



MINISTRY OF CLIMATE CHANGE ADAPTATION
GOVERNMENT OF VANUATU

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Ministry of Climate Change Annual Report 2025

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Ministers Statement



It is my honour to present the **2025 Annual Report of the Ministry of Climate Change (MoCC)**, reflecting a year of significant progress in strengthening Vanuatu's leadership in climate action, resilience, and sustainable development.

Over the reporting period, Vanuatu has continued to stand at the forefront of global climate advocacy while advancing tangible national actions. The submission of our **Enhanced Nationally Determined Contribution (NDC 3.0)** and the **Biennial Transparency Report** demonstrates our unwavering commitment to transparency, ambition, and accountability under the Paris Agreement. At the same time, progress on the **National Adaptation Plan (NAP)** and key policy frameworks, including the **Climate Finance Roadmap 2026–2030** and the **Climate-Induced Displacement Policy Implementation Plan**, reflects our proactive response to the complex

realities of climate change.

Vanuatu continues to lead globally, not only in ambition but also in innovation. The launch of the **National Loss and Damage Policy**, one of the first of its kind in the world, highlights our commitment to ensuring that communities facing climate impacts are supported with clear policy direction and practical solutions. Our active engagement in international forums, including COP29 and global biodiversity negotiations, continues to amplify the voice of Small Island Developing States.

At the national level, we have made important strides toward a more sustainable and resilient future. The rollout of **community-based renewable energy initiatives**, including pico-hydro projects, alongside the Government's leadership in adopting **electric vehicles**, demonstrates our commitment to reducing reliance on fossil fuels while improving access to clean energy. Strengthened environmental governance, including improved chemical management, waste systems, and emissions standards, reflects our integrated approach to environmental protection.

In 2025, we also achieved a major milestone in strengthening climate science and early warning systems with the **launch and development of Vanuatu's first national Weather Radar system**, which will significantly enhance forecasting accuracy, early warning capabilities, and disaster preparedness across the country. Institutional strengthening has remained a priority. The Ministry has advanced a comprehensive legislative review to ensure our legal frameworks remain fit for purpose in addressing emerging climate and disaster risks. The establishment of new structures, including the **Department of Geological Hazards** and decentralized disaster and climate committees, is improving coordination and service delivery at all levels. Investments in human resources, including staff recruitment, training, and youth engagement, continue to build the next generation of climate leaders in Vanuatu.

A key highlight of 2025 is the continued success in mobilizing climate finance. With over **USD 202.6 million in newly approved Green Climate Fund (GCF) projects**, alongside ongoing bilateral and national investments, Vanuatu is strengthening its capacity to deliver large-scale, transformative programs that directly benefit communities. Furthermore, the **approval of the Ministry of Finance and Economic Management (MFEM) for accreditation to the Green Climate Fund** represents a significant step toward enhancing national ownership and direct access to climate finance.

At the community level, our work remains grounded in the realities faced by our people. Through programs such as VCAP and VCCRP, and initiatives including early warning systems, tabu area declarations, and community awareness campaigns, we are ensuring that resilience is built from the ground up. These achievements would not have been possible without strong partnerships across government, development partners, civil society, and communities. The coordination role of the **National Advisory Board (NAB)** continues to be central in aligning national priorities with global support.

As we look ahead to 2026 and beyond, the Ministry will focus on delivering the **MoCC Corporate Plan 2026–2030**, advancing national adaptation planning, strengthening climate finance systems, and continuing to advocate for a **just and equitable global transition**. Vanuatu remains committed not only to meeting its climate targets, but to ensuring that no community is left behind.

I extend my sincere appreciation to all Ministry staff, partners, and the people of Vanuatu for their dedication and resilience. Together, we will continue to safeguard our environment, strengthen our communities, and lead with purpose in the face of climate change.

Yours Sincerely

Honourable Ralph Regenvanu (MP)
Minister
Ministry of Climate Change



Director General's Statement



Vanuatu continues to face increasing risks from climate change and natural hazards. Our nation remains among the most vulnerable globally, with growing exposure to sea level rise, extreme weather events, droughts, and geological hazards. These challenges underscore the critical role of the Ministry of Climate Change (MoCC) in safeguarding livelihoods and strengthening national resilience.

The year 2025 marked a significant period of progress in strengthening both policy frameworks and implementation systems across the Ministry.

Key milestones included the submission of Vanuatu's **Enhanced Nationally Determined Contribution (NDC 3.0)** and the **Biennial Transparency Report**, as well as the continued development of the **National Adaptation Plan (NAP)** and other strategic frameworks that will guide national action in the coming years. These efforts reflect our commitment to

evidence-based planning and international accountability. The Ministry also made substantial progress in strengthening institutional systems and governance. A comprehensive legislative review was undertaken to modernize existing laws and address emerging climate and environmental challenges. The establishment of the **Department of Geological Hazards**, alongside the decentralization of disaster and climate change coordination mechanisms at provincial and municipal levels, has enhanced our ability to respond effectively and deliver services closer to communities.

In 2025, Vanuatu also reached important milestones in strengthening climate science and early warning systems. The **launch and ongoing development of the national Weather Radar system** marks a transformative step in improving weather forecasting accuracy, early warning capabilities, and disaster preparedness across the country. This investment will significantly enhance the Government's ability to anticipate and respond to climate-related hazards.

In the area of implementation, the Ministry continued to deliver impactful programs across the country. Renewable energy initiatives, including community-based pico-hydro projects, and the introduction of electric vehicles within government operations demonstrate practical steps toward achieving national energy and climate targets. At the same time, improvements in environmental management systems, including waste, chemical regulation, and emissions standards, are contributing to a healthier and more sustainable environment.

A key achievement in 2025 has been the successful mobilization and coordination of climate and disaster finance. With over **USD 202.6 million in newly approved Green Climate Fund (GCF) projects**, alongside ongoing bilateral support, the Ministry continues to strengthen its role as a central coordinating agency for climate finance in Vanuatu. Importantly, the **approval of the Ministry of Finance and Economic Management (MFEM) for accreditation to the Green Climate Fund** represents a major step forward in enhancing national ownership, direct access to climate finance, and the country's capacity to manage and implement large-scale climate investments. These resources are critical in supporting long-term resilience and sustainable development outcomes. At the community level, the Ministry, through programs such as VCAP and VCCRP, has continued to support resilience-building initiatives across area councils, including early warning systems, community awareness, and ecosystem-based approaches. These interventions ensure that national policies are translated into real benefits for communities on the ground.

The progress achieved in 2025 reflects the dedication and professionalism of the Ministry's staff, as well as the strong collaboration with government agencies, development partners, civil society, and communities. The National Advisory Board (NAB) Secretariat continues to play a vital role in coordinating efforts across sectors and ensuring alignment with national priorities. Looking ahead, the Ministry will focus on implementing the **MoCC Corporate Plan 2026–2030**, strengthening integrated climate and disaster governance, enhancing climate finance systems, and continuing to build institutional and human capacity across all levels.

I would like to extend my sincere appreciation to all Directors, Acting Directors, staff, partners, and stakeholders, as well as to the Honourable Minister, for their leadership, commitment, and continued support throughout the year. Together, we remain committed to building a resilient and sustainable future for Vanuatu.

Sincerely,

Mr. David Gibson
Director General
Ministry of Climate Change



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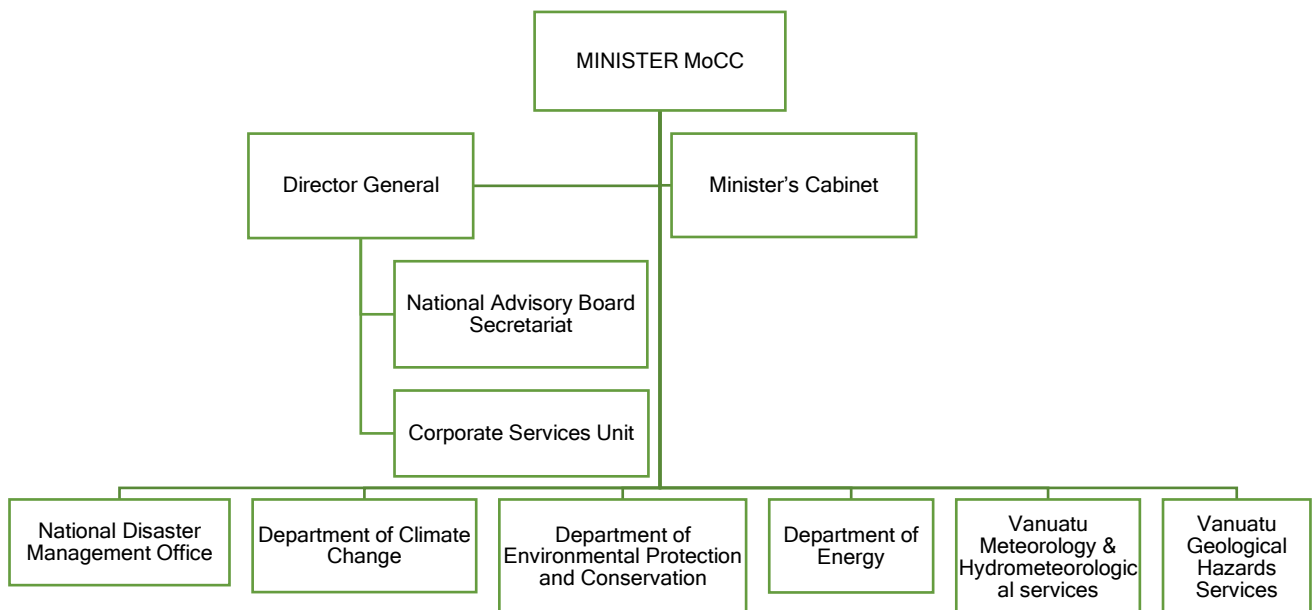
About Us

The Ministry of Climate Change (MoCC) comprises five core departments: the **Vanuatu Meteorology and Geo-Hazards Department (VMGD)**, the **Department of Energy (DoE)**, the **Department of Environmental Protection and Conservation (DEPC)**, the **Department of Climate Change (DoCC)**, and the **National Disaster Management Office (NDMO)**.

The **National Advisory Board (NAB) Secretariat** is situated within the Corporate Services Unit and plays a central role in coordinating climate change and disaster risk reduction efforts, ensuring alignment with national priorities and fulfilling the objectives of the NAB.

Vision	A resilient, sustainable, safe, and well-informed Vanuatu.
Mission	To develop sound policies and legislative frameworks, and to provide timely, reliable scientific information and services that support resilient communities, a sustainable environment, and inclusive economic development.
Values	Service delivery, High performance, Teamwork, Positive attitude and action, professionalism, Ethical, Equity, environmentally responsible, Reliability, Commitment, Accountability

Below is the current Ministry of Climate Change organogram, reflecting the establishment of the Department of Geo-Hazards Services.



1. Report Against 2025 Budget Narrative

1.1 Corporate Service Unit

Description	Quantity	Unit of Measure	Progress	Comment
Facilitate Intern & Cadet Program	5	No. of interns/cadets/apprentices	Achieved	26 interns/cadets recruited
Support Open Days & Awareness Programs	3	No. of exhibitions/booths	Achieved	4 career awareness
Track % of women employed across MoCC	5	No. of female staff in training	Achieved	11 female staff attend training
Track % of women in leadership roles	50%	% of women in leadership	In Progress	
Support women empowerment training	2	No. of trainings	Achieved	10 trainings
Ensure disability mainstreaming	2	No. of depts/projects	Achieved	More than 4 projects mainstream disability components
Develop platform to track staff qualifications	10	No. of staff with certificates	Achieved	23 staff achieve certificates
Inform staff on training & scholarships	10	No. of staff accessing	Achieved	8 staff on long-term scholarship, more than 10 on short-term
Follow up restructure approvals	1	No. of apps created/used	Achieved	5 structure submitted
Develop HRD Strategy & Succession Plan	1	HRD Plan developed	Achieved	Draft HRDP developed
Implement recruitment plans	5	No. of staff recruited	Achieved	More than 5 staff recruited
Annual staff medical check-ups	25	No. of staff	Not-Yet started	Not-Yet started
Staff increments & induction	5	No. of staff	Achieved	
Staff awards	2	No. of staff awarded	Achieved	3 staff awarded
Staff training & capacity building	10	No. of trainings	Achieved	23 staff attend trainings

Support establishment of Geo-Hazards Department	1	Report	Achieved	
Develop & launch NAB CCDRR Guidelines	6	No. of guidelines	Achieved	6 guidelines developed
Host CCDRR policy consultations	2	No. of workshops	Achieved	2 consultations with NGO's and government sector
Participate in international CCDRR meetings	7	No. of reports	Achieved	17 meetings attended and report submitted
Submit National Project Proposal (NPP)	1	Proposal submitted	Achieved	1 proposal submitted and approved
Implement CFRM remaining activities	0.5	Stocktake report	Achieved	50% of activity implemented in the CFRM
Coordinate project profiles & tracking	3	No. of reports	Achieved	3 project concept note
Update Climate Finance Tracking Tool	1	Report	Not-yet started	
Mainstream CCDRR into agency budgets	2	No. of agencies	Achieved	DWA and DARD

1.2 Department of Climate Change

Description	Quantity	Unit of Measure	Progress	Comment
DoCC Annual business plan & Budget produced	1	Number of business plan	Achieved	2025 BP developed
Contracts for services & repairs for the Department	2	Number of contracts developed & signed	Achieved	Office maintenance
Advocacy and capacity building programmes on climate change	1	Number of reports	Achieved	
Development of English & French Facilitator DoCC handbook	1	Number of handbook produced	Achieved	
Climate Change Symposium & Small Island outreach (Torba)	1	Report on outreach program	Achieved	
Promote partnership and outreach (DoCC/Donor visibility)	1	Number of partnerships established	Achieved	Complete signing of 6-7 MoU
Identify research areas of climate change	1	Number of report	Achieved	
Pipeline of projects developed	2	Number of projects developed & funds sourced	Achieved	2 project approved for 2026
Support to existing projects under implementation	2	Number of reports	Achieved	Housing up to 5 projects
Provide leadership and coordination	1	Number of report	Achieved	
Support NAB coordination	2	Number of reports	Achieved	Provide continuous coordination to CCDRR at the national and international level
Implementation of CC activities across all levels	1	Number of reports	Achieved	Implementation through awareness, policy and project implementation
Funding allocations for climate finance	2	Number of reports	Achieved	Support project implementation and manage the Climate flexible financing with 4 sector

Procurement of department assets and services	1	Procurement report	Achieved	
Update and Enhance NDC 3.0	1	Developed update	Achieved	Complete, launch and submitted to the UNFCCC
Adaptation				
NVAF Dashboard (data upload, ToT, maintenance)	1	Report	Achieved	Complete phase 1 and now phase 2
Development of Loss & Damage Regulations	1	Report	Achieved	Complete and launch L&D policy
Adaptation TWG coordination, COP prep & meetings	1	Report	Achieved	Ongoing activity
Lead National Adaptation Planning Process	1	Report	In progress	Under development
Support NAB project/IEC endorsement	3	Project reports & IEC materials	Achieved	Ongoing activity
Coordinate adaptation programme implementation	4	Reports	Achieved	Ongoing activity
Adaptation & DRM materials developed	2	IEC materials	In-progress	Ongoing activity
CC adaptation awareness (Torba communities)	1	Report	Achieved	
Adaptation key messages via national events	2	Reports	Achieved	
Community adaptation concept note	1	Concept note	Not Yet Started	
MOU with stakeholders	1	Signed MOU	Achieved	
Community adaptation plans	2	Reports	Achieved	VCAP2 project
Support curriculum development & ToT	1	Report	In Progress	
Mitigation				
Monthly reports on workplan progress	8	Number of reports	Achieved	
Mitigation advocacy (LT-LEDS & NDC)	2	Advocacy reports	Achieved	

National/Regional mitigation coordination (UNFCCC, etc.)	1	National paper report	Achieved	More than 10 meetings attended
Collaboration on green development initiatives	1	Report	In Progress	
Capacity building programmes delivered	2	Reports	Achieved	Supported by ICAT project
Mitigation IEC materials developed	>500	Number of copies	Achieved	
Support implementation of mitigation projects	2	Progress reports	Achieved	Ongoing activity
Communication awareness on mitigation	3	Community reports	Achieved	Ongoing activity
Bilateral coordination on Article 6 (carbon credit)	2	Reports	Achieved	UNFCCC COP
Mitigation Technical Working Group meetings	4	Meeting minutes	Achieved	
Project screening aligned with national priorities	1	Screening report	Achieved	Support project screening through NAB
National mitigation thematic submissions	1	Submission	Achieved	Support through NAB secretariat
Participation in mitigation dialogues/negotiations	1	Meeting reports	Achieved	More than 10 meetings
COP29 bilateral resource mobilization	1	Report	Achieved	Attend and lead mitigation
Tracking NDC implementation	1	Report	Achieved	

1.3 Department of Energy

Description	Quantity	Unit of Measure	Progress	Comment
Installation of Stand-alone PV systems in Rural Bungalow (NGEF)	6	No. of PV solar systems installed	Not Yet Started	36 Stand-alone PV system for public institution including Area Council and Schools and Health Centre
National Energy Efficiency Strategic and Action Plan	6	No. of consultations	Achieved	Complete and launch
Green Building Initiative	6	No. of consultations	In Progress	Initial consultations with
Vanuatu Coconut Oil Fuel Strategy	6	No. of consultations	In Progress	3 Santo and to be continue in 2026- Ambrym and Banks group
Vanuatu market for EE appliances	6	No. of consultations	Achieved	DoE and NGEF
LED adoption	37	No. of sites	In Progress	Seek Funds- proposal submitted
EE cook stoves and copra dryers	3000	No. of stoves and dryers	In Progress	Seek Funds- proposal submitted
Energy audits in public institutions & EE Committee setup	10	No. of audit reports	Achieved	More than 10, support from Helpr1
Tanker monitoring for safety operations	8	No. of reports	Achieved	
Fuel quality testing & HSSE awareness	28	No. of quality tests	In progress	Ongoing activity Support from GGGI to support remote island fuel testing
Inspection of fuel stations & storage facilities	28	No. of inspections/audits	In progress	Ongoing activity Support from GGGI to support remote island fuel testing
Installation of PV systems in households (NGEF)	100	No. of PV systems installed	In Progress	50HH achieved
Installation of PV systems in SMEs (NGEF)	10	No. of PV systems installed	In progress	1
Installation of Hydro Power Systems (VGET)	4	No. of hydro systems installed	In Progress	3 sites launch
Installation of high voltage line connections (VEAP)	500	No. of service line connections	In Progress	
Solar mini grids installation (South Malekula)	5	No. of mini grids installed	In Progress	
Support Malekula North West LV transmission	500	Number of households	In Progress	
Construction of Sarakata Hydro	1	No. of hydro	In Progress	Phase 2 in progress
Implement PPA Regulation	5	No. of licenses issued	In Progress	

Market surveillance on EE regulated products	4	No. of sites	In-Progress	3- 1 Santo and 2 in Vila
Public awareness on MEPS law	4	No. of awareness sites	Achieved	
Refresher trainings on MEPS law	4	No. of trainings	Achieved	Trainings with customs officers
Video & audio awareness ads	4	No. of media outputs	Achieved	
Support RESSET Project	100	Volume of CO ₂ emissions avoided (Gton)	In Progress	
Petroleum Safety Act consultations	6	No. of consultations	In Progress	
EV adoption consultations	6	No. of consultations	In Progress	
Fuel & vehicle emission standards enforcement (SOPs, equipment, awareness)	Multiple	SOPs, procurement, awareness outputs	In Progress	To launch in early 2026

1.4 Department of Environmental Protection and Conservation

Description	Quantity	Unit of Measure	Progress	Comment
Biodiversity Conservation Ecosystems and Research Awareness	3	Awareness reports and # of people reached throughout the year	Achieved	Awareness activities conducted through Environment Week, community outreach, and media engagement; reports produced with broad public reach.
Biodiversity Baseline data is collected at Key Biodiversity Area sites	2	Number of KBA sites data are collected	In Progress	Data collection initiated at selected sites; progress ongoing with support from projects and partners.
Invasive Species Awareness	4 100	Number of awareness and # of People reached throughout the year	Achieved	Awareness campaigns conducted across communities with strong participation; targets met through outreach programs and stakeholder engagement.
Develop DEPC Centralize database	1	Number of DEPC Centralized database developed	Achieved	Database system established and training conducted for staff (including Kobo Toolbox and data management systems).
Rehabilitation of degraded forests through Community Based approach to manage Invasive Species to combat biodiversity loss	2	Hectare of land rehabilitated through invasive species control and management	In Progress	Rehabilitation activities initiated in targeted sites; implementation ongoing with community participation.
Adhere to International Reporting obligations according to multilateral and bilateral Environmental Agreements	2	Number of National Environment reports submitted	Achieved	Key reports (CITES, RAMSAR, Cartagena Protocol) submitted on time in compliance with international obligations.
Implementation of priority actions in relevant policies and strategies (NBSAP, Oceans Policy, NISSAP and NEPIP)	6	Number of actions completed and achieved	In Progress	Several actions implemented; however, full achievement constrained by budget limitations and delayed consultations.
Develop, review and launch CCA management plans for New PA/CCA	2	Number of CCAs Management Plans Developed, reviewed and launched	Achieved	Three CCA management plans developed (exceeding target), integrating traditional resource management systems.

