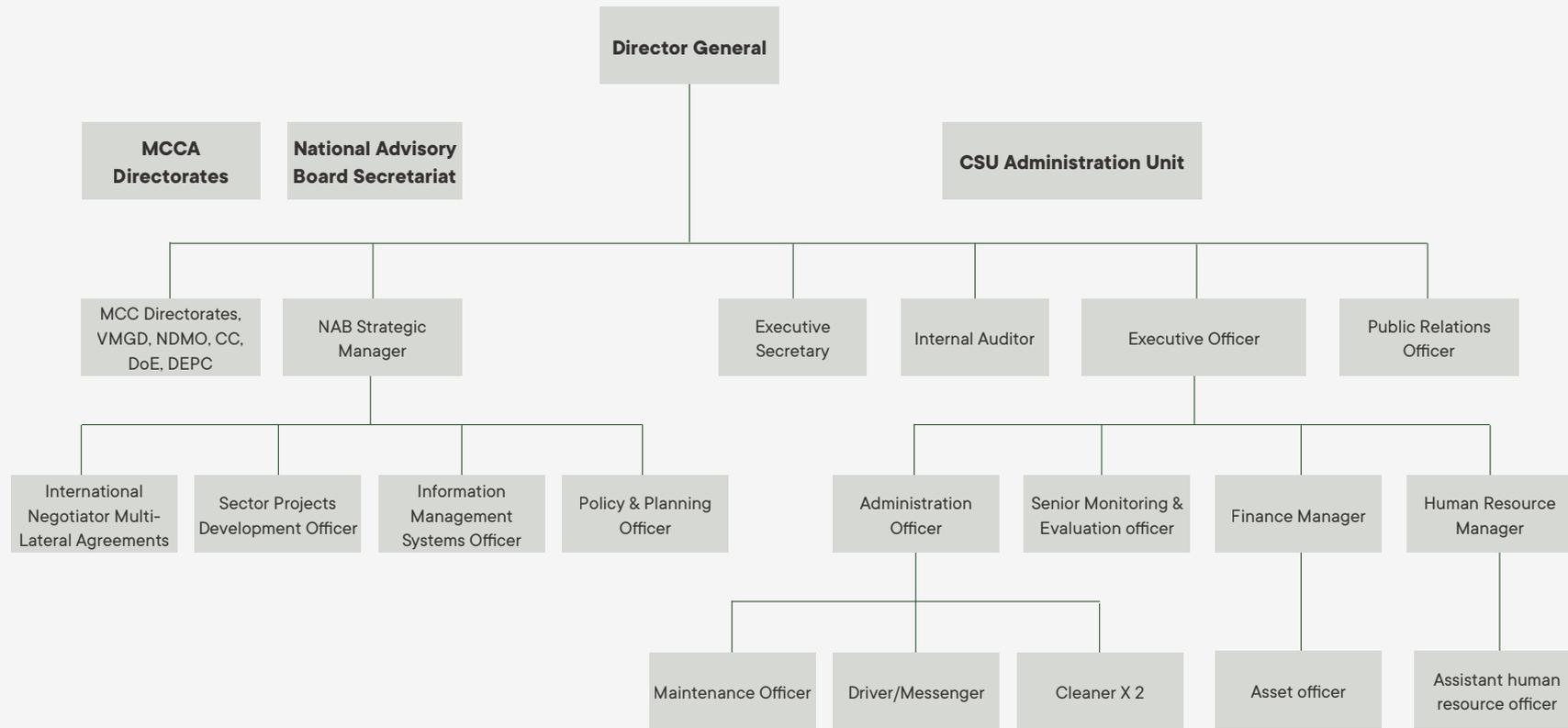
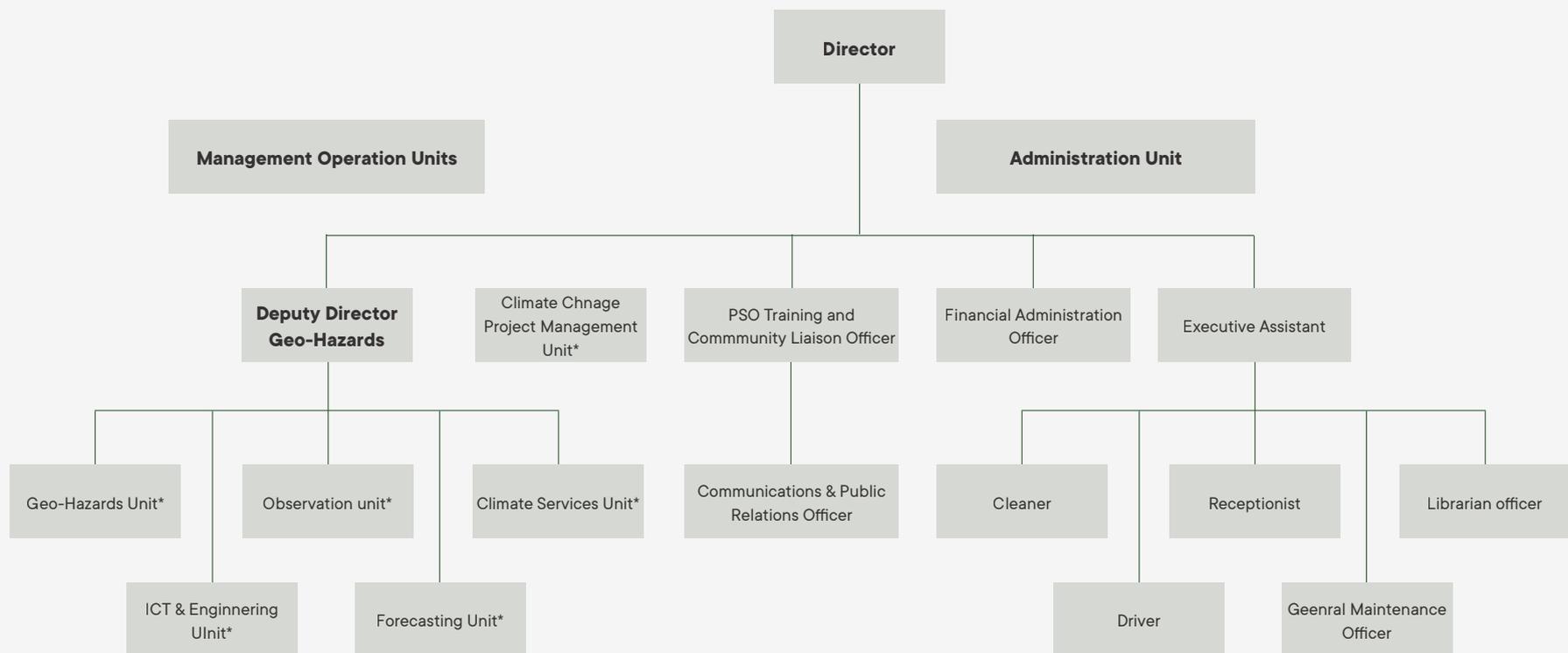