METT handbook developed	5	Number of METT handbook developed	In Progress	Development initiated; some outputs pending finalisation due to resource and technical constraints.
Environmental Auditing conducted on Environmental Permitting	5	Number of Audits conducted	In Progress	Audits conducted in selected provinces (Sanma, Malampa); others deferred to 2026 due to budget constraints.
Consultation with developer on EIA implementing process and implementation of permit conditions	5	Number of developers consulted	Achieved	At least 18 consultations conducted, exceeding target through workshops, outreach events, and compliance engagement.
PEA/EIA Public Consultations on development projects	3	Number of Public consultations	In Progress	1 consultation completed; remaining consultations delayed due to limited funding and competing priorities.
Strengthen Stakeholders engagement - Joint EIA site assessment to proposed major projects	5	Number of site assessments conducted	Achieved	Over 6 major project assessments and 80+ minor assessments conducted, significantly exceeding target.
Enforcement and compliance – Join Environment Permit checks for project activities and EMMPs in 1 provinces	5	Number of joint EP checks	Achieved	More than 6 joint compliance inspections conducted across provinces, ensuring adherence to EPC Act requirements and exceeding target.
Engaging an expert to undertake specific environmental impacts assessment (when required for Director’s decisions and advices)	1	Number of times experts undertaking checks	In Progress	1 full EIA completed, 2 Terms of Reference issued, and review processes ongoing; remaining assessments deferred due to budget and procurement delays.
Awareness on EIA process through media outlets	3	Number of awareness	Achieved	Awareness delivered through media platforms, outreach events (e.g., Environment Week), and stakeholder engagements to strengthen understanding of EIA processes.
			Achieved	National Environment Week successfully delivered with strong participation from communities,

				schools, and stakeholders, raising environmental awareness.
Celebrate World Environment Day and National Environment Week	1	Number of Environment Day and Environment Week celebrations	Achieved	Awareness campaigns conducted through radio programs and community outreach across target provinces.
Conduct DEPC Awareness activities in Sanma, Malampa and Tafea Provinces activities through radio program and other media outlet.	3	Number of Awareness conducted	Achieved	Target met with additional trainings delivered (Kobo Toolbox, database systems, reporting tools), strengthening monitoring and reporting capacity.
EEOs training and adjustment to the use of reporting tool and database, for the purpose of monitoring EEOs works performances and progress	3	Number of refresher training report on performance undertaken	Achieved	Awareness materials developed and used in outreach campaigns, including waste management and environmental education content.
Produce education and awareness materials.	1	No. of Awareness materials produced	Achieved	Traditional resource management practices incorporated into CCA management plans, supporting community-based conservation.
Strengthen the traditional practices for conservation and protection of significant flora and fauna	1	No. of Traditional practices strengthen and incorporated into management plans	Achieved	Multiple trainings delivered, including technical and operational capacity-building for provincial officers.
Conduct trainings in specific areas for PO staff including EEOs	3	No. of training conducted	Achieved	Clean-up campaigns implemented with community participation, contributing to improved waste management and awareness.
Conduct Community Clean up Campaigns in Sanma Province	3	No. of clean-up campaign conducted	Achieved	Awareness activities conducted through community engagement and outreach programs.
Conduct DEPC work awareness in Sanma Province	1	No. of Awareness work conducted	Achieved	Enforcement activities supported through inspections and compliance monitoring in Sanma Province.
Assist Compliance Officer in enforcement and compliance Work of DEPC on Sanma province	1	No. of Enforcement and compliance work assisted	Achieved	Monitoring and training conducted to strengthen use of reporting database systems at provincial level.

Monitoring plus training and adjustment to the use of the reporting database for Sanma EEO	1	No. of report training on database system monitor	Achieved	Provincial staff participated in technical and capacity-building trainings.
Attending trainings in specific areas for PO staff including sanma EEO	1	No. of training attended	Achieved	Clean-up campaign conducted with community involvement to address waste management challenges.
Community Clean up Campaigns in Malampa Province	1	Number of clean-up campaign carry out in Malampa Province	Achieved	Awareness conducted through community engagement and outreach initiatives.
Conduct DEPC work awareness in Malampa Province	1	Number of Awareness work conducted	Achieved	Radio and media awareness activities conducted, exceeding outreach expectations.
Conduct DEPC awareness activities in Malampa Province through radio program and other media outlet.	4	No. of awareness activities conducted	Achieved	Enforcement support provided through inspections and compliance activities in Malampa.
Assist Compliance Officer in enforcement and compliance Work of DEPC on Malampa province	1	No. of enforcement and compliance work assisted	Achieved	Database training conducted to strengthen monitoring and reporting at provincial level.
Monitoring plus training and adjustment to the use of the reporting database for Malampa EEO	1	No. of refresher training report on database system monitor	Achieved	Provincial officers attended relevant technical trainings to enhance capacity.
Attending trainings in specific areas for PO staff including Malampa EEO	1	Number of training attended	Achieved	Community clean-up campaign successfully implemented, contributing to improved waste management and community awareness.
Conduct Community Clean up Campaigns in Tafea Province	1	No. of community clean-up campaign conducted	Achieved	Awareness activities conducted through community outreach and engagement initiatives.
Conduct DEPC awareness work in Tafea Province	1	No. of Awareness work conducted	Achieved	Targeted awareness delivered at community level, strengthening environmental knowledge and practices.
Conduct DEPC awareness work in the communities TAFEA Province	1	No. of awareness work conducted in community	Achieved	Extensive enforcement and compliance support provided, significantly exceeding target and strengthening regulatory compliance.

Assist Compliance Officer in enforcement and compliance Work of DEPC on Tafea province	18	No. of Enforcement and compliance work assisted	Achieved	Awareness conducted through radio programs and media outreach, improving public access to environmental information.
Carry out awareness activities on Tafea Province through radio program and other media outlet.	1	No. of awareness conducted in Tafea.	Achieved	Training conducted to strengthen monitoring, reporting, and database use at provincial level.
Monitoring plus training and adjustment to the use of the reporting database for Tafea EEO	1	No. of refresher training report on database system monitor	Achieved	Provincial staff participated in technical and capacity-building trainings.
Attending trainings in specific areas for PO staff including Tafea EEO	1	No. of training attended	In Progress	Preparatory work and consultations initiated; progress ongoing, subject to land identification and funding availability.
Set up landfill for Tafea province	1	Number of landfill/dumpsite established.	In Progress	Initial engagement with schools completed; implementation ongoing with support from partners.
Establish environment model schools at Malampa province	2	Number of model schools established on Malampa province.	In Progress	Process for appointment and endorsement underway; pending final approvals and formal establishment.
Endorsement for the establishment of the National Environmental Protection Advisory Council	8	Number of NEPAC Members appointed and NEPAC Endorsed	In Progress	Procurement initiated; some equipment secured while others pending due to funding and procurement processes.
Procurement of scientific equipment for the Microplastics (Analytical) Laboratory.	4	Number of scientific equipment procured	Achieved	Target exceeded with timely processing of significantly higher number of applications, ensuring compliance with ozone regulations.
ODS applications are verified, assessed and approved in time	20	Number of applications approved	Achieved	13 licenses approved, exceeding target and strengthening regulatory compliance in ozone management.
Trainee Licence and License to handle ODS are verified, assessed and approved in time	5	Number of Trainee Licences and Licenses to handle ODS approved	Achieved	25 licenses issued, significantly exceeding target and improving

				regulation of waste management services.
Private Waste Operator Licenses are verified, assessed and approved in time	8	Number of Private Waste Operators License approved	Achieved	Required national reports submitted on time, ensuring compliance with international environmental agreements.
Reporting obligations for regional and international Conventions are completed within the agreed time frame	1	Number of report(s) outlining progress of reporting obligations made in 2024	Achieved	All required national reports submitted on time, ensuring compliance with international environmental conventions and obligations.
Identify targeted stakeholders for the Waste segregation awareness trainings in Port Vila, Luganville, Lenakel and Lakatoro	4	Number of Waste segregation awareness trainings undertaken	Achieved	Key stakeholders identified and engaged; awareness trainings conducted across targeted locations to improve waste segregation practices.
Meetings are held with events' organizing committees	2	Number of public events that waste literacy awareness are undertaken	Achieved	Engagement with event organizers enabled integration of waste awareness activities into public events.
Drafting Instructions of the Regulation on the Control on the Importation and use of Disposable Diapers for babies is thoroughly reviewed by OAG and DEPC	1	Number of regulations developed	In Progress	Drafting instructions prepared and under review; progress dependent on OAG processes and legislative timelines.
Develop awareness materials outlining local alternatives of single-use plastics including those already banned	2	Number of Awareness materials developed	Achieved	Awareness materials produced and disseminated, promoting environmentally friendly alternatives to single-use plastics.
Restructure of the Department of Environmental Protection	1	Number of DEPC Restructure Endorsed	In Progress	Organisational restructuring process underway; awaiting final endorsement and approval from PSC.
Procurement of New DEPC vehicle for main office	1	Number of DEPC vehicle Procured	In Progress	Procurement process initiated; pending funding approval and alignment with government procurement directives.
Training on Gov Smart stream for provincial officers	3	Number of Refresher training provided for provincial extension officers	Achieved	Training delivered to provincial officers, strengthening financial

				management and reporting capacity.
Construct new DEPC Building	1	Number of new DEPC building constructed	In Progress	Construction ongoing with committees established to support resource mobilisation and completion.
Internship and Cadet Program	2	Number of Intern and Cadet recruited	Achieved	Recruitment exceeded target with multiple interns and cadets engaged to strengthen departmental capacity.
Provide support towards the implementation of DEPC B&C Projects (ECARE, GEF EAS, VCAP2, etc...)	5	Number of project activity completed	Achieved	Ongoing support provided across multiple projects, contributing to delivery of national biodiversity and conservation priorities.
Strengthen Collaboration between Police, Management Committees, Rangers and key stakeholders for CCA management rule compliance	5	Number of awareness completed in Registered CCA's	Achieved	Awareness and coordination activities conducted, strengthening compliance and enforcement of CCA management rules.
Review NBSAP and align with Global Biodiversity Framework	100%	NBSAP is reviewed and aligned with GBF	In Progress	Review underway with consultations and validation planned; alignment to GBF progressing toward completion.
Develop and strengthen Monitoring systems for Reviewed NBSAP	1	Number of M&E system developed to monitor reviewed NBSAP implementation	Achieved	M&E tool developed to support tracking and reporting of NBSAP implementation.
Endorse Environment Crime SOP	1	SOP is endorsed and used by relevant Agencies	In Progress	SOP developed; endorsement and operationalisation pending final approvals.
Repeal the CITES Act and Amend its regulation	1	CITES Act is repealed and regulations are amended	In Progress	Legislative review ongoing; progress dependent on legal drafting and approval processes.
Amend the departments Principal Act	1	EPC Act Sections are Amended	In Progress	Amendment process underway; delayed due to budget constraints and consultation requirements.

1.5 Vanuatu Meteorology and Geo-Hazards

Description	Quantity	Unit of Measure	Progress	Comments
Improve service & product delivery – Early Warning Centre operations	Ongoing	24/7 operations	Achieved	Continuous 24/7 operations maintained, ensuring timely early warning services for weather and hazards.
Real-time reporting	Ongoing	Reporting system	Achieved	Real-time data reporting systems operational, supporting timely dissemination of meteorological information.
Increase remote sensing & monitoring	>10	Systems	In Progress	Monitoring systems maintained and expanded; some upgrades pending due to resource constraints.
Radar technology	1	System	In Progress	Radar procurement and system processes underway; full operationalisation pending.
Staff with higher qualifications	>20	Number of staff	In Progress	Staff supported for further studies; capacity development ongoing.
Implement revised VMGD structure	1	Structure completed	In Progress	Revised structure submitted and under review by PSC; partial implementation ongoing.
Fill vacant positions	1	Positions filled	Achieved	Key positions filled to strengthen operations and service delivery.
Maintain & review operations setup	2	Improved operations	Achieved	Operational systems maintained with continuous improvements to service delivery.
Strengthen policy & legislative frameworks	4 / 2 / 2	Policies, laws, regulations	In Progress	Policy development and legislative strengthening ongoing; some activities deferred to 2026.
Draft policies & directives	2	Policies developed	In Progress	Drafting underway; finalisation dependent on consultations and approvals.

Strengthen departmental procedures	>10	Operational manuals	Achieved	SOPs reviewed and updated across divisions to strengthen operational consistency.
Align development with VMGD Strategic Plan	1	Strategic plan completed	Achieved	Strategic development plan completed and guiding departmental implementation.
Develop MOAs with partners	>3	Agreements	In Progress	Collaboration with regional and international partners ongoing; agreements under development.
Strengthen M&E/reporting system (quarterly, biannual, annual)	3	Reports	In Progress	Reporting ongoing; some reports partially completed due to workload constraints.
Renovate staff houses (outer stations)	1	Building	In Progress	Renovation activities initiated; progress subject to funding availability.
Weather Forecast and services				
24/7 weather surveillance operations	>3000	Shift operations	Achieved	Continuous surveillance operations maintained to support forecasting and warning services.
Maintain & improve forecast products/services	>300	Services maintained	In Progress	Core services maintained; product improvements ongoing.
QMS Part 174 compliance (ISO certification)	24	Nonconformities addressed	Achieved	Compliance maintained with ICAO standards; required documentation submitted.
Upgrade MeteoFactory platform	1	System upgrade	In Progress	Upgrade planned; implementation ongoing.
Maintain VMGD website	1	Updated platform	Achieved	Website maintained and updated for information dissemination.
Establish new hydromet systems (incl. radar)	1	System	In Progress	System development ongoing; full operationalisation pending.
Geo-hazards Division				
Review & update SOPs (volcano, seismology, tech units)	3	SOPs	Achieved	SOPs reviewed and updated to improve operational efficiency.
Scientific research (domestic/international)	2	Research outputs	In Progress	Research activities ongoing with partners; outputs emerging.
Produce earthquake & volcano bulletins	24/year	Bulletins	Achieved	Monthly bulletins issued consistently; crisis bulletins produced as required.

Crisis bulletins (as needed)	-	Reports	Achieved	Crisis communication maintained during hazard events.
Maintain & upgrade monitoring stations	Multiple	Stations	In Progress	Maintenance ongoing; some stations require upgrades.
Install new monitoring stations (Epi, Tongoa, Emae)	3	Stations	In Progress	Installation ongoing; some stations deferred due to resource constraints.
Install seismic intensity meters	6	Equipment	In Progress	Procurement and installation ongoing.
Data monitoring & dissemination	Ongoing	Reports	Achieved	Continuous monitoring and dissemination maintained.
Collaborate with regional/international partners	Ongoing	Training/MOUs	Achieved	Strong collaboration maintained with scientific and regional partners.
Climate Service Division				
ENSO Directive reviewed	1	Directive	Achieved	ENSO directive updated and operational.
Climate division meetings	6	Meetings	In Progress	Some meetings not conducted; rescheduled to 2026.
National Climate Outlook Forum	1	Forum	Achieved	Forum successfully conducted with national stakeholders.
Training & development	30	Trainings	Achieved	Multiple trainings delivered; capacity strengthened across division.
Pre-COP meeting participation	1	Report	Achieved	Participation ensured and report produced.
Vanuatu Climate Update (VCU)	12	Reports	Achieved	All scheduled updates issued.
Seasonal Climate Summary	2	Reports	In Progress	Partial completion; constrained by staffing capacity.
Monthly Climate Summary	12	Reports	In Progress	Not fully achieved due to limited human resources.
Data management (analysis, archive, requests)	1	Report	Achieved	Data systems operational and responsive to requests.
Data backlog clearance	1	Report	Achieved	Significant backlog reduction achieved.
Climate database & equipment operations	8	Reports	Achieved	Systems operational and maintained.
Data archive & GIS support	3	Reports	Achieved	Data archiving and GIS support delivered.

Data quality control & homogenization	5	Reports	In Progress	Ongoing; full implementation pending.
Monthly rainfall data reporting	84	Reports	In Progress	Reporting ongoing but below target due to capacity constraints.
Digitization of rainfall metadata	1	Report	In Progress	Digitisation ongoing; completion pending.
Rain gauge installation/replacement	6	Installations	In Progress	Installation ongoing; some delayed due to logistics.
Site visitation (rainfall stations)	6	Reports	In Progress	Visits partially completed; constraints include travel and funding.
Expand rainfall network (VRN)	51	Sites	In Progress	Expansion initiated; full rollout pending resources.
Climate product distribution	84	Distributions	Achieved	Products disseminated to stakeholders and communities.
Traditional knowledge monitoring	100	Records	In Progress	Data collection ongoing; integration into systems continues.
Traditional knowledge products	2	Publications	Achieved	Publications produced integrating traditional knowledge.
Weather Observation Division				
24/7 observation data recording	>3000	Observations	In Progress	Continuous data collection maintained; however, full targets not achieved due to staffing gaps and operational constraints.
Site inspections & staff performance	7	Reports	Achieved	Inspections conducted and staff performance monitored across observation stations.
Monthly maintenance (manual & AWS stations)	12	Reports	Achieved	Regular maintenance carried out across provincial stations to ensure operational continuity.
Data quality & instrument reassessment	8	Reports	In Progress	Quality checks conducted; some reassessments delayed due to limited resources and technical capacity.
Training & development (meteorology staff)	5	Trainings	In Progress	Initial trainings conducted; additional certifications and training deferred due to funding constraints.
Monitoring & evaluation (annual + staff appraisal)	1 / 3	Reports	Achieved	Annual and periodic staff performance assessments completed in line with departmental requirements.

ICT//Engineering Division				
ICT system (99% efficiency)	1	System	Achieved	ICT systems maintained at high operational efficiency, ensuring uninterrupted service delivery.
Procurement of radar	1	Completed process	In Progress	Procurement process initiated; final installation and operationalisation pending.
Maintenance of observation network (WMO/ICAO)	12	Reports	Achieved	Network maintained in line with international standards, supporting reliable data collection.
Redundancy systems (backup servers, NAS, UPS)	1	System	Achieved	Backup and redundancy systems established to ensure data security and system continuity.
Mail & web server management	1	System	Achieved	Systems maintained to support internal and external communication and data sharing.
Equipment management system	1	System	Achieved	System operational for tracking and managing technical equipment.
Information dissemination (website/intranet)	1	Platform	Achieved	Platforms maintained to support dissemination of weather and climate information.
Upgrade observation systems (radar, buoys, AWS)	4	Systems	In Progress	Upgrades underway; some systems pending installation and calibration.
Maintain AWS & tsunami systems	>10	Systems	In Progress	Systems operational with ongoing maintenance; some sites require upgrades and technical support.

2. Report Against Relevant Business Plan Targets

2.1 Corporate Service Unit

Activities	Output	Target	Status	Description for status
Program 1: HUMAN RESOURCE AND GENDER EQUITY AND SOCIAL INCLUSION (GESI)				
1.1.1 Facilitate the intern and cadet Program	# of Interns, Cadets & Apprenticeships recruited	5	Achieved	26 interns recruited against target of 5
1.2.1 Support Open days and awareness programs	# of exhibition booths used & presentations conducted	3	Achieved	4 awareness events conducted across locations against target of 3.
1.3.1 Track % of women employed across all MoCC Departments	# of female staff participated in relevant trainings & training reports produced	5	Achieved	Target met with staff completing relevant trainings and capacity-building activities.
1.3.2 Track # of women in leading posts in MoCC including projects that include technical & advisory positions.	% of women in leadership & technical roles	50%	In Progress	
1.3.3 Support women's empowerment through participation in leadership training and the International Women's Day event	# of women and trainings attended	2	Achieved	2 participation recorded against target
1.3.4 Ensure Ministry through departments and project are mainstreaming disability through implementation of Business Plan and Project activities	Report evidence	2	In Progress	Initial activities undertaken; further documentation required to meet reporting target.

1.4.1 Develop platform to track number of MoCC Officers receiving qualifications, across all Departments, undergoing training.	# of staff graduate with certificate	10	Achieved	More than 10 staff obtained certifications; tracking system to be formalised.
1.5.2 Inform staff on training processes, Develop platform for VIPAM & MoCCA to access	# of staff on scholarship	10	Achieved	More than 10 employees received qualifications in 2025
1.6.1 Follow up on restructure submission approval & facilitate new restructure submissions	Apps created and utilized to track submissions	1	In Progress	Tracker not created, but 3 structures submitted as of today
1.7.1 Develop the MoCC HRD Strategy, Succession Plan, + Retirement Plan	HRD plan developed	1	In Progress	In progress
1.8.1 Implement Department recruitment Plans including DG's position	# of new staff recruited	5	Achieved	Achieve target
1.9.1 Annual Medical Checkup organise for CSU staff	# of staff complete medical checks	25	Move to 2026 BP	Not yet started- other options Private by Sept Start with CSU Action: to be discuss at the level of Executive to include other departments
1.10.1 Facilitate staff increments and organise staff induction	# of staff on increments	5	Achieved	Complete
1.10.2 Staff Awards	# of MoCC staff awarded	2	Achieved	Complete
1.10.3 Staff Capacity Building training	# of trainings and # of participants attended	10	Achieved	more than 10
1.10.4 Establishment of Geo-Hazards Department	Report	1	Achieved	Complete- to operationalize
Program 2&3: CLIMATE CHANGE & DISASTER RISK REDUCTION (CDRR) ADVISORY COORDINATION and CLIMATE FINANCE				

At least 5 CCDRR mainstreaming guidelines are developed. To conduct 2 CCDRR Policy consultation workshops with sectors.	6 NAB Guidelines launched. Training workshop report submitted.	6	Achieved	6 NAB Sec Guidelines launched & 2 CC&DRR Policy consultation conducted (for NGO's & Govt sectors)
Attend at least 5 international CCDRR meetings.	7 back to office reports submitted	7	Achieved	UNFCCC -7, Policy -3, Project - 3, CF-4
To submit 1 NPP to support the NAB activities	1 NPP proposal is submitted	1	Achieved	1 NPP submitted to MFAT CFC, Support the NPP proposal development with DOCC/MOCC for the establishment of the CCDRR M&E Framework.
To implement the remaining activities of the CFRM to reach 50% target and review the CFRM 2021 - 2025.	Stock take report submitted. 50% of activities implemented. National workshops report submitted. Updated CFRM 2026 - 2030 developed and launched.	0.5	Achieved	50% of activities implemented CFRM 2026-2030 revised & updated
Continue with coordination of Projects' concept stage, inception and implementation management with the Accredited Entities and Implementing Entities and Government implementing sectors.	Meeting report submitted	3	Achieved	Have achieved the target of 3 projects concept notes for 2025. This is an ongoing coordination activity.
Revisit the Climate Finance Tracking Tool to contextualise it to the national level context, to	Activities captured in the Quarterly and annual report.	1	Move to 2026 BP	working with MFEM on the tracking tool (activity also captured in the revised CFRM) -

also support the Enhanced Transparency Framework and Reporting on Vanuatu's obligations to the UNFCCC.				budget tagging. to be implemented in collaboration with DOFT
At least 2 sectors/agencies have allocated budgets for CCDRR activities within their own sectors/agencies.	Mainstreaming activities captured into quarterly and annual report 2025	2	Achieved	DARD and DWA
Coordinate and facilitate the NAB Project Screening Committee on facilitating the project screening process for the NAB Project Endorsement Process. NAB PSC to conduct project screening activities. Provide ongoing advice and support to project developers on Vanuatu's national endorsement and CF mandates and requirements. Provide ongoing overall coordination and support on behalf of the NDA and NFPs to stakeholders. Continue to attend project design, inception and consultation meetings.	2 Ministries received awareness. BTOR reports with Actions submitted. 2 Projects endorsed by NAB.	2 Projects Activities captured in quarterly and annual reports.	Achieved	During NAB Retreat, more than 2 Ministries rec'd project screening awareness, more than 2 projects endorsed (19 project endorsed, 18 projects screened this year), attended project inception & consultation meetings
At least 4 NAB Working group meetings discuss Climate Finance matters.	Workshop report submitted	4	Achieved	All NAB Working groups discussed CF in some ways. At least 4 CF working group meetings
Review of the Vanuatu Country Program	CP Submitted and launched	1	Achieved	Document completed in Qtr 4 2025. Launching in Qtr 2 2026
Coordinate and facilitate all NAB Working Groups and Task Force. Develop and Implement the Work Plans 2025.	All activities captured in the quarterly and annual reports	50% of activities done	Achieved	16 NAB Working group/TF meetings have been convened to date for 2025
NAB Members outreach conducted. NAB Members Retreat conducted.	Outreach, Retreat and awareness report submitted	2	Achieved	NAB Retreat convened in April, 2025

The proposed target for this activity should remain the same for 2022-2026. Reviewing, awareness and Implementation of the Project Procedural Guideline	All activities captured in the quarterly and annual reports	4	Achieved	Guideline launched and is part of the ongoing coordination activity
NAB Portal Upgrade with new features. Continue collaboration with Government CC PMUs and CCDRR personals to strengthen CCDRR national coordination efforts.	NAB Portal User needs assessment report with recommendations submitted	4 Government Departments	Ongoing	NAB Portal upgrade procurement of consultant has started and will continue onto 2026. Portal upgrade and equipment procurement request prepared and done in 2025. ICT Specialist TOR for upgrade of Portal features completed in 2025.
Coordinate Vanuatu delegates to attend SB62 and COP30	SB62 Report-COP30 Report	2	Achieved	Vanuatu participated at SB32
New CFWG members appointed as per the NAB Meeting 4 2024 decision. To conduct induction and refresher on CFWG TOR to all Members. To strengthen links to support the MFEM as the nominated DAE for Vanuatu. To implement the CFWG 2025 WP.	Refresher and Induction workshop report submitted. CFWG WP activities implementation captured in the quarterly and annual report.	50% of the Work Plan implemented.	Ongoing	Pending appointment of the new approved NAB Members
Bilateral, Multilateral or other funds partnership	MOU/MOA signed	1	Achieved	Bilateral meetings outcome at SB62 and COP30 on climate finance. MoU signed between the MoCC (i.e Minster Ralph) and the GCCM through UNOPS
At least 1 workshop for CFWG on NIE, the Regional CF strategies. 1 workshop on accessing CF and Project development for NAB Members. To conduct a Readiness User Needs Assessment to support the review of the GCF Country	Workshop reports submitted Readiness Needs Assessment Report submitted.	2	Achieved	2 Workshops convened

Program and to inform the NIE Roadmap development.				
National Lessons Learnt Workshop for all GCF, all GEF (regional /National), other funds and CSOs for common challenges, gaps, way forwards	Workshop Report with recommendations on best practices submitted	2	Move to 2026 BP	To confirm if the activity still to be done in 2026
Budget tagging workshop / training for key staffs and update report on total funding allocated to CC projects.	CF awareness materials developed, printed and disseminated. CF awareness materials update onto the NAB Portal.	2 CF awareness materials/product produced	Achieved	"2 CF Workshops convened 1 CBIT Workshop around CF & Transparency MoCC invited & participated on a Budget tagging workshop organised by MFEM"
Program 4: ASSET AND FINANCE MANAGEMENT				
4.1.1 Provide financial expenditure to executive and provide provincial spending	# of budget Reports provided to executive (including Provincial Spending)	12	In Progress	Regular updates provided through executive reporting cycles.
4.1.2 Provide 2024 Annual Financial Report to Finance Dept	Prepare AFR, approved by DG & submit to DoFT		Achieved	Delivered to Finance Department incorporated into 2024 annual report
4.1.3 2024 Cash-flow for MoCC	Work with CSU Managers to confirm cashflows, complete and submit on time	1	Achieved	Support departments to compile cashflow for 2024 and 2025 business plans
4.1.4 Revenue Support	Total MoCC revenue collection in 2025	1	Ongoing	Revenue collection activities continuing throughout the year
4.1.5 QMS & SMS Training	Submission	2	Move to 2026 BP	This activity has moved to 2026
4.2.1 Prepare 2026 budget submissions	2026 budget submission	1	Achieved	Prepare and submit 2026 budget submission for MoCC
4.2.2 Facilitate 2025 NPP's	# of NPP approved	3	Achieved	
4.2.3 Facilitate procurement CTB request and CTB meetings	Procurement report	1	Ongoing	This is an ongoing activity

4.3.1 Stocktaking and Registration of New Assets	Asset Report	1	Ongoing	Ongoing registration of assets, including provincial offices
4.3.2 Financial Report including asset	Asset Report	1	Achieved	Asset report is included in the financial report
4.3.3 Provincial stock take registry (Tafea, Torba)	Field trip report	1	In Progress	Tafea completed; Torba deferred to 2026.
4.3.4 Finance Procurement Guideline/Asset Guideline Refresher Training	# of participants and report	10	Move to 2026 BP	This activity has moved to 2026
4.3.5 Collect Asset Data - Building, Land, Vehicle, Machines, Engines, AWS	Report	1	Move to 2026 BP	This activity has moved to 2026
4.3.6 Asset Management Performance - Land, Housing, Vehicles, Machines/Engines	Report	1	Move to 2026 BP	This activity has moved to 2026
4.3.7 Asset Management Performance - Project Vehicles - Audit	Report	1	Move to 2026 BP	This activity has moved to 2026
4.3.8 Asset Management System	Report	1	In Progress	An asset management system in the WebApp currently on development
4.3.9 Training for Asset Officer (online)	Report	1	Move to 2026 BP	This activity has moved to 2026
4.4.1 Provide financial expenditure to executive and provide provincial spending	Amount paid and # of staff	1	Achieved	This activity has been captured in the financial report
4.4.2 Additional Funding for New Building	Building design	1	Achieved	A design was complete and a NPP was submitted
4.4.3 Track spending on Climate-related programs	Financial report CF		Move to 2026 BP	This activity has moved to 2026
4.4.4 Membership fees	Total amount and # of membership paid in 2025		Achieved	This is an ongoing activity that the ministry settles membership fees to organizations
4.4.5 Proper closure of inactive projects within MoCC	Reports		Move to 2026 BP	Proper verification with finance, DSPPAC, and the donor to reprioritize project funding to the Ministry's activity option to appropriate funds with Parliament

4.4.6 Damage Asset replacement	# of assets replaced in 2025		Ongoing	Assets damaged during the earthquake have been replaced by the departments, which will be captured in the financial report
4.5.1 Develop an Asset Disposal Plan	Asset Disposal Plan		Move to 2026 BP	This activity needs to be revisited
5.1.1 Develop 2025, 2026 draft Business Plan and 2024 Annual Report	2025 Business Plan-2026 Draft Business Plan-2024 Annual Report-Six Monthly Report-Quarterly Report	6	Achieved	Complete 2025BP, 2024 AR 2026 Completed COM decisions-tracking is included in the 2026 plan
5.1.2 Review and finalise Corporate Plan	Review of the Corporate Plan	1	Achieved	Submit and finalise the review version of the corporate plan and launch on 27th March 2026
5.1.3 Ministry's End of Year Retreat	# of participants and meeting minutes	1	Achieved	An end-of-year retreat was organized by CSU that brings together all departments to reflect on achievements, challenges, and the way forward
5.1.4 Ministry CSU NAB 2025 Ministry function- contribution towards food	# of participants and meeting minutes	100	Achieved	CSU organizes a CSUNAB reflection meeting in Dec 2025
5.1.5 CSU Planning workshop (Review and Reflection Business Plan 2024)	# of participants and meeting minutes	12	Achieved	Review done in June and end-of-year planning meeting on the 27-28 Nov
5.1.6 MoCC Executive Meetings	# of meeting, # of participants and minutes	10	Achieved	About 27 meetings were organised with MoCC Executives
5.1.7 CSU staff meetings 2025	# of meeting, # of participants and minutes	8	Achieved	5 CSU meetings and 12 management meetings convene
5.2.1 Develop draft M&E guideline	Draft guideline developed	1	Achieved	Final guideline to be distributed End of year retreat
5.3.1 Comply with National Legislations/Regulations and international conventions	Update Compliance Database	2	In Progress	Database updated
5.4.1 Legislative, Policy development and review	Update Compliance Database	4	In Progress	Support departments and the ministry with legislative review

5.5.1 Policy Direction under departments	Policy direction provided to departments	2	Ongoing	This is an ongoing activity that the compliance officer supports directors on policy direction
5.6.1 Set up Audit Committee for MoCC	Report	1	Move to 2026 BP	This activity has moved to 2026
5.6.2 Draft audit policy for MoCC	Report	1		Remove this activity on the BP
5.6.3 Review of Meteorology, Geological Hazards and Climate Change Act	Whitepaper	1	Achieved	The review and separation of the act has been complete
5.6.4 Support the implementation of MoCC projects (VCAP2,VCCRP,MFAT L&D,STRENGTH,CBIT)	Project reports	10	Ongoing	This is an ongoing support to MoCC projects
Program 6: Administration and Support Services				
6.1.1 Support departments to provide services delivery	Financial report		Ongoing	This is an ongoing activity
6.1.2 Electric Vehicle repayment and report on usage	Report and total repayment made		In Progress	
6.1.3 Ensure CSU operation Bills and utilities are up to date	Financial report		Ongoing	This is an ongoing activity
6.2.1 Assist the Departments with the development of Public-Private Partnership initiatives	Copy of MoU/Agreement	2	Ongoing	Ongoing activity- VBTC, Entany, and Helpr1
6.3.1 Organise Annual Partnership meeting	Report	1	Ongoing	This is an ongoing activity. A partner meeting was convened in 2025.
6.4.1 CSU to ensure staff, project staff, interns and cadets have a work space	# of staff allocated with new office space	5	Achieved	A workspace was allocated to all the cadets and interns
Support existing departments extensions officers	Report	2	Achieved	Cadets recruited to fill out provincial extension offices
6.6.1 Develop M&E guideline and SOP for disclosure of information	# of guideline developed		Achieved	Complete M&E guideline Asset Guideline- Ongoing
6.6.2 Review existing guidelines	# of guideline review		Move to 2026 BP	This activity has moved to 2026
6.6.3 Awareness of existing guidelines	# of participants attended		Move to 2026 BP	This activity has moved to 2026

6.7.1 Develop Health and Safety at Work Place guideline	1 SOP developed	1	In Progress	A draft document that will need to be finalise
6.8.1 Support provision of CC advice to government through briefings, DCO, regional and international meetings	# of ministers briefing and meetings # of DCO meetings # of regional and international meetings		Ongoing	This is an ongoing activity
6.9.2 Maintain efficient & effective support services to line agencies and clients, Maintenance work is effective	Efficient & effective support		Ongoing	This is an ongoing activity
6.9.3 Procure new MoCC uniform	Total number of uniforms distributed	200	In Progress	Progress for 3 department NDMO, CC and CSU
6.9.4 Repair Ministry Main Gate Entrance and Notice board	Gates and noticeboards fixed		Achieved	Complete gate and notice boards
6.9.5 Organise Ministry Social Club activities	better work environment for all		Ongoing	A MoCC Futsal team, including social clubs
6.9.6 Strengthen admin and logistics to support both CSU/NAB	Report		Ongoing	A form was developed to support logistics for CSU and NAB
6.9.7 Farea extension labour	Signed Contact		Achieved	A Greenhouse was built and launched
6.10.1 Relevant project review and support	# of project reviewed	10	Ongoing	This is an ongoing activity
Program 7: Public Relations, Awareness and Community Engagement				
7.1.1 Development of draft communications strategy	Coms strategy developed	1	Move to 2026 BP	In progress
7.1.2 Communications training with Comms officers	# of participants attended with a training report	10	Achieved	Meet with NDMO to organise with PACIMS training
7.1.3 News letters produce and update of media	# of newsletters produced	3	Achieved	Newsletters are produced and uploaded to MoCC website
7.2.1 Staff Media interview	# of staff media interview	10	Achieved	3 complete and others in progress

7.3.1 Coordinate and handling feedback mechanism (media)	# of feedbacks received and # of respond	5	Achieved	This is an ongoing activity with the target to achieve this reporting period
7.3.2 Careers Awareness (to support programme 1.2 of Corporate Plan)	Tropical cyclone	3 schools	Achieved	Career awareness in three schools is complete
7.3.3 Community Climate Change engagement	Report	1	Achieved	Tree planting and water tank donation to Erakor Community

2.2 Department of Climate Change

Activities	Output	Target	Status	Description for status
Program 1: Climate Change Adaptation				
Monthly reports on work plan progress and inputs on Departmental reports (SMR, Quarterly report & report of output review, etc.)	Monthly report	12	In Progress	Activities completed for Q1–Q3; remaining activities pending completion in Q4.
Promote Adaptation key messages & ensure delivery through national adaptation events & other media platforms.	Report	50 beneficiaries 1 Report	Achieved	Outreach conducted through IEC materials and national/PSC events; target fully achieved.
Climate Change Adaptation Advocacy on Adaptation Implementation Against National Plans	Advocacy report submitted	1	In Progress	Advocacy ongoing with focus on NAP/PAP implementation and alignment.
Provide support to GGI Project Team.	Report	1	Achieved	Provincial consultations successfully completed.
Support the National Vulnerability Assessment Framework (NVAF) phase 2	Report	1	Achieved	Phase I completed; Phase II (dashboard development) initiated.
Engage with VCCRP implementation activities (Year 2/ Quarter 1)	Report	1	Achieved	Continuous technical support provided across project sites.
Assist & Support implementation of the Climate Change Adaptation Projects	Report	2	In Progress	Ongoing technical and operational support to DOCC PMU.
Support Climate Change Awareness at Torba Province & Climate Change Symposium Dedicated Activities.	Report	(10 Beneficiaries) 1 Report	Achieved	Activity successfully completed in Torba Province.

Provide usual Support to the NAB Secretariat with its processes: Appraise & Screen projects and new IEC Materials aligned with the National Climate priorities, policies, strategic plans, etc.	Report Submitted	1	In Progress	Continued support through awareness, project screening, and policy alignment.
CCDRR is embedded in the curriculum.	Report	1	In Progress	Initial workshops conducted; further activities required.
Any relevant training or workshop to enhance knowledge & skills in relevant work	Report	1	In Progress	Training initiated; rollout ongoing.
Support the development of the National Adaptation Plan	National Adaptation Plan	1	Move to 2026 BP	Concept under development with GGGI; partial progress achieved.
1. Integrate climate-resilient measures into emergency shelters and WASH facilities, such as solar lighting and water purification systems.2. Stabilize affected ecosystems, including immediate reforestation or erosion control efforts, to minimize environmental degradation caused by earthquakes.	Report	1	Achieved	Activity delivered by project partners with stakeholder support.
Program 2: Climate Change Mitigation (Low Carbon Development)				
Monthly reports on work plan progress and inputs on Departmental reports (SMR, Quarterly report & report of output review, etc.), National Communications - Monthly activity reported to the M&E/Director - Support the development of National Communications	Monthly report submittedBTR & National Communications completed and endorsed by COMs	10	Achieved	Monthly reporting completed and contributions to BTR and National Communications finalised and endorsed by COM.
Climate Change Awareness at Torba Province	#Torba Training report	1	Achieved	Awareness training successfully conducted in Torba Province with report submitted.
Participation at Climate Change mitigation technical dialogues and negotiations	#Meeting Report submitted	1	Achieved	All scheduled meetings for 2025 attended; continued engagement in technical dialogues.

Collaborate with relevant stakeholders/Donors/Development partners to identify Green Development alternatives and support implementation of green framework to minimize carbon emissions (2.2.6 – SP)- Support the Procurement of Coconut oil Gen set -Support the Procurement of the Feasibility of the RE -Support the Procurement and Implementation of the 2 solar mini grids	Meeting report submitted [documenting areas of collaborations]	1	Achieved	Procurement and implementation largely completed; remaining activities to continue into 2026.
Capacity building programs identified, coordinated and delivered to the climate change mitigation stakeholders.- Government, Private and NGO's relevant stakeholders' knowledge sharing workshop on Carbon Market	#Project deliverables report [ICAT/CBIT]	2	Achieved	Workshops delivered; ICAT Phase II planned for 2026.
Capacity Building – Training on Grant Writing (Project Concepts) for the Area Councils of Torba Province	#Training Report provided	1	Achieved	Training delivered to Torba, Penama, and selected Tafea Area Administrators.
Appraise & Screened projects aligned with the National Climate priorities, policies, strategic plans, etc.	#NAB project screening Report Submitted	1	In Progress	Continuous screening of proposals and IEC alignment with national priorities.
Bilateral COP 29	#Bilateral Report Submitted	1	Achieved	Participation confirmed with bilateral reporting completed.
Sectoral tracking of NDC/LEDS implementation at the National Level across sectors	NDC Tracking & Meeting Report submitted	1	Achieved	NDC 3.0 tracking completed; ongoing monitoring across sectors.
Assist & Support implementation of the Climate Change Mitigation Projects	#Implementation Report	2	In Progress	Technical support provided to PMU; implementation ongoing.
Manage and implement climate-flexible financing	Sectors implementation report	4	In Progress	Coordination with stakeholders ongoing; implementation progressing but not yet fully realised.