Figure 6: Vanuatu Meteorological and Geo-Hazards Department Approved Structure



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

Figure 7: Department of Environmental Protection and Conservation Approved Structure

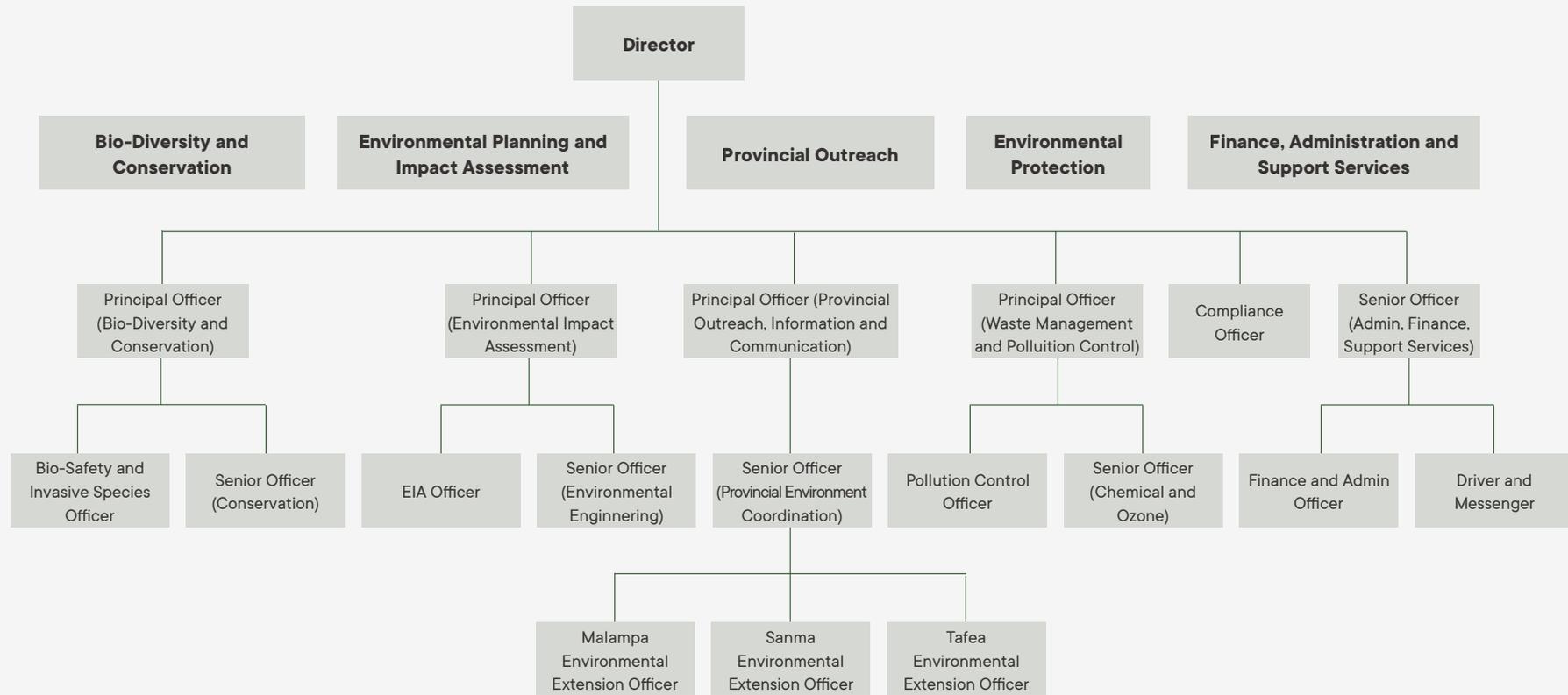


Figure 8: Department of Energy Approved Structure