Program 3: Information Knowledge Management and 4: Communication, Outreach and Partnership				
Support and assist the information, education and communication endorsement process for CC information material developers	# of uploads # IEC # Minute reports # Materials	1 1 4 2 3	Achieved	All IEC endorsement activities completed, including reporting (BTOR, monthly, events) and successful review and launch of the Communication Strategy.
Design, develop and maintain and updated website / existing outreach platforms for DoCC	#Newsletter #Report #Media Release # of radio program # of uploads	4 1 4 6 2	Achieved	Quarterly newsletters, media programs, and website updates completed; continuous content management supported by OGCIO.
Support NAB secretariat to update project information, resources, reports, events and contracts periodically on the CC website and ensure accessibility	# updates # QR Code	5	In Progress	Updates ongoing with integration of QR codes for improved accessibility; further updates required.
Facilitate and promote traditional Knowledge Compendium	# Tab web # Ads	1	Achieved	Engagement with VCAP II to promote traditional knowledge initiatives.
Develop Knowledge sharing materials on CC related to local context including LL for enhanced decision making	# materials distributed	1000	Achieved	Materials developed and distributed through outreach programs and activities.
Support DoCC with COP preparation	# minute report	1	Achieved	COP preparation activities completed for the year; ongoing support continues.
Utilize and strengthen existing network and knowledge sharing mechanism through organizing national scale CC summit meeting and events		1	Achieved	Continued support and facilitation of national-level engagements.
CC symposium Ground Scoping	#report	1	Achieved	Site scoping completed successfully.
CC networking with stakeholders	# meeting minutes	3	Achieved	6–7 MOUs signed, strengthening partnerships beyond target.
Support and promote knowledge management system that build on	# Doc	1	Achieved	Communication Strategy reviewed and launched,

increased accessibility of information and communication				improving information access and management systems.
Install a Visual Information board at the DOCC reception	# Screen monitor # Uploaded contents	1	Achieved	Screen installed and content uploaded for public awareness.
Mainstream climate change across the government policies and decision making processes	#BTOR	1	Achieved	CC mainstreamed through meetings, trainings, and workshops across government processes.
Capacity Building: Facilitate an on going training and capacity building program for efficient utilisation of the integrated MRV tool, sustainable GHG Inventory management and other relevant tools.	# BTOR # minute meeting report	3	Achieved	Trainings coordinated with PMU and stakeholders to strengthen MRV and GHG systems.
Partnerships: Research/relevant documents that showcase collaboration with stakeholders	# MOU	1	Achieved	6–7 MOUs signed, enhancing collaboration across sectors.
Reporting	# of reports	19	Achieved	All required reports produced; reporting remains a continuous function.
Program 5: UNFCCC Obligation				
Lead and coordinate the Climate Change Adaptation Initiatives in Country for the UNFCCC, Regional and National (National Positions, Ministerial Papers (Speech, statement etc.)	Report	2	Achieved	Led and supported adaptation initiatives including NAP, Provincial and Community Adaptation Plans; contributed to national, regional, and international processes and ministerial submissions.
Meet UNFCCC obligations	# Of reports, Meetings minutes		Achieved	All reporting and meeting obligations under UNFCCC complied with.
Climate Change Mitigation Advocacy on Low Carbon Development – LT – LEDS & Revised and Enhanced NDC, and relevant national reporting to the UNFCCC	BTR and National Communications	1	Achieved	NDC, BTR, and National Communications completed and submitted in line with UNFCCC requirements.

BTR and National Circumstances report				
Lead and coordinate the Climate Change Mitigation Initiatives in Country for the UNFCCC, Regional and National (National Positions, Ministerial Papers (Speech, statement etc.) -COP29 Reflection report - Quarterly catch on the UNFCCC - MWP Topic submission for the MWP GD & IFE's - Development Vanuatu's National Position for MWP, JTWP & Carbon Markets.	#COP29 Mitigation Reflection report #Mitigation team Quarterly meeting report # Mitigation National position developed #Intercessional Report #COP30 Mitigation report	1 4 1 1 1	Achieved	National positions, COP29 reporting, MWP submissions, and intersessional processes completed with national delegation support.
Prepare FNC 4th Project report	Comprehensive report detailing progress, challenges, and next steps.		Achieved	FNC process completed; transitioning to next phase.
Developed and submit NDC 3.0	Confirmation of NDC 3.0 submission.		Achieved	NDC 3.0 successfully submitted.
Program 6: Administration, Procurement, Support Services and Human Resources				
Procurement & Contract development Plans	Procurement plan submitted to approved by with reports to director Collect & achieve project procurement plan	# of reports	In Progress	Procurement plans developed and implemented in compliance with procedures; oversight strengthened with designated officer.
Lead the Department Tendering Processes as well as supporting the Project tender processes	Tender processes undertaken in compliance with CTB legislation and donor requirements with reports to Director -# of DOCC & project tender through CTB	# of Tender reports	In Progress	Tender processes managed in compliance with CTB and donor requirements with regular reporting.
Procurement and Compliances	Procurement processes undertaken in compliance with legislation and donor requirements with reports to director -report on procurement in compliant		In Progress	All procurement processes aligned with legislation and approved through Director and Project Managers.

	with legislation and donor requirement			
Procurement Communications	Copies of quotation is attached to assessment forms, submitted signing by Director # of quotation received & Assed LPO signed by director	# of reports	In Progress	Documentation and approvals processed through Acting Director; compliance maintained.
Reporting	Monthly reports to Director	# Of reports	In Progress	Regular reporting submitted through established management processes.
Management of Assets	Report of update DoCC Asset	Number of reports	Achieved	Asset tracking and management coordinated with CSU Asset Manager.
Contracts	MOCC C Plant 6.8 Secure TA and contract position # of TA & contract position for DoCC	Contract developed and signed	Achieved	Technical Advisor contracted to support Director's Office.
Trade-in	DOCC two car G1383 G1345	Every document sign submits	Move to 2026 BP	One vehicle submitted to PSC Fleet; second retained.
Lighting tubes	Led lights installed	- quote - verification - payment	Achieved	LED lights installed following procurement process.
Operations	DOCC Operations resources made available & accessible		In Progress	Administrative and operational support maintained.
LED screen TV	LED screen tv procured & installed		Achieved	Screen procured and installed.
General building repair	Repair building and report		Achieved	Maintenance and repair works completed.
Capacity training	Procurements/finance projects capacity training procurements process		Achieved	Staff trained on procurement and financial processes.
98AA/MGHA DPT Financial Reports	Department report (per quarter of 2025) Human resources report (# of reports produced	4	In Progress/Ongoing	Quarterly financial and HR reporting ongoing.

98AA/ MGHA In-house Projects Financial Reports	N# of financial reports produced per Projects and circulate for Approval	4	In Progress/Ongoing	Financial reports for in-house projects prepared and circulated regularly for approval.
Budget and NPP Entries for 2026 (cooperate plan pillar 1-soc 6.1.2)	Budget entered VBMS # of NPPs submitted and budget narratives		In Progress/Ongoing	Budget entries and NPP submissions progressing in VBMS in alignment with Corporate Plan priorities.
Supervise Finance & administration Officer	# of Monthly reports	12	In Progress/Ongoing	Monthly supervision and reporting maintained.
Support National climate Finance Task force	# Meetings attended	2	In Progress/Ongoing	Active participation in taskforce meetings and coordination activities.
Climate Finance W/shop with NGO'S and NAB	# of meetings	1	In Progress/Ongoing	Engagement with stakeholders continues; workshop activities underway.
Implement measurable improvement in climate change budgeting, financial statement, reporting, audit processes, procurement practices, project management and transparency policies	# Of meeting attend	3	In Progress/Ongoing	Continuous improvement through meetings, coordination, and system strengthening.
Climate Finance stock take	# of report, meetings attended	2	In Progress/Ongoing	Stocktake and consultations ongoing to strengthen financial tracking.
Well Manage NPP budget throughout the activities	# NPP Financial reports	2	In Progress/Ongoing	Coordination meetings conducted with development partners.
Climate change Donor Coordination	# of meeting minutes attended	4	Ongoing	Reports received and monitored from stakeholders.
Monitoring and reporting of CC mitigation & adaptation programs implemented by key external stakeholders	Number of reports received		Ongoing	Ongoing operations
Quarterly Reporting Development	Number of Quarterly reports	4	Achieved	All quarterly reports completed and submitted.
Developed Annual Development Report (ADR)	Number of reports	1	In Progress	Report currently under preparation.

Development of Six Months Reports (SMRs) (Department & Projects)	Number of reports	2	In Progress	Pending inputs from PMU for completion.
Mid-Term Review Workshop	Number of review workshops	2	Achieved	Workshops successfully conducted.
GIS/V&A Training Development	Number of trainings	1	Achieved	Training delivered with support from PARTneR II and VBoS.
Vulnerability Impacts Assessment	Number of reports	1	Achieved	Assessment completed for Torba Province.
Development of M&E Framework Draft	Number of reports	1	Move to 2026 BP	Consultant support required (VCAP II/NAB).
M&E impact & beneficiary assessments on CCDRR Projects developments & programmes	Number of reports	1	In Progress	Torba assessment completed; other provinces scheduled for 2026.
Provide support to the development of the CCDRR Implementation Plan & Draft Corporate Plan	Number of reports	2	Ongoing	Contributions to policy and planning processes ongoing.
Data stock-take and collection	Number of Reports & Meetings Propose solutions to improve data collection from Departments	1	Achieved	Completed with PARTneR II and VBoS support.
M&E equipment's to be purchased	Number of equipment	1	Achieved	All required equipment purchased.
5.13. Community-based adaptation/mitigation Monitoring & reporting	Ensure community plans and action frameworks are developed within sectors and provinces		Achieved	Community-level monitoring and reporting effectively implemented.
Monitor implementation of COM decisions	Briefing updates of COM decisions and SMR reports on COM decisions		Ongoing	COM decisions tracked and reported through SMR updates.
Mainstream CCDRR Policies across other sectors	Government Policy consulted		Ongoing	Policy integration supported across government sectors.
Progress of activities (priority activities per DoCC Department) are evaluated	M&E Tracking Tool		Achieved	Activities tracked through M&E tools; dashboard upgrade planned for 2026.
Reports of projects implemented by DoCC are reviewed and analysed	Monthly reports submissions	12	In Progress	Monthly reporting ongoing; continuation into 2026 required.

Developed a streamlined data collection & project M&E indicator GES			Ongoing	Systems established and continuously improved
Develop annual campaign on specific biodiversity on climate issues			Move to 2026 BP	Planned for next implementation cycle
Facilitate and support in coordination and knowledge exchange visit on climate change between women, youths to climate change and national resource management			Ongoing	Activities implemented and coordinated across stakeholders
Payment process	Making sure that all Invoice, DSA, Imprest, Bills are committed and get approval from Supervisor & Director	12	Ongoing	All payments (DSA, imprest, invoices) processed in compliance with procedures
Filing	File according to LPO #'s and Mail Dates	12	Ongoing	Well tracked and reported
Monthly Warrant	Provide report on update budget	4	Ongoing	Well tracked and reported
Secretarial duties	Maintain good customer Relationship	16	Ongoing	Well tracked and reported
Asset	Re-new of contracts (aircon services) Services Assets (laptop etc.) Structure approved	3	Achieved	Well tracked and reported
MOCC. Cp.6.7 Facilitate the department restructuring to strengthen its resources and capacity to effectively deliver and managed climate change projects		1	Ongoing	Well tracked and reported
Suppliers contact list	All Suppliers		Achieved	Well tracked and reported
Vehicle trade in	Trade in		Move to 2026 BP	keep G1345
Program 7: Loss and Damage				

Provide Continuous Support to STRENGTH (Strengthening Loss & Damage Capacity in the Global South) Project. 2) Assist BOLD Project & MFAT L&D Activities.	Report Submitted	1	Ongoing	Coordinating and supporting implementation of L&D activities and systems. STRENGTH Project completed; BOLD Project commencing 2026
Loss and Damage Framework launch and validation	Report	1	Achieved	Successfully completed and launched
Program 8: Carbon Markets				
Support and coordinate the implementation of Article 6 of the Paris Agreement and Carbon Market	#Workshop Report submitted #Market Training Report [Markets]	1	In Progress	Workshop completed; ongoing coordination of carbon market readiness
Program 9: Institutional Strengthening				
Review of the Meteorology, Geological Hazards and Climate Change Act	1. Report on findings and gaps in the Act. List of recommendations for amendments or updates. 3. Stakeholder feedback summary	Comprehensive review of the Act's provisions. Assess the Climate Change Act's alignment with current needs.	In Progress	Provincial consultations completed; analysis ongoing
Progress DoCC restructure to PSC	Approved structure	Evaluate the restructuring process.	Achieved	Restructuring process completed and approved

2.3 Department of Energy

Activities	Output	Target	Status	Description for status
Program 1: Human Resource and Support Services				
Strengthen Institutional Capacity	Trainings and Skills Gap Analysis developed	1	Achieved	8 staff from the department attended trainings organise by partners related to Renewable energy
	Succession plan and Retirement Plan developed	1	Achieved	Department staffs participate in the HRD Plan development
	No of in-country Training for staff carried out	2	Achieved	UNDP organise Knowledge Sharing Workshop; HACR and UNDP financial regulation that two staff attended
	No of overseas Training for staff carried out	1	Achieved	5 Trainings organise by UNDP and JICA which 7 staff attended
	No of Recruitments of Interns/cadet under the VIPAM Intern program	2	In Progress	Recruitment progress, 1 intern recruited
	Implement DOE Structure	1	Move to 2026 BP	Positions yet to be filled
	Recruitment	3	In Progress	3 positions advertised; 1 filled
	Conduct periodic consultation meetings with donors and other government agencies	5	Move to 2026 BP	Ongoing engagement with donors & agencies
	Establishment of Donor Commitment	1	In Progress	Ongoing discussions with donors regarding pipeline projects
Asset management	No of report produced for Management faulty equipment replaced	2	Move to 2026 BP	No activity initiated.
	Regular Service maintenance of Vehicle carried out	2	In Progress	Maintenance up to date.
	Asset Valuation for Port Vila Concession conducted.	1	In Progress	Activity pending initiation.
	Project Asset Transferred Report Produced	1	Move to 2026 BP	Process initiated but not completed.

Ensure an Enabling Working Environment	Task board for DOE operations implemented	1	Move to 2026 BP	Activity not initiated.
	DoE Files Scanned to server	1	In Progress	Scanning ongoing; partial completion.
	Procurement Plan Implemented	1	Achieved	Procurement plan implemented successfully.
	Office 100% Operational	1	In Progress	Office functional with delay recruitment
	Resourcing of provincial offices. (Santo)	3	In Progress	Recruitment pending.
	Supplementary Budget developed	2	Achieved	Submission in 2024 and 2025
Strengthen Policy Planning and Legislative Framework	2025 Procurement Plan	1	In Progress	Implementation ongoing.
	2026 Annual Business Plan and Budget developed	1	Achieved	Submitted successfully.
	RE Generation Bill	1	In Progress	Consultation ongoing.
	IPP Regulation developed	1	No Update	
	Photovoltaic Self-Generation Regulation developed	1	No Update	
	Management policy model for Pentecost mini-grids	1	No Update	
	Electrical Work Safety Act		No Update	
	Electricity Supply Act	1	No Update	
Ensure Timely and Quality Reporting	SMR Developed & submitted	2	In Progress	Support the annual report
	Monthly project updates submitted	12	In Progress	Reporting ongoing for key projects (VREP II, Sarakata Hydro).
	Mission Reports submitted	10	In Progress	Reports submitted but incomplete.
	Staff Appraisals submitted	2	Achieved	All appraisals submitted.
	Quarterly Financial updates submitted	4	Achieved	Submitted as annual report.
	2025 Annual Development Report submitted	1	Achieved	Submitted through MoCC

	2025 Department Annual Report developed & submitted	1	Achieved	Submission 2025
	Electricity Generation/ supply/ consumption for Concession areas Report Developed	12	No Update	
	Petroleum Report Developed	1	No Update	
Monitoring Targets for NERM for Electrification and Energy Security			In Progress	Monitoring ongoing but limited progress.
Collection of Data to populate MRV Tool and LEAP Tool			In progress	Data collection ongoing.
Strengthen and promote awareness activities on energy efficient technologies and conservation measures			In Progress	Awareness activities ongoing but below target.
	2025 Communication Plan Developed	1	No Update	
	Provincial awareness for NGEF conducted	2	Achieved	Awareness conducted across 36 project sites
Government Budget Support	Number of Public awareness to be conducted on enacted MEPLS Law.	6	Achieved	Awareness activities delivered as planned.
Implement EE & C Act.	Energy Efficiency Appliances permits & other fees collected	1,000,000VT	Achieved	About 1,798,268m revenue collected
Program 2: Electrification				
Promote RE Technologies	Installation of stand-alone PV systems in HHs	70	In Progress	50 households reached; below target due to implementation constraints.
	Installation of stand-alone PV systems in MSME	10	In Progress	Limited uptake; only 1 MSME supported.
	Installation of stand-alone PV systems in Public Institutions	10	Achieved	Significant overachievement in public institution installations.

	Installation of Hydro power systems	2	No Update	
	10 mini-grids	5	No Update	
	Monitoring, Maintenance and Evaluation Report	37	No Update	
	Implementation of the NEMP	10	No Update	
	Replace generators with renewable energy in Saratamata	1	No Update	
	STAR-C	1	Move to 2026 BP	Awaiting funding, MoA endorsement, and GIP registration.
	Rectify VCH power generation	1	In Progress	Feasibility completed; delayed due to design issues.
Promote Electricity Access	Installation of service line connections	1	Move to 2026 BP	Pending NPP approval and implementation planning
	Relocate Saratamata power house	1	In Progress	Phase 2 progress
	Promote utilisation of RE systems		No Update	
	Rural solar PV water pumping systems installed	9	No Update	
	Mini grids	5	Move to 2026 BP	Installation ongoing; continuation into next year.
	Utility grid extension	2	No Update	
	Construction of the Solar PV & Battery storage for Tanna and Efate	1	Move to 2026 BP	Feasibility completed; procurement and detailed design pending.
	Construction of Hydro in Sarakata	1	No Update	
	Increase battery capacity in Sola	1	In Progress	Awaiting funding approval.
	1 solar PV micro grid systems (Lalinda in Ambrym)	1	Achieved	Installation successfully completed.
	Masdar PV solar farm	1	In Progress	Monitoring and system strengthening ongoing.
	DoE Steering Committee	1	No Update	

	ADB Mini-grids	Mini-grids	No Update	
	Takara and Tanna Geothermal Prospective PPA	1	No Update	
	Sarakata Watershed Policy	1	No Update	
	Funds for North East Malekula and East Santo LV secured	1	No Update	
	Implementation of NEMP	1	No Update	
	Vanuatu Solar Repair Project	1	Move to 2026 BP	Training completed (Tafea & Penama); implementation to continue.
	10 DFAT Mini-grids	5	No Update	
Program 3: Energy Security				
Implement the EE Act	Number of Public awareness to be conducted on the enacted MEPLS Law	(4) awareness with seasonal workers & agencies (2) RT with custom brokers (2) RT with customs border Officers (4) short videos	Achieved	Awareness conducted with customs brokers and border officers; remaining outreach activities pending.
	Number of units coming into the Country and certificates issued	2,000 units and 100 certificates issued	Achieved	1,994 units registered and 102 certificates issued, meeting and slightly exceeding target.
	Market surveillance to check compliance requirement of products	2 in Port Vila, and 1 in Santo	In Progress	Only 1 inspection completed in Port Vila; remaining inspections pending.
	Study to compare MEPS and labelling standard of well-developed economies for each product under schedule 1 to determine partial or full adoption	25% of study completed	Achieved	Study completed and incorporated into amended schedule.

	Review of import duty levels to introduce dynamic form of import duty based on energy labels and exploring on options to provide relaxation on other taxes like VAT	Increase in sale of 3 star and above products	In Progress	Awaiting response from Customs to proceed with policy changes.
Vehicle Emission Standard	Consult with respective agencies and petroleum suppliers		In Progress	Consultations conducted with petroleum suppliers and potential investors.
Green Building Initiative	Publicity through media to promote the adoption of green building guideline		In Progress	Collaboration ongoing with CTCN and MIA to integrate EE into National Building Code.
Vanuatu Coconut for Fuel Strategy	Consultations with respective agencies and provincial heads		In Progress	Consultations completed in 4 provinces.
Enhancing Vanuatu's market for energy efficient appliance	Affordability of energy efficiency appliances		In Progress	NGEF support confirmed for improving access to EE appliances.
LEDS adoption	Develop and carry out awareness creation programs on LED's adoption		In Progress	Awaiting funding approval.
Default temperature settings	Awareness creation on proper use of AC for residential and commercial application and importers encourage to import models that comes with default settings	4	In Progress	Provincial consultations completed; engagement with importers pending.
Implementation to the EEEAR	Amendments required to be made in the EE Act of 2016	10 consultations	In Progress	First draft received from State Law Office; consultations ongoing.
Efficiency cooks stove and copra dryers	Number of rocket stoves and copra dryers	3,000 EE stoves	In Progress	Implementation pending funding availability.

Energy Audit	Number of energy assessment done in the Public Sector	10	Achieved	Over 30 energy audits conducted (EE&C Team and RG Team).
<p>1. Onsite measurements of fuel storage and stocks before and after fuel tanker operations</p> <p>2. Conduct tests of petroleum fuels before and after fuel tanker operations.</p> <p>2. Periodic checks with SSP for petroleum product FIFO stocks and prices.</p> <p>3. Periodic checks with Origin Energy for stocks receipts and residential and commercial LP Gas prices</p>	<p>The SSP petroleum products diesel and petrol stock is checked and verified</p> <p>2. The density of the petroleum products supplied by SSP is checked and verified.</p> <p>The supply and distribution of petroleum products is checked and verified for price adjustments with the MOPS benchmark and FOB Singapore.</p>	<p>(4) Tanker monitoring in Port Vila with SSP</p> <p>(1) Tanker monitoring of LPG with Origin Energy in Port Vila</p> <p>(2) Tanker monitoring in Luganville with SSP</p> <p>(1) Tanker monitoring with Origin Energy in Luganville</p>	In Progress	Monitoring conducted in Port Vila and Santo (SSP and LPG); majority of scheduled tanker operations verified.
Fuel quality verification (all provinces)	(28) Fuel Quality Verification in the 6 provinces (4) Quarterly LP Gas stocks and price data updates	Ongoing	In Progress	Fuel density and quality verified across provinces; ongoing verification activities continue.
LP Gas stocks is frequently monitored for energy security and the LP Gas price is monitored and updated for information and analysis.	4 updates	Ongoing	Achieved	Regular monitoring and reporting of LP Gas stock levels and pricing maintained.
Fuel price monitoring & publication (MOPS benchmark alignment)	5 Price publications for fuel price adjustments and changes	Ongoing	Achieved	Price adjustments published and aligned with MOPS and FOB Singapore benchmarks.

Petroleum supply, stock and distribution monitoring	Continuous	Ongoing	In Progress	Stocks, supply chains, and pricing continuously monitored for energy security and compliance.
Petroleum Safety Act	Develop Petroleum Safety Act	10 consultations	In Progress	Provincial consultations completed in Sanma, Malampa, Penama, and Tafea; remaining consultations to be completed.
EV Adoption	Develop pilot demonstration project for 10 hybrid/electrical vehicles for government including solar car posts for charging of vehicles	6 consultations	In Progress	Stakeholder consultations underway; project design and implementation planning ongoing.

2.4 Department of Environmental Protection and Conservation

Activity	Output or Service Target	Target	Action	Status	Description for status
Program 1: Traditional knowledge and cultural sites preservation					
Development of CCA Management Plans capturing traditional resource management systems	Number of CCA management plans developed	3	Conduct community conservation area management plan workshops with communities having a traditional resource management system	Achieved	Three CCA Management Plans developed for Wusi Linturi, Nanamor Lehur, and Tekelele (South Epi), including Community-Based Fisheries Management Plans and integration of traditional resource management systems.
Development of Environmental and Social Safeguards Framework (ESSF)	Number of ESSF developed	1	Identify funding source; Recruit consultant; Carry out workshop; Finalize Framework; Endorse Principal EIA officer to follow up with VCAP 2	Achieved	Consultant (Frito Dolisco) engaged under VCAP II to undertake Social and Environmental Safeguards (SES); inception report completed and initial activities underway. However, progress is delayed due to pending payments and contracting of national consultant. Deferred to 2026: Full development and endorsement of the ESSF postponed due to budget constraints.
Program 2: Environmental governance					
Finalize review of EPC Act Part 4 Division 2	Number of legislative review	2	Conduct Provincial Legislative Review consultation for Penama, Torba and Tafea (Vcap2); ECARE for Shefa, Sanma and Malampa	In Progress	Provincial consultations initiated with validation workshop conducted in July 2025. VCAP2 supported logistics (transport and DSA) for Penama, Torba, and Tafea participation.

Amend EPC Act Part 4 Division 1 Bioprospecting (ABS)	Amended EPC Act gazetted	1	Complete Consultation of the ABS regs in Provinces along with NBSAP BAC functions review; permitting of imports of foreign organisms	Not Yet started	Activity planned for Q3 but delayed due to budget constraints; consultations and gazettal pending.
Review and Update the DEPC Strategic Plan	Strategic plan is finalised and Launched	1	Recruit consultant carry out consultation workshop internally and develop an updated strategy	Not Yet started	Activity not initiated due to budget constraints; consultant recruitment and consultations pending.
Amend International Trade (Flora and Fauna) Act and Regulations	Amended International Trade (Flora and Fauna) Act gazetted	1	Hire consultant. Convene stakeholder workshop on the amendment of the international trade act and regulation	Not Yet started	Planned for Q4 but likely postponed due to insufficient budget; preparatory activities not yet initiated.
Finalize and Launch ICZMF	ICZMF Launched	1	Conduct provincial consultation. Launch document	In Progress	ICZMF finalised; pending final consultations and official launch. Delay expected due to funding limitations; may shift to 2026.
Reviewed NISSAP Provincial Consultation	Number of provincial HQ and communities consulted	2	Conduct provincial consultation. Launch document	In Progress	Draft contract prepared for consultant to conduct awareness (Q3–Q4), but implementation delayed due to financial constraints; likely to move to 2026.
Support Biosecurity Bill drafting completed and submission to Parliament	Biosecurity Bill Approved by COM	1	IS NPP	In Progress	Bill currently under review by State Law Review Team; progress dependent on Biosecurity Vanuatu processes. Potential delay to 2026.

Program 3. Human resource capacity development					
EEOs training and adjustment to the use of reporting tool and database, for the purpose of monitoring EEOs works performances and progress include other specific training needs.	Number of refresher training report on performance undertaken	3	1. Main Provincial Outreach Office to Conduct monitoring & reporting training needs. 2. Conduct training according to training needs	Achieved	Target of 3 achieved with additional trainings conducted, including infographic design, video editing, photo capture, Kobo Toolbox, and database management system training.
	Number of other capacity building training attended to.		2. DEPC to provide training opportunities for building Capacity. 3. training on the use of DEPC Data base Management System	Achieved	Multiple staff participated in additional capacity-building trainings, including database system usage and technical skills development.
Conduct Compliance capacity building for DEPC Staffs	Number of compliance capacity building trainings conducted	2	Asbestos training and plastic flower workshops in Vila. Plastic flower workshop in Santo.	Achieved	Trainings conducted in Port Vila and Santo; supported asbestos removal oversight at Lolam House, Olympic Hotel, and Police Station (ongoing).
Strengthen Stakeholders engagement - joint EIA site assessment to proposed major projects site	Number of trainings	1	Consultation with Principals on Amendments and legal issues	In Progress	Consultations ongoing, contributing to amendments of waste management regulations.
EPIA Staff capacity building	Number of staff undertaking training	2	Engage to EIA staff to attend internship training oversea	Achieved	Staff attended multiple trainings including Kobo Toolbox, OCPP database management, and QGIS training.
Rotate EPIA Staff to assist provincial officers with EIA matters as part of capacity building and work placement experience	Number of EPIA staff rotated	1	EIA officer to spend 1 month in the province to assist with EIA matters	Not Yet Started	Activity not initiated due to budget constraints.

Attend capacity training at national, regional and international platform, for Invasive Species, Biodiversity and Conservation	Number of staff undertaking training	2	Complete overseas mission form. Attend training. Prepare trip report	Achieved	4 overseas trainings attended (NZ, Samoa, Fiji) on invasive species, NBSAP monitoring, BIOFINANCE, and GIS.
Conduct training on the use of DEPC database management system for DEPC Staffs	Number of trainings	1	Every DEPC staff and project staffs to be part of this training	Achieved	Training successfully conducted for DEPC and project staff.
Recruitment of three new staff to fill vacancies in the current DEPC structure and engagement of at least two interns.	Number of staff and interns recruited.	5	DEPC Finance and Admin to work with HR and PSC to recruit 3 staff and 2 interns	In Progress	4 cadets, 3 interns, EIA officer, and Finance officer recruited; Malampa extension officer recruitment ongoing.
Progress the new DEPC organisational structure to be approved and endorsed by PSC	New Organisational Structure Approved by PSC	1	Review and finalise the initially proposed structure with DEPC team and Ministry and final submission to be made to PSC	In Progress	Submission ongoing; awaiting HRM update on grading (GRT scale) for finalisation.
New DEPC office building construction is completed.	Completion of construction of office building	1	Ensure necessary resources and funding is available to the contractors to complete the construction	In Progress	Committees established for resource mobilisation and funding approval; construction progressing.
Procurement/Trade-in of two DEPC operational vehicles to replace the current vehicles	New vehicles procured	2	Trade-in current operational vehicles and procure new vehicles	In Progress	Documentation submitted to Finance; awaiting funding confirmation and alignment with COM directive on EV vehicles (liaison with NGEF ongoing).
Program 4: Environmental Impact Assessments and Planning					

Develop Strategic Environment Assessment and Site Specific and ESIA and ESMPs	Number of sites	2	Support consultant to conduct assessments in Futuna, West Ambrym, West Coast Santo, Big Bay Inland, South Epi, South Maewo	In Progress	Assessments completed for Futuna, South Epi, South Maewo, and West Ambrym. ESIA reports submitted and ESMPs consolidated into one document. Pending Director clearance and consultant payment by VCAP2/UNDP.
Conduct environmental audit on environmental permitting (Audits)	Number of EIA Audits conducted in all 6 provinces and Municipalities	5	conduct provincial audits; EP Checks	In Progress	Audits conducted in Sanma and Malampa; Tafea deferred to 2026 due to budget constraints. Additional outputs include 5 Area Council permits and 1 early warning backup system completed; South Maewo permit pending.
Consultations with Developers	Number of consultations carried out	15	Compliance Review and piloting of Environmental Auditing Template	Achieved	At least 18 consultations conducted with developers, exceeding target of 15.
Public consultations on development projects	Number of public consultations	3	compliance	In Progress	1 public consultation conducted against target of 3; additional consultations required.
Develop new and improvement of current EIA procedures	Number of EA procedure and guideline improved or established	3	Developed EA reporting form and consent form and Strengthen collaborative work with stakeholder and advocate EIA activity through different media platforms	In Progress	Draft improvements initiated (EP application form, audit template, reporting tools), but progress delayed due to earthquake response and workload pressures.

Consultation with developer on EIA implementing process and the implementation of permit conditions	Number of consultations with developers on EIA process	5	Consultation with developers and stakeholders, including both the government and private sector on the EIA process and the implementation of permit conditions	Achieved	Multiple engagement activities conducted including Environment Week (Santo), EIA workshops, and PSC/Shefa Day outreach.
PEA/EIA Public consultations on development projects	Number of public consultations	5	Undertake 5 PEA/EIA consultation on development projects	Achieved	7 public consultations conducted and at least 69 PEAs issued, exceeding target.
Strengthen Stakeholders engagement - joint EIA site assessment to proposed major projects site	Number of Joint EIA site assessment	5	Conduct joint visits (Consult with DLA on foreshore, Geology and mines, Water, Municipal, Tourism, Cultural centre and other relevant stakeholders	Achieved	6 joint assessments for major projects and over 80 for minor projects conducted, significantly exceeding target.
"Enforcement and compliance - Joint Environment Permit checks for project activities and EMMPs	Number of compliance report produced	3	Enforcement and compliance on Environmental Audit recommendations	Achieved	More than 6 joint compliance inspections conducted, ensuring adherence to EPC Act requirements.
Engaging an expert to undertake specific environmental impact assessment (full)	Number of full EIA completed	3	Engage 3 different EIA consultant or expert to undertake full EIA and produce report	Achieved	1 full EIA completed, 1 review committee meeting held, and 2 Terms of Reference issued; remaining activities ongoing.
Review of EPC Act section on EIA	Number of EPC Act, EIA section reviewed. Number of Regulations reviewed	1	Review the EIA fees considering the development categories and safeguard procedures	Not Yet Started	Activity not initiated due to budget constraints.

Development of M&E plan to track environmental permits annually	Number of M&E plan developed	1	Develop M&E plan	Achieved	M&E template developed and accessible to EIA officers, including senior management.
Program 5: Energy Sector Support					
Program 6: Waste Management, Pollution Control Chemical and Ozone Management					
Ozone import permits are assessed, verified and approved on time	No of applications approved	300	Use single window system and ensure applications are conducted on time	Achieved	More than 600 applications approved, exceeding target of 300; system functioning efficiently.
Trainings conducted to DCIR Officers, Customs Brokers, and RAC Technicians	Number of trainings undertaken	3	Organize and conduct trainings.	In Progress	2 RAC trainings conducted (Port Vila and Santo). No trainings delivered to Customs Officers and Brokers due to project closure; continuation expected in Q3–Q4.
Trainee Licence and License to handle ODS are verified, assessed and approved on time	Number of Full and Trainee Licenses	5	Process applications received	Achieved	13 licenses approved, exceeding target of 5.
Undertake compliance & monitoring work on Ozone Layer Protection Act	Number of compliance and monitoring activity	3	Collaborate with Compliance Officer and conduct compliance regarding Ozone issues	Achieved	3 compliance checks completed (Customs and Tanna). Additional checks for Port Vila and Luganville planned for Q3–Q4.
No of reports provided to UNEP and/or Ozone secretariat	Number of reports produced	2	Complete Article 7 and Country Programme reports and IS and HPMP progressive and expenditure reports as requested by UNEP	Achieved	All required reports submitted on time, including Article 7, Country Programme, HPMP progress and expenditure reports.

Number of demolished buildings that DEPC is involved with regarding testing for asbestos and waste management issues	Number of testing of asbestos conducted and waste management plans approved including data on recyclable wastes	2 demolished buildings; 2 asbestos report; 2 Waste management plan approved; data on recyclable waste received	Collaborate with contractors demolishing buildings to ensure DEPC's requirements are met	Achieved	Targets met with asbestos testing conducted, waste management plans approved, and recyclable waste data captured.
Work with donor partners who support activities for disaster waste	Number of donor partners identified	x2 donor partner and activities are identified, listed and progress on the activities	Collaborate with donor partner to achieve activities identified	Achieved	Two donor partners identified and activities implemented.
Conduct awareness to separate certain wastes such as concrete rubble, scrap iron, e-waste, cartons, green wastes and dispose at proper sites	Number of awareness conducted	general public and business houses	make awareness using text messaging	Achieved	Awareness campaigns conducted targeting general public and businesses on waste separation and disposal.
Purchase x3 40FT containers to be placed at Bouffa landfill to store e-waste generated	Number of containers of e-waste generated after earthquake is collected and stored in the 3 40FT containers	x3 containers filled with e-waste	Seek recovery funding or other donor fund to purchase the containers	In Progress	2 out of 3 containers installed; remaining pending due to funding constraints.
Assess drainage and sewage infrastructure in Port Vila (Govt 100-Day Plan as @ March 2025)	CBD Town Area drainage and sewage system to be	Improvement of sewage and	NWWTF to take the lead to develop report drainage systems,	Achieved	1 assessment report completed under Government 100-Day Plan.

	assessed and improved.	drainage on Port Vila	blockages and assess sewage network to COM for decision		
Issue Private Waste Operators' Licenses (PWOL)	Number of PWOL issued	4	Process applications for PWOL	Achieved	25 licenses issued, significantly exceeding target of 4.
Assistance to compliance for illegal waste dumping and other related matters	Number of reports ensuring illegal dumping of waste is addressed by investigating and issuing notices and/or penalties	2 reports, notices and or penalties served	Work with Compliance Officer and assist in this activity	In Progress	Compliance activities ongoing with enforcement actions undertaken as required.
Facilitate Basel and Rotterdam consents	Number application facilitated	x2 applications facilitated	Proceeds the applications as per process of Basel and Rotterdam conventions	Not Yet Started	Activity not initiated due to budget constraints.
Submit Waste management NPPs	Number of new NPP submitted	x2 NPPs submitted	Write the NPPs	In Progress	NPP development ongoing; submission in progress.
Continue to ensure organic waste is collected from around Port Vila and deposited at the site to produce compost;	Number of compost bags collected	Monday - Friday: 8 trucks containing green waste /day , Saturday: 3 trucks - 1000 compost bags	Collaborate with V-Organic and ensure D is achieved	In Progress	Regular collection maintained (8 trucks/day weekdays, 3 trucks Saturdays); compost production ongoing.
Awareness on waste separation and composting is conducted	Number of Awareness of waste separation and	10 awareness conducted to communities	Collaborate with V-Organic and ensure awareness is conducted	Achieved	Awareness conducted during Environment Week and community engagements; however, full target of 10 not clearly documented.

	composting is being done	and which communities			
Collaborate with Dept of Local Authority(DLA) and produce a CoM paper for dumpsite establishment in the provinces	Number of CoM paper produced and submitted to CoM for approval	x1 CoM paper for establishment of dumpsite approved	Follow up with DLA for their support to draft CoM paper and finalise and submit to CoM	Achieved	CoM paper prepared and dumpsite established in Malampa Province.
Write request letter to Minister of Lands for acquisition of land for dumpsites pending CoM approval of Dumpsite establishment	Number of request letter to Minister of Lands	1	Write letter	In Progress	Process initiated alongside Malampa dumpsite establishment; follow-up ongoing for formal land acquisition.
Fund the conduction of meeting by Lands Officers with landowners to identify true landowners	Number of consultation meeting conducted	1	prepare logistics for the meeting	In Progress	Engagement underway in Malampa; consultations progressing to confirm land ownership.
Collaborate with provinces to produce Letter of Agreement (LoA) between landowner willing to lease their land for dumpsite	Number of LoA produced	2	Follow up with provinces and those who have agreed with landowners to provide LoAs	In Progress	Progress made in Malampa; additional LoAs pending for other provinces.
Conduct activities of fencing and access road to dumpsites	Number of fencing is done for two province; x1 access road is constructed in one province.	x2 fencing; x1 access road	Work with DEPC Finance Officer and DoF to make payments	In Progress	Initial works completed in Malampa; remaining works pending due to funding/logistical constraints.
Implement Waste Water Task Force Committee Workplan	Number of Activities Implemented	10	Logistics, payments of equipment , number of regulation orders passed	Achieved	Workplan activities implemented with coordination across WWTF committee.