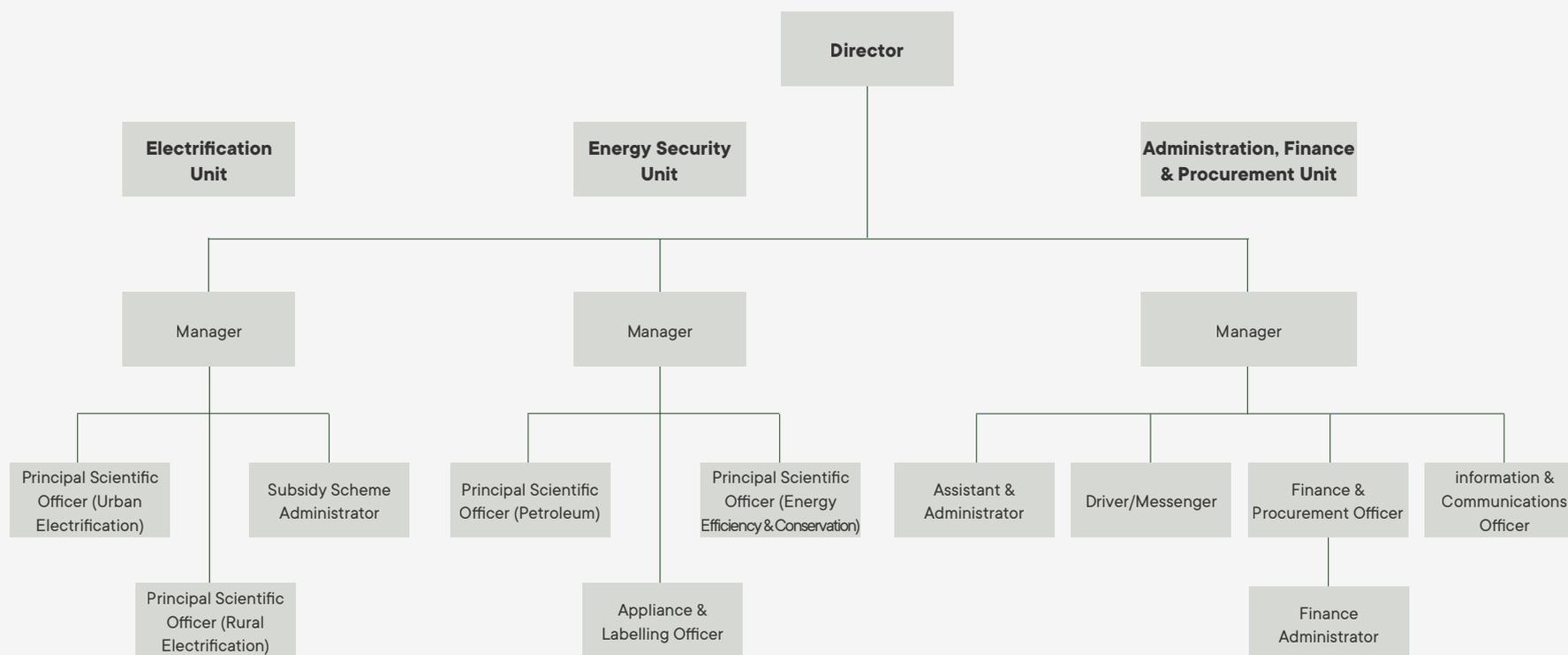


Figure 9: Department of Climate Change Approved Structure

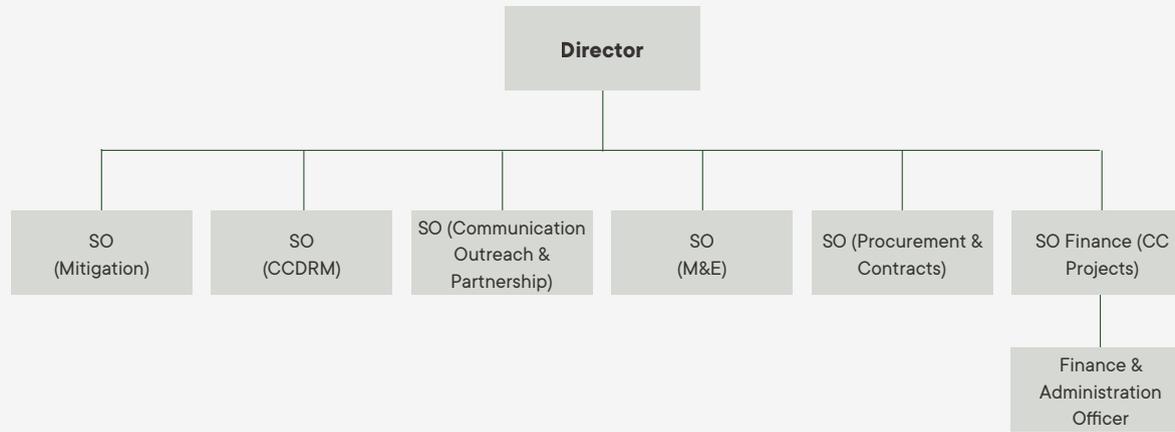
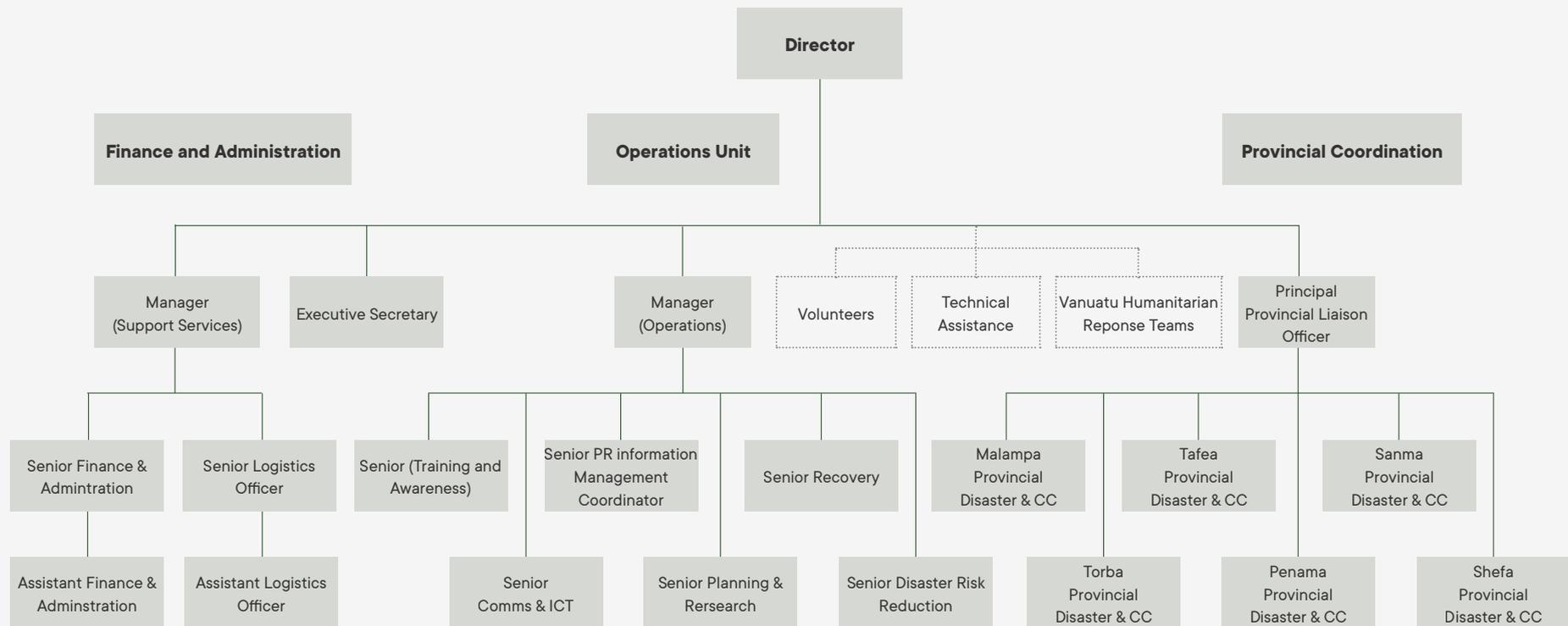