Work with WWTF committee to address concerns raised regarding waste water pollutant discharges	Number of raised concerns are discussed by WWTF committee and actions taken to address the issues	2	collaborate with WWTF committee to take actions to dress the issues	In Progress	Issues discussed and actions undertaken through WWTF coordination mechanisms.
Ensure payment for the boat for monitoring purposes is purchased	Number boat purchased	1	complete RFQ for boat and submit to DoF for payment	Achieved	Boat successfully procured to support monitoring activities.
Construction of waste treatment plant at the Vila Central Hospital (VCH)	Number of Waste treatment plant is constructed	1	follow up and support the logistics of the construction with VCH	Achieved	Waste treatment plant constructed at VCH.
Conduct meetings as required with the WWTF committee	Number of meetings held to discuss complaints and issues raised	4	Logistics, payments of equipment , number of regulation orders passed	Achieved	More than 4 meetings conducted, exceeding target.
e-waste is collected ; 40Ft containers bought, installed and updated to cater for e-waste training; and training is provided to communities. A system is set up to export e-waste	Number of of collection oof e-waste, training conducted; system set up for e-waste export	100 items of e-waste collected; 20 participants are trained to dismantle e-waste;	Follow up with DoF to purchase 40FT containers, payment of materials for upgrading containers and contractors payments, then conduct activities.	In Progress	E-waste dismantling team established and activities ongoing; full system for export and training still under development.
Produce implementing documents for draft Chemical Safety Act	Number of Implementing documents for the Chemical Safety Act is produced	4	Work with Technical person for the production of the documents	Not Yet Started	Awaiting draft bill from SLO; progress delayed due to budget and legislative process timelines.
Final reports for the project are produced and sent to UNEP	Number of Report	1	Collaborate with Technical person to produce the	Not Yet Started	Reporting delayed due to funding constraints and pending activities.

			implementing documents		
Conduct final consultation meetings with National Chemical Coordinating Committee (NCCC)	Number NCCC meeting conducted	1	conduct logistic process for the NCCC meeting	Not Yet Started	Activity postponed due to budget limitations.
Work with SLO to finalise Chemical Safet Act (CSA) draft Bill and amendment to the Waste Management Act when SLO provides the draft bills	follow up with SLO about CSA draft bill	1	follow up with SLO and if bills are ready, to work with SLO to finalise for presentation in parliament	Not Yet Started	Due to budget constraint, will be move to 2026
Conduct hazardous waste training in collaboration with Responsible Care	conduct training	1	Conduct logistics for the training	Not Yet Started	Due to budget constraint, will be move to 2026
Support to Disaster Waste Project	Number of procurements	x1 bulldozer, x2 JCB, x2 dump trucks are procured	Work with SWAP team and DoF to procure dump truck, JCB and a bulldozer	In Progress	Procurement underway; dump truck for Santo Municipal Council in progress (expected delivery 31/07/2025). Procurement of bulldozer for Port Vila landfill under consideration.
Committing to Sustainable Waste Actions in the Pacific (SWAP) project - Phase 2	Number of project activities completed		Work with SWAP team to ensure logistics to start the phase 2 project are conducted	Not Yet Started	Activity not initiated due to budget constraints.
SWAP Project - Phase 1	Number of project activities completed	Procurement of x2 used oil containers construction of slab x2	Work with Finance Dept to ensure payments are released to reach the targets in column D	In Progress	Procurement of used oil containers and infrastructure completed; some procurement activities ongoing and linked with broader waste management support.

		used oil containers at Melektree, office container with necessary upgrades completed			
Establish E-waste Working Group (WG); conduct consultation meetings policy and regulation of E-waste; containers to store e-waste procured	Number of E waste working group meeting conducted	E-Waste WG Committee established Consultations on policy regulations draft e-waste policy x2 40Ft containers of e-waste procured	Work with E-Waste GEF Islands Pacific Project Coordinator and assist to conduct meetings for policy and regulation and other logistics	In Progress	E-waste Working Group established and consultations conducted; draft policy developed and containers procured. Dismantling team still being finalised.
Container Deposit Scheme (CDS) CoM paper to be approved by CoM; CDS draft instructions for legislation and regulation to be submitted to SLO	Number of COM paper developed and submitted	x2 CDS draft instructions on Product Stewardship Act and CDS regulation submitted to	Work with Compliance Officer MoCC and have the draft instructions reach SLO and work with PacWastePlus and WG CDS committee and SLO	Achieved	CDS draft instructions submitted to SLO; process progressing towards parliamentary approval.

		SLO; Vanuatu parliament approve by mid year or end of year	when draft bills are drafted for finalising		
Awareness on re-usable nappies are conducted in Vanuatu	Number of awareness materials produced are used to conduct awareness	x3 awareness materials produced; x5 awareness to communities	Work with PacWastePlus team and contractor to support this activity	Achieved	Awareness materials developed and outreach conducted in communities.
Wan Smol Bag awareness on waste separation, diapers and composting issues is conducted	Number awareness materials produced are used to conduct awareness	x2 awareness material produced; x5 awareness conducted to communities	Work with PacWastePlus team and Wan Smol Bag to conduct the activities	Achieved	Awareness materials (including video) developed; community outreach ongoing.
Conduct asbestos management training	Number of asbestos management training Participants	12 participants	work with consultant team and PacWastePlus team to facilitate training	Achieved	Training successfully conducted with required number of participants.
Work with J-Prism 3 and assist in logistics for activities for 2025	Number of project activities completed	3	Assist J-Prism 3 experts as required	In Progress	Ongoing support provided to J- PRISM 3 activities as required.
Program 7. National and International Environmental Obligations					

Prepare periodic national reports for International Conventions & Treaties	Number of national reports prepared and submitted	2	Hire consultant where necessary. Prepare and Submit CITES Annual Report and UNCBD national Report. Prepare documentations for Vanuatu's accession to Cartagena Protocol	Achieved	CITES and RAMSAR reports for 2024 successfully prepared and submitted.
Attend IUCN Conservation Congress	Report and Number of Site events attended	1	Complete overseas mission form. Attend meeting. Prepare overseas trip report	In Progress	Nominated staff unable to attend due to medical reasons; no participation recorded.
Attend GEF Focal Points Meeting for GEF 9 Replenishments	# of Priorities submitted for GEF 9 Replenishment	3	Complete overseas mission form. Attend meeting. Prepare overseas trip report	Achieved	Representation ensured with Dean W attending on behalf of GEF Focal Point; additional participation by NAB and government representatives in Cook Islands meeting.
Review and update of NBSAP	NBSAP is updated and submitted through UNCBD CHM	1	NBSAP review and update by Core Team, Establish Core Team for NBSAP Update and expert groups to support update of NBSAP review. Carry out Consultations in Provinces to collect activities for NBSAP and Develop New activities and present on two national workshops then finalise NBSAP and Submit.	In Progress	Drafting underway; validation planned for Q3 and submission scheduled for Q4.

Prepare and submit 7th National Report to UNCBD	Report is published on UNCBD CHM	1	Develop TOR for Consultant, Recruit Consultant, Organise Meetings and consultations. National Report is endorsed by Director Generals Office and is submitted by the National Focal Point to UNCBD Secretariat	In Progress	Consultant identified; contract pending signing to commence activities.
Voluntary submission for the 5th National Report on the Cartagena Protocol	Report is published on UNCBD CHM	1	Consultant with Biosecurity Vanuatu and Customs and Inland Revenue	Achieved	Voluntary Cartagena Protocol report successfully submitted.
Carry out a Policy and Legislative Review to align to UNCBD Global Biodiversity Framework (GBF)	Report completed	1	Consultation and workshop in Port Vila & Luganville by core team and consultant	Achieved	Reports completed and received by DEPC following consultations in Port Vila and Luganville.
Develop a M& E tool aligning with the GBF Monitoring tool	M&E tool Developed	1	Consultation workshop and write ups by Core Team and Consultant	Achieved	M&E tool developed by NBSAP Core Team to support implementation tracking.
Attend UNCOPs and other relevant international meetings	# of meetings and conferences attended and Reports	1	Complete overseas mission form. Attend UN COP. Prepare overseas trip report	Achieved	Multiple international meetings attended including RAMSAR COP15, CITES COP, and UNFCCC COP30, with representation across agencies.
Program 8: Sustainable Financing					
Strengthened Coordination and Monitoring of GEF Funded Projects and Asses possibility of Establishment of GEF Secretariat in DEPC	Consultations report and COM Paper is prepared	1	Cary out consultations with Relevant Ministries and prepare report of Consultation and presentation to ADG. Prepare COM Paper	In Progress	Monitoring workplan developed; implementation phase pending. Further consultations and COM paper preparation required to progress establishment of GEF Secretariat.

Conduct Biodiversity Finance Workshop	Number of workshops conducted	1	Conduct Biodiversity Expenditure Review (NBSAP), Develop cost estimate for GBF related actions in aligned NBSAP, Conduct Biodiversity harmful subsidies, Develop finance action plan	Achieved	Biodiversity Finance workshop successfully conducted under BIOFIN project, including expenditure review and financing discussions aligned to GBF priorities.
CDS Trust Fund Establishment	Number of Trust Fund	1		In Progress	Initial steps underway toward establishment of CDS Trust Fund; further technical and institutional arrangements required.
Implementation of Payment of Ecosystem Services Policy	Number of communities access to payment	1		In Progress	Collaboration ongoing with Department of Energy and Fanafo Area Council; trust fund mechanism under development to facilitate community payments for ecosystem services.
Program 9: Biodiversity, conservation, ecosystem and research					
Conduct Protected Area Site Assessment	Number of PA site Assessment	5	Recruit consultant. Assist consultant in the field to carry out assessment	Achieved	Assessments conducted for 5 sites (Torres – 3, Mota – 1, East Vanua Lava – 1) by Ecolivelihood Development Vanuatu.
Conduct Biodiversity Rapid Assessment	Number of BIORAP conducted	3	Recruit consultant. Assist consultant in the field to carry out assessment	Achieved	7 BIORAPs conducted across multiple CCAs and marine sites (ECARE, IUCN, DEPC), exceeding target of 3.

Conduct specified species assessment (Namalao, Coconut Crab, Banks Flying Fox, Collard Petrel, Leatherback Turtle, Hawksbill, Green Turtle)	Number of specified species assessment conducted	3	Recruit consultant. Assist consultant in the field to carry out assessment	Achieved	3 species assessments conducted (Coconut Crab – Torres; Banks Flying Fox – Mota; Invasive Rats – Nusumetu).
Develop specified species management plans for species Listed above)	Number of Specified Species Management Plans	3	Recruit consultant. Assist consultant in the field to carry out assessment. Facilitate consultation with relevant stakeholders	Achieved	3 management plans developed/reviewed (Banks Flying Fox, Coconut Crab, Shearwater).
Conservation Area Boundary Mapping (Both Geodetic Mapping and GIS Mapping)	Number of Conservation area boundary mapping	3	Apply for imprest. Liaise with Lands survey to plan and execute activity in the field. West coast Santo, BigBay Inland and South Epi	Achieved	13 conservation areas mapped across multiple islands, significantly exceeding target.
Rehabilitation of degraded areas in conservation areas in collaboration with NGOS, and Private Sectors	Ha of degraded area rehabilitated	2	Apply for imprest. Liaise with community to rehabilitate degraded area	Achieved	2.5 ha rehabilitated across Tanoliu, Mataloi, Sarate, and Malaklolop, exceeding target of 2 ha.
Research on Giant African as supplementary feed for poultry feed	Number of imported pure breed to commence feed	1	Apply for imprest. Liaise with VAC on phases of implementation	In Progress	Initial supplier engagement underway; progress constrained by financial limitations and may be deferred to 2026.
Surveillance assessment on LFA and Control in current & new Sites	Total Area Cleared or treated (ha)	3	Apply for Imprest, Contact Community Point of Contact, Carry out Surveillance and treatment on site	In Progress	New LFA sites identified (Tongoa, Mota, South Malekula); surveillance completed with treatment planned for subsequent phases.

Identify and purchase equipment and Manage or Control Rat Species	Items and equipment's	50 Traps purchased	Collect quotation, make payments to supplier, collect equipment and spread across CBD Area to control Investation of Rats.	In Progress	Procurement confirmed under PRISMMS project (Nusumetu CCA); distribution and deployment ongoing.
Conduct biological control and chemical control for priority invasive species in collaboration with NGO and Privates Sectors	Type of treatment and number of sites treated	2	Apply for Imprest. Work with interested communities	In Progress	Training on safe chemical use conducted under PRISMMS (SPREP). Field implementation planned (July) but dependent on availability of funds.
Facilitate and registered new CCAs	Number of CCAs Registered	5	Apply for imprest. Work with interested communities to conduct CCA Registration workshops and other relevant activity to complete registration of CCA	Achieved	5 CCAs registered, including Akhamb Malebur, Wusi, Linduri, Wawa, and extension of Wairua CCA.
Provide training to community management committee to enforce CCA Management Plans	Number of community trainings provided	5	Apply for imprest. Liaise with communities to provide training to CCA committees	Achieved	Multiple trainings conducted across CCAs (Vatthe, Nanamor, Maskelyne, Wusi, Linduri, Kerepua), exceeding target.
Provide CCA Rangers training	Number of Rangers training provided	4	Apply for imprest. Liaise with CCA Rangers. Arrange logistics for CCA Rangers to participate in the training	Achieved	At least 5 ranger trainings conducted (marine, terrestrial, NBSAP consultations, GEF Small Grants), exceeding target.

Conduct workshop on NBSAP monitoring system and policy coherence action plan	Number of workshop conducted	1	Apply for imprest. Arrange for workshop. Invite participates	Achieved	Workshop conducted as part of NBSAP Core Team retreat in Santo (November).
Finalise national METT Manual	Number of METT Manual developed	1	Lessons learn from conducting METT assessments in the CCAs will assist with the development and finalization of the METT manual	In Progress	METT training conducted; manual development underway with completion expected in Q1 2026.
Conduct CCA METT Assessments and complete CCA annual reports	Number of METT assessment conducted and number of CCA annual reports completed	5	Apply for imprest. Liaise with CCA committees for METT assessments. Arrange logistics to travel to CCAs to conduct METT assessment	In Progress	METT piloted for Wusi and Linturi; additional CCAs under review (Vatthe, Penoru, Tasmate, Elia, Tabwemasana).
Incentivies communities to implement protected area management plans and species management plans	Number of communities accessing funds	5	Work with communities on process to access funds	Achieved	5 CCAs supported with equipment (laptops), enabling implementation of management plans.
Assessment and operational and budget recommendations at both CCA and national/MPA level	Number of CCAs and MPA assessed	4	Carry out the assessment for both the CCA and national/MPA levels and prepare their operational budget recommendations.	Not Yet Started	Activity dependent on ECARE project; planned for Q3 but pending implementation.
Peer to peer cross visits and training	NUmber of exchange visits	2	Organize and carry out the peer to peer exchange visits with chosen PAs/CCAs	Achieved	Multiple exchange visits conducted (Pele, Tanoliu, Erakor Bridge); additional exchange planned (West Coast Santo).

Mapping and Assessing Marine Protection Priorities in Vanuatu for KBA	Number of Marine KBAs	4	National Coordinating Group to organise the assessment	In Progress	Steering Committee established and initial meeting held (June); assessments pending and may shift to 2026 due to funding constraints.
Assessing the Impacts of Kava Cultivation on Biodiversity Vanuatu.	Number of case studies	1	Assess impacts of kava cultivation on biodiversity of Vanuatu	Achieved	Case study completed in North Pentecost by EDV.
Koroliko (<i>Ardenna pacifica</i>) plastic pollution and population monitoring	Number of monitoring reports	2	Carry out the monitoring and tagging of the birds	In Progress	Field assessment completed and samples sent to Australia; awaiting results to finalise report.
Program 10: Outreach, Communications and Awareness					
Development of Awareness Materials for Invasive Species, Biodiversity and Conservation	Number of awareness materials developed	100	Design, print, distribute	In Progress	Awareness materials for threatened species designed; printing and distribution pending due to budget constraints.
Carry out schools and community awareness on Invasive Species, Biodiversity and Conservation awareness	Number of Schools and Communities receiving awareness on IS, Biodiversity and Conservation	2	Apply for Imprest. Arrange Logistics. Conduct awareness. Prepare report	Achieved	Awareness conducted in at least 10 schools and communities across Santo, Tongoa, Tanna, and Mota, exceeding target.
Awareness on EIA process through media outlets	Number of material type produced	3	Request approval from Director Get quotes from three suppliers Prepare LPO requisition Commit LPO	Achieved	At least 3 awareness activities conducted, including radio interview, Environment Week outreach, and Shefa/PSC Day engagement.

Celebrate World Environment Day and National Environment Week	Number of events held in Vanuatu	1	Organise committee to discuss activities. Finalize with plans and budget. Organize logistics for celebration. Launch and undertake National Environment Week activities.	Achieved	Environmental Week successfully conducted in Santo with stakeholder participation.
Conduct DEPC Awareness activities in the three provinces Sanma, Malampa and Tafea activities through radio program and other media outlet.	Number of Awareness conducted	3	Plan & organise activities with the appropriate budget allocated. Commit LPOs for appropriate activities	Achieved	Activities completed in Sanma; ongoing rollout planned for Tafea and Malampa before end of 2026.
Produce Education and Awareness materials for DEPC	No. of Awareness materials produced	5	Design, print, distribute	Achieved	Materials reviewed, redesigned, and over 2,000 copies printed and distributed.
Conduct Community Clean up Campaigns in the three provinces Sanma, Malampa, Tafea.	No. of clean-up campaign conducted	9	Plan & organise activities with the appropriate budget allocated. Commit LPOs for appropriate activities	In Progress	Campaigns conducted in Sanma during Environment Week; remaining activities planned for Tafea and Malampa.
Conduct DEPC work awareness in Sanma, Malampa and Tafea Provinces	No. of Awareness work conducted in schools/communities	3	Plan & organise activities with the appropriate budget allocated. Commit LPOs for appropriate activities	In Progress	Activities completed in Sanma; rollout ongoing for Tafea and Malampa.
	Number of awareness through media in provinces		Organise with appropriate media companies to do awareness	Achieved	Media awareness activities successfully conducted across provinces.

Printing of EIA implementing documents	Number of EIA application forms and information materials printed	10	EIA awareness materials to be printed and distributed ot schools and communities	Achieved	More than 60 environmental permit (EP) application materials issued, exceeding target.
Printing of EIA awareness materials	Number of awareness materials printed	3	Request approval from Director Get quotes from three suppliers Prepare LPO requisition Commit LPO	Not Yet Started	Activity not initiated due to budget constraints.
Program 11: Data management and sharing					
Develop DEPC Centralize database	Number of DEPC Centralized database developed	1	Organize activities with OCPP/UK. Data Management Developed and use by DEPC staff	In Progress	Centralised database development underway in collaboration with OCPP/UK; system expected to be completed and operational by end of July.
Program 12: Institutional Strengthening at Provincial Level					
Assist Compliance Officer in enforcement and compliance Work of DEPC on Sanma, Malampa, Tafea provinces	No. of Enforcement and compliance work assisted	3	1.Liaise with DEPC compliance officer to plan activities, 2.Commit appropriate budget to activities, 3.undertake compliance activity in the provinces, 4.provide reports of the activity.	Achieved	Compliance support provided across all three provinces (Sanma, Malampa, Tafea), meeting target.
Establish environment model schools in provinces	Number of model schools established on province.	3	Plan & organise activities with the appropriate budget allocated. Commit LPOs for appropriate activities	No Yet Started	Activity not initiated due to budget constraints.

Provide IS, Biodiversity and Conservation refresher training to Provincial Officer, including training on Invasive Species treatment methods	Number of trainings provided to Provincial officers	2	Plan & organise activities with the appropriate budget allocated. Commit LPOs for appropriate activities	Achieved	Three trainings conducted (GPS & Kobo Toolbox, Biodiversity Research – Vanuatu Petrel, and Little Fire Ant Control), exceeding target of 2.
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2.5 Vanuatu Meteorology and Geo-Hazards

Activities	Output	Target	Status	Description for status
Program 1: Management, Administration, Policy & Planning				
Activity 1.1 Develop and submit plans	2024 Annual Report Against Business Plan completed	1	Achieved	Annual report prepared and aligned with Business Plan.
	An annual Business Plan for 2026 completed.	1	Achieved	2026 Business Plan finalised and submitted.
	VMGD Strategy Development Plan proposal finalized	1	Achieved	Strategic development plan completed.
Activity 1.2 Develop, Compile and submit reports	Number of Mid-Term or Six-Month Reports	3	Achieved	All required reports completed and submitted.
	Number of VMGD & Project staff activities mission report.	20	Achieved	Mission reporting requirements met.
	Number Quarterly Reports Submitted to Admin	24	In Progress	Half of reports submitted; remaining to be completed.
	Number of Quarterly Reports submitted to CUS	4	In Progress	Submission ongoing; partial completion.
Activity 1.3 Organize meetings (Face to Face & Virtual Meeting)	Number of Management Meeting Organized	12	Achieved	All management meetings conducted.
	Number of General Staff Meeting Organized	4	In Progress	2 out of 4 meetings conducted.
	Number of Admin Division Meeting Organized	12	Achieved	Meetings conducted as planned.
	Number of VMGD Business planning meeting organized	2	Achieved	Planning meetings successfully completed.
	Number of Virtual Meetings	20	Achieved	Virtual coordination maintained effectively.
Activity 1.4 Monitor and Assess VMGD staff performances	VMGD staff performance is well monitored and assessed	All VMGD Staff	Achieved	Staff performance monitored and evaluated.
Activity 1.5 Manage Staff work ethics	Staff punctuality is managed	90-100% of Staff are punctual	Achieved	High punctuality maintained; minimal disciplinary cases.
	Reduce number of disciplinary actions	0-1 disciplinary actions taken	Achieved	Progress
	Internal Work Environment Policy in Place	1	Move to 2026 BP	Policy development postponed.

Activity 1.6 Effective management of department asset and utilities	Ensure all VMGD utilities are up and running at all times	100% operational	Achieved	All utilities functional.
	Number of assets procure in 2023	1 Asset inventory report	In Progress	Inventory update ongoing.
	Number of Maintenance services		In Progress	Maintenance activities ongoing but incomplete.
	VMGD office stationaries		Achieved	Adequate supply maintained.
Activity 1.7 Finance Reports	VMGD Monthly expenditure report	12	Achieved	All financial reports submitted.
	Provide Monthly expenditure on project fund	12	Achieved	Project financial reporting maintained.
	Monthly record of fuel usage	12	Achieved	Fuel tracking completed monthly.
Activity 1.8 Budget Entry for 2024	Budget entered into the Vanuatu Budget Management System (VBMS)		Achieved	Budget entered into VBMS.
Activity 1.9 Local Purchase Orders (LPOs)	Number of LPOs committed	>100 per Quarter	Achieved	Procurement processes maintained.
Activity 1.10 New Project Proposal (NPP)	Number of NPP submitted and approved	2	Achieved	NPPs submitted and approved.
Activity 1.11 Revenue Initiative & Collections	Develop Commercial Policy on Costing of VMGD products	1	Move to 2026 BP	Proposal development postponed.
	Number of VMGD revenue VMGD policies reviewed		In Progress	Engagement in regional and international processes continues.
	Reviewed Cost of Climate Data based on data resolutions and durations completed	1	In Progress	Review of pricing structure ongoing to better reflect data resolution, duration, and service delivery costs.
Activity 1.12 Revenue Initiative & Collections	Develop Commercial Policy on Costing of VMGD products	1	In Progress	Development of commercial costing policy underway to strengthen revenue generation.
	Number of VMGD revenue VMGD policies reviewed		Achieved	Revenue policy reviewed for aviation sector.
	Reviewed Cost of Climate Data based on data resolutions and durations completed	1	In Progress	Continued work on data pricing framework aligned with service delivery costs.
Activity 1.13 Develop small grant project proposal for donors	Number of new projects proposed developed	2	Move to 2026 BP	Proposal development postponed due to prioritisation and resource constraints.

Activity 1.14 Regional & international obligation	1-To strengthen policies 2-Improve VMGD Services 3-Improve capacity building	1	In Progress	Engagement in regional and international initiatives continues to strengthen VMGD services, policy alignment, and staff capacity.
Program 2: Human Resources Development & Outreach Programs				
Activity 2.1 Human Resources Developmen	To ensure that VMGD structure is implemented to fill in vacant positions		Achieved	Implementation of VMGD structure underway with key positions filled.
	Ensure the Revised VMGD structure is approved and implemented	1	In Progress	Structure submitted and currently under review with PSC.
	Facilitate training to improve and develop VMGD staff capacity and competencies	4 (Quarterly) Training reports	Move to 2026 BP	Training program postponed due to resource and scheduling constraints.
	Source external experts to undertake internal training for Divisions in need	1 (Quarterly) Training reports	Move to 2026 BP	External training support not secured within reporting period.
	Facilitate and support staff application for further University studies for Bachelor/Masters/PHD		In Progress	Staff supported to pursue further academic development.
	Support and approve applications for collaborative research with VMGD and international institutes		In Progress	Engagement with international research institutions continues.
	Encourage VMGD staffs to undertake deeper analysis in the form of case studies for various in hazards affecting Vanuatu		In Progress	Staff encouraged to conduct hazard-related case studies; outputs emerging.
Activity 2.2 Effective Products and services outreached to the last Mile	Strengthen services to schools and rural communities	5 Mission Reports	Achieved	Outreach missions conducted in Tanna, Malekula, Pentecost, and Ambrym with support from Van-KIRAP.
Activity 2.2 Effective Products and services outreached to the last Mile	Coordinate the WMO day in collaboration with Department of Water	2 Mission reports	Achieved	Celebrations held in Tanna and Malekula schools.

	Participation in the international awareness days (ICT Day, Tsunami Day, disaster days career talks, environmental week, IDRR Day and etc...)	5 Mission reports	Achieved	Participation in ICT Day, PSC Day, IDRR Day, Tsunami Day, and other awareness activities.
Activity 2.2 Effective Products and services outreached to the last Mile	Ensure consistency of messages and information from VMGD		In Progress	Consistent dissemination of meteorological and hazard information maintained.
Program 3: Quality Management System				
Activity 3.1 Sustain Quality Management System on Aviation	Number of documents submitted (internal audits and management reviews) for aviation weather services certification by ICAO	90-100% of documents submitted	Achieved	Required documentation submitted to maintain aviation weather service certification under ICAO standards.
Activity 3.2 Initiate Development of the Climate Services Quality Management System	Number of documents	80-100% of documents documented	Achieved	Climate services QMS documentation developed and established.
Activity 3.3 Review and strengthen Marine Weather Services Quality Management System	Number of documents and products send to clients and stakeholders	50-70% of documents documented	In Progress	Documentation and service improvement ongoing for marine weather services.
Activity 3.4 Maintain and update SOPs for standard operations in all VMGD divisions	Number of SOPs maintained	6	Achieved	SOPs updated and maintained across all divisions.
Program 4: Observations and Data Collections				
Provision of weather and climate monitoring	24/7 continuous measuring, recording, and dissemination of weather and climate data.	a. Synoptic data -17,520 b. Metar – 29,200 + c. Upper Air Data – 730+	In Progress	Data collection ongoing but targets not fully met due to limited human resources.
		d. 17 Staff Administration Leaves	In Progress	Staff absences (17 on leave) affecting service delivery.
		e. 2 + Staff	Move to 2026 BP	Recruitment required to strengthen operations.
		f. 7 stations	Move to 2026 BP	Expansion pending resources.
2. Infrastructures, Instruments & Standards	a. Monthly AWS General Maintenances are performed for all provincial sites.	a.12 General maintenance report h.	Achieved	Regular AWS maintenance conducted across provinces.
	b. All manual station metadata is updated & documented	b.6 Metadata report	Move to 2026 BP	Metadata updates pending.

2. Infrastructures, Instruments & Standards	c. All rain gauges are maintained and operational	c. 24 rainfall visits reports	Move to 2026 BP	Maintenance not completed due to resource constraints.
	d. Quality data for all manual stations	d.13 + Stations	Move to 2026 BP	Data quality improvements pending.
		e.6 stations	Move to 2026 BP	Upgrades postponed.
3 Compliance	a. SOPs and manuals are reviewed & updated	a. All seven synoptic sites have access to updated SOPs	In Progress	SOPs reviewed and updated; implementation ongoing
	b. All weather observers are certified and competent	b.7 weather stations	Move to 2026 BP	Certification pending.
4 Staff training and development	Certified and competent AMOs	2 + Weather Observers	Achieved	Initial staff certified.
		2 + Weather Observers	Achieved	Additional certifications completed.
		10 + Weather Observers	Move to 2026 BP	Training postponed due to funding constraints.
		10 + Weather Observers	In Progress	Limited progress (1 station) due to financial constraints.
	Certified and competent AMOs	10 + Weather Observers	Move to 2026 BP	Further certification required.
5 Performance Management System	Weather Observation business plan is achieved	21 Staff 7 Staff	Achieved	Business plan implementation achieved across staff.
Community and School's Outreach	VMGD information used by the community for resilient development	10 Outreach Missions	Achieved	Outreach successfully conducted; VMGD information supporting community resilience.
Program 5: Weather Forecasting and Services				
Activity 1.1 Aviation Weather Services	A. Dissemination of Terminal Aerodrome Forecast (TAF) for NVSC, NVSG, NVSS, NVSL, NVVV, NVVW AND NVVA	1460	No Update	No Update
	B. Dissemination of Area Forecast (ARFOR)	1095	No Update	No Update
	C. Dissemination of Route Forecast (ROFOR) for Air Vanuatu Flights departing Bauerfield and Pekoa for International Airports	Depend on flights	No Update	No Update
Activity 1.1 Aviation Weather Services	D. Terminal Trend Forecast(TTF) when weather condition warranted for NVSS, NVVV and NVVW	Depends	No Update	No Update

	E. Incident Report	Depends	No Update	No Update
	Improve existing products and develop new Products when required	1	No Update	No Update
Activity 1.2 Marine Weather Services	A. Dissemination of Marine forecast in graphic and text	1460	No Update	No Update
Activity 1.2 Marine Weather Services	B. Dissemination of Marine Warnings when Weather condition warranted	Depends (issued 4 times daily)	No Update	No Update
	C. Dissemination of High Seas Forecast in graphic and text	730	No Update	No Update
	D. Dissemination of High Seas Forecast when weather condition warranted	Depends (issued twice daily)	No Update	No Update
Activity 1.2 Marine Weather Services	E. Incident Report	Depends	No Update	No Update
	F. Live Marine weather briefing to domestic boat captains	1	No Update	No Update
	G. Improve existing products and develop new Products when required	2	No Update	No Update
Activity 1.3 Public Weather Services	A. Radio Vanuatu Forecast product, issued every four hours in texts and graphics	1460	No Update	No Update
Activity 1.3 Public Weather Services	B. 7-Day Weather Forecast in graphic and text	730	No Update	No Update
	C. Surface Chart in graphic	1460	No Update	No Update
	D. Forecast Policy	730	No Update	No Update
Activity 1.3 Public Weather Services	E. Forecast uploaded on VMGD website automatically. ie. Himawari satellite image, weather charts	365	No Update	No Update
	F. Provincial Forecast displayed on VMGD website for the tourism prime spots	365	No Update	No Update
	G. Cities Forecast	365	No Update	No Update
	H. Severe Weather Warning issued when weather condition warranted	Depends (issued every 6hrs)	No Update	No Update
Activity 1.3 Public Weather Services	Recorded Variables, data provided by the Observation Division	365	No Update	No Update
	J. Incident Report	Depends	No Update	No Update

	K. Improve existing products and develop new Products when required	1	No Update	No Update
Activity 1.4 Tropical Cyclone (TC) Services	A. Dissemination of TC information, Advisories and Warnings bulletins.	Depends -information (issue every 12hrs) -Advisories (issue every 6hrs)	No Update	No Update
Activity 1.4 Tropical Cyclone (TC) Services		-Warnings (issue every 12hrs)	No Update	No Update
	B. 5-Day TC Outlook	360	No Update	No Update
	C. Tropical Cyclone Seasonal Report	1	No Update	No Update
Activity 1.5 Tsunami Advisory Services	A. Tsunami Information, Advisory, and Cancellation product	Depends -information issue once -Advisory issue hourly or 30 mins	No Update	No Update
Activity 1.5 Tsunami Advisory Services	B. Tsunami Exercise and Test	10	No Update	No Update
	C. Tsunami Event Report	Depends	No Update	No Update
Activity 1.6 Media Services and Centre	A. Prerecord weather recording weather messages through Free Toll Number 116	730 or more during change of weather and TC	No Update	No Update
	B. Setting up of media center		No Update	No Update
Activity 1.7 Hydrological Weather Services	Initiate the creation of flood forecasting bulletins/Warnings in text and graphic format	2	No Update	No Update
Activity 1.8 Internal Training And External Training	A. Aviation forecast refresher training	01-Mar	No Update	No Update
Activity 1.8 Internal Training And External Training	B. Marine forecast refresher training	01-Mar	No Update	No Update
	C. Public weather forecast refresher training	01-Mar	No Update	No Update
	D. Tsunami refresher training	01-Mar	No Update	No Update
	E. Tropical Cyclone refresher training	1	No Update	No Update
	F. Radar user interface training	1	No Update	No Update

	G. Ocean buoy user interface training	1	No Update	No Update
	H. Meteo Factory and Synergie upgrade training	1	No Update	No Update
	I. AWS platform training	1	No Update	No Update
	J. Flood forecasting system training	1	No Update	No Update
Activity 1.8 Internal Training And External Training	K. Quality data control training	1	No Update	No Update
	L. Mobile monitoring equipment training	1	No Update	No Update
	M. Interpretation of weather warnings workshop	1	No Update	No Update
Activity 1.8 Internal Training And External Training	N. VBTC run Media training		No Update	No Update
	O. Impact Base Forecast training		No Update	No Update
	WMO Class 1 or Diploma in Meteorology	1	No Update	No Update
	Tropical Cyclone Course(TCC), Pacific Met Council, Regional met & WMO related trainings, updates and new developments	5 or more	No Update	No Update
Activity 1.9 WFSD product awareness and consultation	Marine products, Public Commercial products and Tropical Cyclone products.	3	No Update	No Update
Activity 1.10 Case Studies and Research	Severe weather report	3	No Update	No Update
Activity 1.11 Review of Standard Operating Procedure	Update SOPs/template/instructions for WFSD	23	No Update	No Update
Activity 1.12 Planning and Budget	Engage in the VMGD Business, corporate planning and annual budgeting for 2024.	2	No Update	No Update
Activity 1.13 Appraisal	Appraisal	3 times each year	No Update	No Update
Program 6: Climate Services				
Activity 1: Planning and Administration	1.1 Climate Division Business & Budget Plan for 2025 completed	1	Achieved	Business and budget plan developed and implemented.

	1.2 2025 Work plans Developed	4	Achieved	All divisional work plans prepared.
	1.3 2025 Appraisals compiled and submitted	4	Achieved	Staff performance appraisals compiled and submitted.
	1.4 Climate Services quarter meetings conducted	4	Move to 2026 BP	Meetings not conducted as planned.
	1.5 VMGD Annual Planning Retreats attended	2	Achieved	Active participation in VMGD planning retreats.
	1.6 MoCC Annual Planning Retreat Attended	1	Achieved	Participation ensured alignment with ministry priorities.
	1.7 Quarterly reports submitted by Staff	1	In Progress	Reporting ongoing; partial completion.
	1.8 Climate Services Annual Report submitted	1	Achieved	Annual report prepared and submitted.
Activity 2: Develop & Review Procedures, Directives & Contracts	2.1 ENSO Directive Reviewed	1	Achieved	ENSO directive reviewed and updated.
	2.2 Climate Services Division Operational Procedures reviewed	4	Move to 2026 BP	Procedures not updated.
	2.3 MoU with HCDI reviewed	1	Move to 2026 BP	Existing MoU remains valid; no review required.
	2.4 MoU with World Vision strengthened	1	Move to 2026 BP	Existing MoU remains valid.
	2.5 Vanuatu Framework for Climate Services initial review phase completed	1	In Progress	VFCS integrated into VMGD Strategic Plan.
Activity 3: Workshops and Meetings	3.1 2025 Pacific Islands Climate Outlook Forum attended	2	Achieved	Participation in regional climate outlook forums.
	3.2 2025 National Climate Outlook Forum Conducted and Report Provided	1	Achieved	National forum conducted and report produced.
	3.3 Climate101 Trainings conducted	2	Achieved	Multiple Climate101 trainings delivered.

	3.4 National, Regional & International Workshops	5	Achieved	Active participation in climate-related workshops.
Activity 4: Human Resource Development	4.1 Climate Refresher Training conducted	1	Achieved	Refresher training delivered.
	4.2 Training & Development Plan for Climate Services developed	1	Move to 2026 BP	Plan not developed.
	4.3 WMO's advanced climate training for climate officers	1	Move to 2026 BP	Opportunity targeted for 2026.
	4.4 Succession Plan for Climate Services developed and implemented	1	Move to 2026 BP	Not developed.
	4.5 VRN Officer Vacant Post filled	1	Move to 2026 BP	Position remains vacant.
	4.6 Senior Data Management Officer vacant post filled	1	Achieved	Position successfully filled.
	4.7 Recruit students on attachment	12	Achieved	Attachments supported for capacity building.
Activity 5: Research & Development	5.1 Pre IPCC-Season Meeting attended	1	Move to 2026 BP	Not attended.
	5.2 Number of Pre – COP meetings attend	1	Achieved	Participation ensured.
	5.3 Regional and International research dialogue attended and report submitted	1	Move to 2026 BP	Not undertaken.
	5.4 Research Policy developed	1	Achieved	Policy developed.
	5.5 Research Proposal Developed and Submitted for Funding	1	Achieved	Funding secured (VCAP II).
	5.6 Impact Data Compiled	1	Achieved	Data compiled and analysed.
	5.7 Number of Case studies published	2	Move to 2026 BP	Not completed.
	5.8 Surveys and Feedbacks on products and services conducted	3	Achieved	Feedback collected to improve services.

	5.9 Joint research projects are conducted in partnership with universities	1	Achieved	Joint research implemented in partnership with academic institutions.
Activity 6: Quality Management System	6.1 Verification of VMGD's QMS for Climate Information Services aligning with ISO 9001 standards and guidelines	10-20%	Achieved	Initial QMS verification completed in alignment with ISO 9001 standards.
	6.2 Contribute to ensuring Quality Management System on Aviation Weather Services meets ICAO standard.	20%	Achieved	Contribution ensured compliance with ICAO standards for aviation services.
Activity 7: Climate Services Division products and Services	7.1 Vanuatu Climate Update (VCU) issued	12	Achieved	All scheduled VCU bulletins issued.
	7.2 Early Action Rainfall Watch (EAR Watch) issued	12	Move to 2026 BP	Not produced due to human resource constraints.
	7.3 Fisheries Bulletin issued	12	In Progress	Production ongoing but below annual target.
	7.4 Tourism Bulletin issued	12	In Progress	Ongoing development and dissemination.
	7.4 Develop Water Bulletin	1	Move to 2026 BP	Development delayed due to limited capacity.
	7.5 Fisheries Bulletin and VOO refined into single product	1	Move to 2026 BP	Product integration not completed.
	7.6 Monthly Climate Summary compiled	12	Move to 2026 BP	Not completed due to staffing constraints.
	7.7 State of the Climate 2025 compiled	1	Move to 2026 BP	Compilation delayed
	7.8 ENSO Outlook Released	1	Move to 2026 BP	No ENSO activity observed in 2025.
	7.9 2025/26 Tropical Cyclone Season Outlook released	1	Achieved	Seasonal outlook successfully released.
	7.10 Online Climate Outlook Forum attended	12	Achieved	Continuous participation in online forums.
	7.11 Community Climate Centres monthly briefing conducted	12	Achieved	Regular community briefings delivered.