Figure 10: National Disaster Management Office Approved Structure



Human Resource Development (HRD) Plan

There are few Departments and Unit within the Ministry of Climate Change who are intending to undertake restructuring within the period of the reviewed Corporate Plan 2022 to 2026 following the growing needs and demands for improved services provided by the Ministry. The need for restructuring became a priority for the Ministry following an Institutional Capacity Assessment process undertaken with CSU staff by the OPSC as part of its overall development program, which a report encouraged the MoCC to review and make appropriate plans to address any shortfall or improvements in institutional capacity areas as identified in the assessment in 2019. At the Ministry's final Corporate Planning Retreat in 2021, one of the main internal challenges for the next five years raised by staff is on Human resources including institutional structures, Human resource development efforts and the need to filling up vacant positions on existing structures within the Ministry.

The following rationale justified the need for restructuring for each Department/Unit:

Corporate Services Unit

The restructuring will help the Ministry to comply with the Decentralization Act in getting CSU staff in the provinces, purposely to relief departmental provincial staff at the provincial level to effectively implement and manage service delivery by continuing to provide support services to Ministry's Departments on the ground

National Disaster Management Office

There is need for restructuring to be in line with the continuous multiple hazards, which are becoming more frequent over the past years. Staff current Job Descriptions focussed on preparedness; however, staff are faced with more response needs in real time and this needs to be supported through increasing human resources.

Vanuatu Meteorology and Geo-hazards Department

The need for restructuring is to separate the Geo-hazards Division to become a separate Department of Geo-Hazards within the Ministry. This separation will improve the service delivery of all required Geo-hazards mandate and function through a more improved and effective standard operation procedures in place.

Department of Climate Change

The need to expand its human resource due to demands for assistance on climate change issues from stakeholders and partners. The Department needs to expand its services to meet the demand for climate change services across all sectors.

Department of Environmental Protection and Conservation

The need for restructuring is important as key regulations imposed by the Department needs to be fully implemented as more demand for Environmental Impact Assessments are needed and to strengthen compliance and more presence in the provinces.

Department of Energy

The need for restructure is evident since the last structure was approved in 2015 and with the current growing demand for the Department's support and services to implement the National Energy Road Map through projects and the support for the growing energy sectors within the government, more human resources are needed to support the current capacity of the Department.

Table 4: Status of the current restructure submissions for MoCC

Department	Date of last OPSC Approved Structure	Status of Restructure Submissions	Target Year for Approval and Implementation
Corporate Services Unit	15th July 2020	Restructure submission in draft for submission in 2022 to OPSC for consideration	2022
Vanuatu Meteorology and Geo-hazards Department	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.	2023
Department of Environmental Protection and Conservation	30th June 2017	Restructure submission in draft for submission in 2022 to OPSC for consideration	2022
Department of Energy	7th August 2015	Implementation underway	Implementation
Department of Climate Change	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	2022
National Disaster Management Office	30th June 2020	Implementation underway	Implementation

Retirement Plan

Table 5: MoCC Retirement Plan

Department	Position Title	Position Number	Year for Retirement (55-60 years of age)
CSU	None		
VMGD	None		
DEPC	Principal officer, Provincial outreach and communications	6928	2026 (57)
DoE	Senior chemical and ozone officer	6933	2026 (58)
DoCC	Sanma Extension officer	6940	2026 (56)
NMDO	Petroleum officer	6907	2026 (59)
DoCC	None		
NMDO	None		

The Ministry of Climate Change currently does not have a Retirement Plan in place; however, it will be part of the Human Resource Development Plan that will be developed starting this year 2022. The proposed Retirement Plan will be based on age between 55 to 60 for the next five years from each Department within the Ministry. It must also be noted that medical retirements cannot be forecasted at this time as so far, there is no evidence of medical problems within the MoCC's current staffing at the time of developing this Corporate Plan.

Succession Plan

The Ministry of Climate Change Succession Plan for 2022 – 2026 will be developed in 2022 as part of the Ministry's new Human Resource Development Plan (HRDP).

Training Plan

The Ministry of Climate Change Training Plan will be also part of the Ministry's new HRDP to be developed soon. The Training Plan will be based around the needs identified and proposed by each staff during their

yearly appraisals from the PSC using the Performance Agreement appraisal forms, which are submitted to the OPSC.

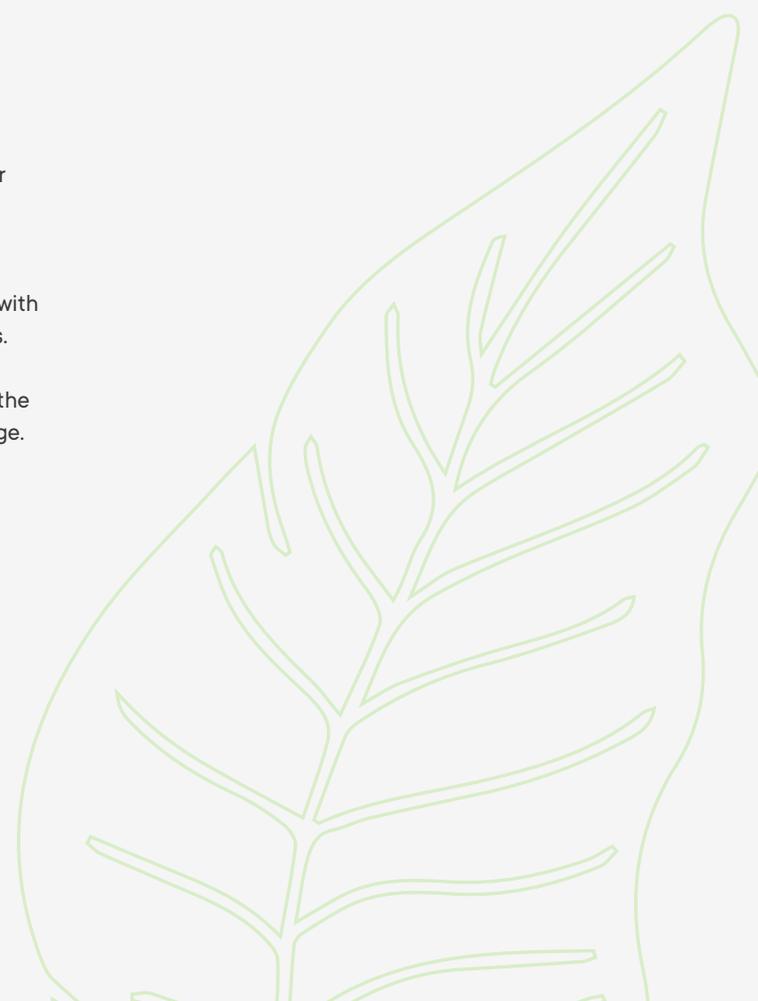
Inclusivity and Equity

The Ministry of Climate Change is one of the only two Ministries within the Government led by a woman Director General and a woman Director in one of its departments. This formation at the executive level sets a standard of inclusivity and a promotion of gender equity within the human resource development within the Ministry of Climate Change and the national government.

The Ministry is taking steps to incorporate inclusivity measures in its infrastructures improvements to provide

disability access to its premises by placing wheel chair access steps at the entrance of the Ministry's main building. The design of the new Ministry's building also includes the inclusion of wheelchair ramps and a disability design at the car park area for people living with disability to use when entering the Ministry's premises.

The Ministry's new HRDP will provide more details on the Inclusivity Strategies for the Ministry of Climate Change.



09

Budget Resources

The budget forecast projected below is combines the MoCC 2022 appropriate annual forecast while also protecting the MoCC Departments and CSU budget from 2023 to 2026, 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, however the review of this CP will ensure that this better captured and reported.

Table 6: MOCC Indicative Corporate Plan Budget (recurrent)

	2022	2023	2024	2025	2026
Program Description	Appropriation	Indicative	Indicative	Indicative	Indicative
Cabinet Support	71,962,234	71,962,234	71,962,234	71,962,234	71,962,234
Cabinet Operations	71,962,234	71,962,234	71,962,234	71,962,234	71,962,234
Executive Management & Corporate Services	115,468,727	115,468,727	115,468,727	115,468,727	115,468,727
Meteo Department Corporate Service Section	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000
Office of the Director General	86,941,576	86,941,576	86,941,576	86,941,576	86,941,576
National Advisory Board	18,527,151	18,527,151	18,527,151	18,527,151	18,527,151
Vanuatu Meteorological Services	165,964,824	165,964,824	165,964,824	165,964,824	165,964,824
Meteo Department Corporate Service Section	32,253,592	32,253,592	32,253,592	32,253,592	32,253,592
Weather Forecasting & Monitoring	26,027,328	26,027,328	26,027,328	26,027,328	26,027,328
ICT-Engineering	29,752,608	29,752,608	29,752,608	29,752,608	29,752,608

Climate Section	20,405,864	20,405,864	20,405,864	20,405,864	20,405,864
Observation Section	32,898,360	32,898,360	32,898,360	32,898,360	32,898,360
Geo-hazard	24,627,072	24,627,072	24,627,072	24,627,072	24,627,072
Energy	165,556,890	165,556,890	165,556,890	165,556,890	165,556,890
DoE Finance & Admin	60,556,890	60,556,890	60,556,890	60,556,890	60,556,890
DoE Electrification Unit	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000
National Green Energy Fund	100,000,000	100,000,000	100,000,000	100,000,000	100,000,000
Environment	83,154,598	253,188,041	151,174,941	163,194,641	173,497,241
Environment Department	80,154,598	-	-	-	-
Sanma Extension Office	1,000,000	-	-	-	-
Malampa Extension Office	1,000,000	-	-	-	-
TAFEA Extension Office	1,000,000	-	-	-	-
Human Resource Capacity Building	-	500,000	-	-	-
Improved Infrastructure	-	86,632,500	-	-	-
Administration & Payroll	-	78,011,541	91,857,741	103,877,441	114,180,041
Biodiversity & Conservation	-	12,000,000	12,000,000	12,000,000	12,000,000
Scientific Research	-	2,000,000	2,000,000	2,000,000	2,000,000
Environmental Planning & Assessments	-	1,000,000	1,000,000	1,000,000	1,000,000
Environmental Audit	-	3,200,000	3,200,000	3,200,000	3,200,000
Waste Management	-	6,700,000	6,700,000	6,700,000	6,700,000
National Ozone Activities	-	200,000	200,000	200,000	200,000
Disaster Waste Management	-	600,000	600,000	600,000	600,000
Waste Minimization	-	40,334,000	21,607,200	21,607,200	21,607,200
Pollution Control	-	6,500,000	6,500,000	6,500,000	6,500,000
Chemical Management	-	200,000	200,000	200,000	200,000
Compliance Ozone	-	300,000	300,000	300,000	300,000
Compliance EIA, Biodiversity & Conservation	-	300,000	300,000	300,000	300,000

Compliance Waste Management and Pollution Control	-	300,000	300,000	300,000	300,000
Compliance Environment Legislations, policies and International Conventions	-	410,000	410,000	410,000	410,000
Information and Data Management	-	500,000	500,000	500,000	500,000
Resource Development, Awareness and Communications	-	500,000	500,000	500,000	500,000
Environment Extension Services- SANMA	-	1,000,000	1,000,000	1,000,000	1,000,000
Environment Extension Services- MALAMPA	-	6,000,000	1,000,000	1,000,000	1,000,000
Environment Extension Services- TAFEA	-	6,000,000	1,000,000	1,000,000	1,000,000
National Disaster Management	65,514,821	65,514,821	65,514,821	65,514,821	65,514,821
National Disaster Management Office	50,267,814	50,267,814	50,267,814	50,267,814	50,267,814
PDO SHEFA	2,448,024	2,448,024	2,448,024	2,448,024	2,448,024
PDO TAFEA	2,448,024	2,448,024	2,448,024	2,448,024	2,448,024
PDO PENAMA	2,448,024	2,448,024	2,448,024	2,448,024	2,448,024
PDO MALAMPA	2,448,024	2,448,024	2,448,024	2,448,024	2,448,024
PDO SANMA	3,006,887	3,006,887	3,006,887	3,006,887	3,006,887
PDO TORBA	2,448,024	2,448,024	2,448,024	2,448,024	2,448,024
Climate Change	42,124,815	127,419,200	127,571,200	127,320,000	127,984,800
Climate Change Adaptation	6,176,000	1,176,000	1,176,000	1,176,000	1,840,800
Climate Change Mitigation	1,244,000	1,343,200	1,495,200	1,244,000	1,244,000
Information Knowledge Management	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Communications, and Outreach Partnership	15,000,000	15,200,000	15,200,000	15,200,000	15,200,000
Climate Finance	0	1,200,000	1,200,000	1,200,000	1,200,000
UNFCCC Obligation	0	0	0	0	0
Administration/Support services & HR	18,704,815	107,500,000	107,500,000	107,500,000	107,500,000
MoCC Grand Total	709,746,909	965,074,737	863,213,637	874,982,137	885,949,537

It should be noted that the above table does not include any project funds.

In 2022 the budget ceilings for the Departments within Ministry of Climate Change are based on the Parliament Appropriated Budget for year 2022, this is similar to the years 2023-2025, however one Departments budget for 2023 to 2026 is based on forecasted/indicative budget figures is the Department of Environmental (DEPC). The figures DEPC captures is based on their plans and activities mentioned in the Ministry Corporate Plan and the resources they need to achieve these activities. This indicative budget includes some un-approved organisation structures for some Departments.

The other Departments within Ministry most did not indicative their budge as DEPC indicated, therefore their figures remained similar, however is subjected to increase if additional budget support requests are being granted by Ministerial Budget Committee (MBC) through NPP (new project proposal) or via supplementing budget requests.

Some figures are also subjected to reduce, this occurs when NPPs which are re-occurring each year have an end date base on original NPP timeline submitted originally to MBC.





MINISTRY OF CLIMATE CHANGE
 GOVERNMENT OF THE REPUBLIC OF VANUATU