	7.12 116 Free Toll updated	12	Achieved	Service maintained and updated monthly
	7.13 Traditional Knowledge Bulletin issued	2	Achieved	Traditional knowledge integrated and disseminated.
Activity 8: Climate Data Management	8.1 All program under Data Management Coordinated	1	Achieved	Data management systems coordinated effectively.
	8.2 Data backlog reduced	1	Achieved	Data management systems coordinated effectively.
	8.3 Climate Database and Equipment Operationalized	1	Achieved	Significant backlog reduction achieved.
	8.4 All historical and real time data archived	1	Achieved	Data successfully archived.
	8.5 Update the climate diary with reference to extreme or annual events	2	Achieved	Updates linked to impact database.
	8.6 Attend to request from client	12	Achieved	All client requests addressed.
Activity 9: Data Archive	9.1 Data Storage Facility Coordinated	3	Achieved	Storage systems coordinated.
	9.2 Final Restoration of Archive Room-Clean, Logical storage and apply Permanent Labels	1	Achieved	Archive room restored and organised.
	9.3 All historical and real-time data archived	1	In Progress	Archiving ongoing for full integration.
	9.4 Integrating data to data portals/ CIS developed from partners e.g BoM, CSRIO, NIWA etc..	1	Achieved	Data integrated into partner systems.
	9.5 Develop SOP for Data Digitization - clear work process and sustainability	1	Achieved	Digitisation SOP established.
	9.6 Develop SOP for Scanning Process and Machine Maintenance.	1	In Progress	SOP under development.
	9.7 Archiving all 2022/2024 Field books - Store in CLiDE and Archive room	1	No Update	No Update

	10.1 Data analysis provided based on customers request	10	No Update	No Update
	10.2 All Climate Data are homogenised	10	No Update	No Update
	10.3 Homogenization SOP Script developed and implemented	1	No Update	No Update
	10.4 Quarterly performance report submitted		No Update	No Update
	10.6 Contribute to the preparation of the climate quality and annual summaries	1	No Update	No Update
	10.7 Provide phone briefing to clients and other enquiries	3	No Update	No Update
	11.1 Digitization report of metadata on sites specifications detail	1	No Update	No Update
	11.2 Rain gauge installation Report	6	No Update	No Update
	11.3 Report on Payment for rainfall volunteers	12	No Update	No Update
	11.4 Report of Climate and Weather products send to provincial VRN volunteers	12	No Update	No Update
	11.5 Work with VRN to distribute TK Monitoring forms to 83 VRN & TK Focal persons for past and existing TK Sites	100	No Update	No Update
	12.1 Indigenous knowledge on weather and climate, and oceans collected	50	No Update	No Update
	12.2 Verification and Evaluation of all TK Data and Indicators	1	No Update	No Update
	12.3 All the TK products to be printed out and store them and ready for distribution	1000	No Update	No Update
	12.4 Work with other government department & NGOs with shared TK goals	2	No Update	No Update

	12.5 Portals and Apps Operational	2	No Update	No Update
	12.6 Installation of TK Signboards	2	No Update	No Update
	13.1 Website Customized and Operational	1	No Update	No Update
	13.2 Vanuatu Observational Networks expanded and operational	1	No Update	No Update
	13.3 Community CIS Sites operational	6	No Update	No Update
	13.4 Number of Climate Products Disseminated and Report Provided	1000	No Update	No Update
	13.5 Vanuatu Climate Futures Portal Operationalized	1	No Update	No Update
	13.6 Vanuatu Climate Hazard Portal Operationalized	1	No Update	No Update
	13.7 OSCAR System operationalized	1	No Update	No Update
	14.1 Number of Awareness Activities conducted with support from other government agencies	10	No Update	No Update
	14.2 Number of New Awareness Material developed	10	No Update	No Update
	14.3 New platforms of communication established	2	No Update	No Update
	14.4 Impact-based Forecasting integrated into Awareness materials	1	No Update	No Update
	14.5 Participate in National and International Days/Significant events	5	No Update	No Update
	14.6 Educate media on warning dissemination to improve public awareness	12	No Update	No Update
Program 7: Geohazards Monitoring and early Warning System				

75DDA To ensure the sustainability and enhancement of the volcano, seismic and tsunami monitoring and early warning system	Efficient and accurate monitoring of Volcano, Seismic and Tsunami activity within the region	Maintain observations for volcanoes, seismicity and tsunami in real-time 24h/7 days for volcanic eruptions early warning	Achieved	Continuous real-time monitoring of geohazards maintained for early warning services.
	Volcano seismic Monitoring stations and transmission links maintained and (or) serviced annually	All Established Geo-hazards monitoring stations and all transmission links	In Progress	Maintenance ongoing; some stations require servicing and upgrades.
	a) Ensure appropriate data flow from the global, regional, and local network to the national data centre	I. All Data streams up to date and daily records II. Work with the ISPs Technical team to ensure that the link to the outer station is uninterrupted	In Progress	Data flow maintained; coordination with ISPs ongoing to improve connectivity reliability.
		Active status of the link connections from VMGD network	In Progress	Systems installed; staff training scheduled for Q2 2026.
		Tsunami monitoring software and instalments	In Progress	Systems installed; staff training scheduled for Q2 2026.
		All installed tsunami sirens	Move to 2026 BP	Installation postponed due to resource constraints
		Geo-Hazards Warning Centre Operational	Achieved	Warning centre operational and supporting early warning services.
		All volcano, seismic and monitoring stations data	In Progress	Data collection ongoing; some gaps due to station and connectivity issues.
		All Geo-hazards servers and the ORSNET back-up centre	Achieved	Systems operational; maintenance scheduled for 2026.
		Two volcano seismic station	In Progress	Vanua Lava station installed; Gaua station deferred to 2026.
Geo-Hazards division products and services				
75DDB To Produce and inform/disseminate Geo-hazards updates (normal & crisis period) to relevant authorities, the	Collaborate with international scientific institutes (the Volcanic Ash Advisory Centre in Wellington, IRD France etc..) to provide	Monthly Bulletins: 12 Crisis Bulletins	Achieved	Monthly geo-hazards bulletins issued; crisis bulletins produced as needed.

general public and local communities	information about Vanuatu volcanoes, earthquakes and tsunami threats			
75DDC Awareness and outreach program	Engage in outreach awareness and Community out reach activities	6 communities: 3 volcano & 3 earthquake awareness	Achieved	Ongoing: one (ORSNET) Pending request
		Establish the board and draft implementation plan	Move to 2026 BP	Board establishment and planning postponed.
Crisis Operation				
75DDD Undertake rapid assessment of volcanic eruption, earthquakes and tsunami crisis	a) Liaise with NDMO, and other stakeholders in terms of advice for their disaster response plan and action in times of volcanic eruptions, earthquake and tsunami crisis		Achieved	Technical advice provided for disaster response planning and actions.
	Operations rapid response to a Geo-hazard's crisis events		Achieved	Timely response provided during hazard events.
	a) Carry out post hazard assessments in response to any minor/major volcano, earthquake or tsunami event		Achieved	Post-event assessment conducted (e.g., M7.3 earthquake 2024) in collaboration with EarthScience New Zealand.
	a) Ensure a dedicated vehicle is on stand by for operations and the involvement of the departments administration for logistics		Achieved	Logistics and vehicle support ensured for rapid deployment.
Research and development				
75DDE To enhance the current scientific and monitoring knowledge in Geo-Hazards Division	Plan and undertake on the Job/inhouse training and refresher trainings on operation SOP's, Monitoring SOPS and work ethics	Volcanology: 2 Seismology: 2 Others: 2	Achieved	Operational refresher and SOP trainings successfully conducted across divisions.
	a) Coordinate training workshops and attachment with other counterparts in Geo-Hazards field	Volcano unit: 1 staff Technicians: 1 staff Seismo unit: 1 staff 2 trainings	Achieved	Capacity building through attachments and technical training completed.
	a) Participate in regional and international conferences, trainings and seminars	1 Domestic field Pending international collaboration	Achieved	Participation in domestic activities; international collaboration engagement initiated.

75DDF Establish and Maintain collaborations with regional institutes to enhance early warning systems with regards to Volcanoes, Earthquakes and Tsunami's.	a) Establish and maintain agreements/MoUs with research institutes (s)/ personal (s) to further enhance knowledge on the Geological hazards in Vanuatu	SATREPS EMVOLDIVA VOLVAN MOORE SMART CABLE Pending collaboration request	In Progress	MoUs under development (IFREMER, GeoScope); expected completion Q1 2026.
		Ongoing: one (ORSNET) Pending request	Achieved	Existing collaboration maintained; additional partnerships pending.
Standard Operating procedures and division management				
75DDG To ensure an efficient and high standard operation of the Vanuatu Geo-Hazards Division	a) Review and update all SOP's/guidelines and templates when required to ensure enhancement of Geo-hazards monitoring and early warning system capabilities	All operations, monitoring and technical SOPs within the Geo0hazards division	In Progress	SOPs under review to strengthen monitoring and early warning capabilities.
	a) Ensure the Geo-Hazards business plan is implemented	Geohazards 2025 BP	Achieved	Business Plan implemented successfully.
75DDH Proper management of Geo-Hazards staff and assets	VMGD Annual meeting		Achieved	Annual coordination meeting completed
	2: Biannual and annual report		Achieved	Annual coordination meeting completed
	3: Part A, B and C of PMR		Achieved	Required reports submitted.
	All Geo-hazards Assets		Achieved	Performance reporting completed.
Program 8: ICT & Engineering				
Increase data & computing support services for VMGD Data centre		Each divisions/units has auto schedule rights for printing, wireless access and file sharing repositories	Ongoing	This is an ongoing activity annually and is up to date
		Monthly reports submitted for administering helpdesk database	Ongoing	This is an ongoing activity annually and is up to date

		<p>a) All database servers undergone maintenance with reports produced</p> <p>b) Clide & Clidesc database is maintained and supported. Upgrade CliDESC (& Scopic) for additional features</p> <p>c) Connect database is maintained and supported. Apply upgrade where for additional features</p> <p>d) Traditional Knowledge database is maintained and supported.</p> <p>e) Apply upgrade where necessary for additional features</p> <p>f) Helpdesk Support database is maintained and supported.</p> <p>g) Apply upgrade where necessary for additional features</p>	Ongoing	This is an ongoing activity annually and is up to date
		Media room is setup and equipped with recording devices for toll free number 116 and with a TV Weather Station	In Progress	Setup ongoing; partial completion.
		All department Servers undergone maintenance with reports produced	In Progress	
		Procure & installation of Central Data Collection System for receiving inbound data from observatory sites	In Progress	

	Ensure all data and services employ scheduled automatic backups	Logs of scheduled backups are produced	Ongoing	This is an ongoing activity annually and is up to date
	Ensure appropriate data flow from the regional network and outer stations both observation and seismic & volcano stations to the national data centre and vice versa with accurate data storage capacity	Data streams up to date and daily records	Ongoing	This is an ongoing activity annually and is up to date
	Update the observation instrument and ICT asset inventory	Observation equipment/instruments are registered in the instrument database	Ongoing	
	Employ secure Internet support services	Firewall Policies tightened and documented.	Achieved	Subscription done annually - done for this year
		DNS subscription services supported annually	Achieved	Subscription done annually - done for this year
		SSL security certificate employed	Achieved	Subscription done annually - done for this year
	Enhance the quality use of anti-spam, malware and anti-viruses' protection services	Install an enterprise version of anti-virus software	Move to 2026 BP	
		Anti-Viruses, anti-spams and malware applications employed and updated	Ongoing	This is an ongoing activity annually and is up to date
		Security application subscription service supported annually	Achieved	Subscription done annually - done for this year
	Data Quality Check	Automate data quality checks	In Progress	
	Establishment of Backup-Warning Centre in Luganville.	ICT & Engineering works for setting up Replica of the Port Vila Warning Center in Luganville, Santo.	In Progress	

	Website Administration: work with each divisions to discuss improvement of relevant divisions' services online	Website updated	Achieved	
	Manage and populate intranet site (portal) with department's or division's internal and appropriate information	Intranet fully operational and up-to-date	In Progress	
	Additional Modules		In Progress	
	Cloud-based infrastructure configuration, setup, and installation.	Physical Server equipment assessing and design	Move to 2026 BP	
		Install server systems and apply cloud based setup	Move to 2026 BP	
Expand telecommunication coverage links from outer stations to VMGD Data centre.	Maintain and Support HF communications equipment and reception on each station. Complete installations for other stations.	HF Communications equipment is well maintained	In Progress	
		Install HF in 3 remaining Meteo Stations	In Progress	
	Star Link communication	Star-link installations for White grass, Aneityum, Lonorore, Namplontafo and sola met stations	In Progress	Complete installations for Whitegrass and Aneityum in Q2. The other sites in progress.
	Polish HF communications reception on each station	Acquire HF communication equipment for all 6 Observation sites.	Move to 2026 BP	
	GTS MSS maintained	GTS MSS operates smoothly	Ongoing	This is an ongoing activity annually and is up to date
	WIS 2 Implementation	Implement WIS 2 to run parallel with GTS	Move to 2026 BP	
	Work with the ISPs Technical team to ensure that the link to the outer station is functional	Monitor the link connections from VMGD domain network	Ongoing	This is an ongoing activity annually and is up to date

	Liaise with TRBR for updating VMGD's radio frequencies	Update and regulate Meteorology and Geohazards radio frequencies	Achieved	Done annually to let TRBR know about VMGD's radio frequencies
	Development of data portal and monitoring for Automatic River gauge (ICT & Climate)	<ul style="list-style-type: none"> a) Hydrological Database developed and integrated into existing ICT systems, and populate with river data b) Standard Operating Procedures and Manual developed c) Training of VMGD staff in database operations and data analysis d) Training of DoWR and VMGD staff in the use/functionality of the new CLEWS process 	Achieved	Eagle.IO is up and online
	Integration of data into CLEWS and for Water Sector EWS – Automatic River gauge (ICT & Forecast Div)	<ul style="list-style-type: none"> Integrate hydrological data/system and develop flood-based CLEWS b) Develop Standard Operating Manual and Procedures 	No Update	
	Integration of data into multi-sector CLEWS (Climate Div)	<ul style="list-style-type: none"> Integrate ocean observations into existing IT systems Develop Standard Operating Manual and Procedures Develop and link data to online tools, web platforms and CLEWS Apps for multi-sectoral users. 	No Update	

	Integration of data into EWS (ICT& Forecast)	Radar database integrated into existing IT systems (MeteoFactory and SmartMet).b) Establish new CIS and disseminate it via IT web portals, SMS and EWS Apps	Move to 2026 BP	Radar installations completed but data dissemination will be happening this December 2025. Will do the integration next year.
Increase support and sustainability for equipment infrastructure	Weather instruments serviced, maintained and calibrated at the outer Met stations – manned & unmanned stations	Sensors calibrated – Meteorological instruments and Hydrological instruments	Achieved	
		Inspect outer Met stations maintenance done by Observer on site	Achieved	
		Inspect outer Met stations maintenance done by hired local contractors.	Achieved	
	Deliver Basic Maintenance Instrument training to outer station Observers on site	Update training documents b) Prepare & submit training plan Organize & Run training to Observers	In Progress	started this task but in quite a slow pace due to workloads
	Hydrological instruments - river gauges and tide gauges are maintained and support	Automatic River Gauges and Tide gauges are serviced and maintained	Achieved	
	Upper Air station & Hydrogen Generator	Upper Air station shed well maintained b) Hydrogen generator is functioning Water filtration is functioning	Achieved	

	Sunshine recorder deployment	Sunshine recorder deployment at some met stations	Move to 2026 BP	Training was taken this year and due to project activities meeting datelines this year, this task is move to 2026.
	Tsunami Sirens maintained or serviced quarterly.	Sirens are maintained serviced and tested	Move to 2026 BP	
	New standard engineering workshop – location at the gate entrance of the MoCC Compound	Standard engineering workshop renovated and is properly setup. Workshop is usable	Achieved	Renovation complete. Workshop usable not yet as awaiting handing over and equipped.
	Expanding Vanuatu's rainfall monitoring system. Installations for AWS and ARG in the remaining sites.	Assist in the installation of AWSs, ARiGs and ARGs	Achieved	
	Ensure safe electrical appliances/equipment installations and operations in VMGD buildings	Check power consumptions for the Server Room (DC) & the building	Ongoing	This is an ongoing activity annually and is up to date
		Air conditions quarterly serviced with maintenance logs	Ongoing	This is an ongoing activity annually and is up to date
		Lightings bi-annually serviced	Ongoing	This is an ongoing activity annually and is up to date
	New Standby generator installation	Standby generator replaced and installed, is functioning	Achieved	New standby generator installed in Q2
	Existing standby generator maintenance	Carry out planned maintenance	Achieved	
	Ensure all network/data communications devices, equipment, receivers & transceivers are regularly serviced & maintained.	Network/Data Communications devices, equipment, receivers, antennas are cleaned & maintained biannually	Ongoing	This is an ongoing activity annually and is up to date

	Installation of communication networks for River Gauges, Flood Warning Systems, and AWS at the installation sites for data transmission to VMGD Data Centre.	Installation site is surveyed Network diagram is designed and communications network is setup and configured accordingly to diagram.	Achieved	
	Upgrade of transmission hardware equipment for quite remote sites (Namplontafo AWS) in Santo improving data transmission	a) Installation site is surveyed 1. Network diagram is designed and communications network is setup and configured accordingly to diagram.	In Progress	
	Expanding Vanuatu's rainfall monitoring system. Installations for AWS in the remaining sites.	Port Resolution AWS installation	Achieved	
Multi-hazard Early Warning & Monitoring systems	Ensure Geohazards Warning centre's operational equipment is up and running	Geo-Hazards Warning Centre Operational	Ongoing	This is an ongoing activity annually and is up to date
	Maintain all seismic network connectivity.	Support maintenance for network connections for all seismic stations with in the Country.	Ongoing	This is an ongoing activity annually and is up to date
	Maintain and enhance regional seismic network connectivity	Regional seismic network/server well maintained	Ongoing	This is an ongoing activity annually and is up to date
	Maintain, MeteoFactory, Synergie systems	Maintenance report	Ongoing	This is an ongoing activity annually and is up to date
	Ensure TC Module is maintained regularly and is fully operational during Cyclone Season	Maintenance report	Ongoing	This is an ongoing activity annually and is up to date
	Equipment monitoring system in place to remotely monitor all instruments installed in the observatory sites.	Equipment monitoring system developed or installed 7 Interface system is made	Achieved	

		accessible to ICT & Eng staffs for monitoring purposes		
ICT/Engr Management & Operations	Provision of contingency plans for VMGD response for power and communication failures	Revisit the plan and update where necessary	Move to 2026 BP	
	Update ICT/Engineering Operations Directive including all systems operations procedures	ICT/Engineering Operations Manual updated	Ongoing	This is an ongoing activity annually and is up to date
	Engage in the VMGD Business/corporate planning and annual budgeting	Plans developed, reports written, assets controlled and staffs well managed	Achieved	
	Report annually and bi-annually on the ICT/Engineering operations and achievements	Reports compiled	In Progress	This is an ongoing activity annually and is up to date
	Assess staffs through staffs appraisal	Appraisal submitted	Achieved	
	Control the ICT and equipment assets	Equipment inventory checked and updated bi-annually	Ongoing	This is an ongoing activity annually and is up to date
	Ensure the ICT/Engineering business plan is well implemented within means and timeframe	ICT/Engineering Business plan well implemented, annual report	Ongoing	This is an ongoing activity annually and is up to date
	QMS documents updated, tested and verified	ICT/Eng. QMS documents updated and made available	Ongoing	This is an ongoing activity annually and is up to date
	Monitoring systems manual developed	Manual document made available	In Progress	This is an ongoing activity annually and is up to date
	ICT/Engineering staff's capacity building in areas of the staff's work responsibility.	Training gained and report produce	Achieved	

		Address technicians capacity building in collaboration with Aid Donors	Achieved	
	Workshops, Conferences, Seminars	Report produced	Achieved	
	AWS and ARG spare sensors procuring	Acquire quotations from supplies overseas Approve quotations and submit for payment process	In Progress	This is an ongoing activity annually and is up to date
	Test and deploy communication link devices immediately when required.	Assessment reports	Ongoing	This is an ongoing activity annually and is up to date
	Test and deploy instruments / sensors immediately when required	Assessment reports	Ongoing	This is an ongoing activity annually and is up to date
	Radar Land acquisition and ground preparations	a) Site clearing & proper secure the property b) Proper tar seal road and drainage system c) Water catchment installed d) Communications (Fibre optic) and wireless procured e) Upgrade of single phase to 3 phase 100amps	Achieved	Completed and in progress Completed for site clearing, procurement for comms devices, and upgrading form single phase to 1omb and proper secure the property In progress for tar seal road and drainage Communications
Disaster Responses	Carry out Station Assessment.	Assessment Reports	Ongoing	This is an ongoing activity annually and is up to date
	Deploy and Install	Weather Instrument	Ongoing	This is an ongoing activity annually and is up to date
		ICT & Network Devices	Ongoing	

	Check, Test and Install communication link devices immediately when required.	Assessment reports	Ongoing	
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2.6 National Disaster Management Office

Activities	Output	Target	Status	Description for status	Target Achieved
Program 1 : NDMO DRM Governance Framework					
.P1 1.1 Consultation with stakeholders on the review of the CCDRR policy implementation plan	Review CCDRR policy implementation Plan		Achieved	Activity completed in 2024; no further actions required for 2025.	
1.1.1 Conduct awareness consultation on the CCDRR policy implementation plan	# of Awareness conducted through Provincial PTAG	1	Achieved	Awareness successfully conducted by NAB and PDOs across respective provinces.	1
1.1.2 NDC meeting	Four NDC meetings are organized annually.	4	Achieved	All four meetings conducted (Jan, Sep, Nov, Dec 2025).	4
1.1.3 Donor partners meeting	At least one donor meeting is organized annually.	1	In Progress	Meeting not yet conducted; engagement with partners ongoing.	
.P1 1.2 Support the development of the Displacement Policy Implementation Plan	Implementation of the displacement policy		In Progress	Ongoing policy development and consultation processes.	
1.2.1 Facilitate the review of the displacement policy	Displacement Policy Consultation Meetings. Displacement Policy first updated draft realised	2	Achieved	Internal review completed; external consultation planned.	2
.P1 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		In Progress	Continuous coordination through NAB mechanisms.	
1.3.1 Coordinates meetings and consultation related to DRM with stakeholders	Minutes of the meeting and consultations	1	Achieved	Cluster, inter-agency, and bilateral meetings conducted.	1
1.3.2 Participated to the MoCCA Legislative consultation	Approval of MoCCA review of Legislation	1	CANCELLED	Activity not undertaken; pending confirmation from Director.	
1.3.3 Participate in NAB National Meetings/Consultations	Inform authorities regarding situations in relation to DRM	1	Achieved	Participation in steering committee and consultations ensured.	1

.P1 1.4 Ensure smooth and timely access to Disaster Risk Financing	At least 1 Project access Disaster Risk Financing and total funding		In Progress	Efforts ongoing to mobilise financing mechanisms.	
1.4.1 Develop project to access grant to support NDMO business plan	# of Project proposal draft and submit	1	Achieved	Multiple proposals (up to 5) developed to support NDMO business plan.	5
1.4.2 Develop Guideline for emergency funds	Guideline for emergency funds developed and endorse	1	Move to 2026 BP	Pending launch of Disaster Risk Financing Implementation Plan.	1
.P1 1.5 Review Business Continuity Plan per Covid 19 operations or any other unexpected situation	Review BCP		Achieved	BCP review conducted incorporating lessons from 2024 earthquake.	
1.5.1 Update and Endorse the Business Continuity Plan of NDMO (Lessons Learned from the 2024 Earthquake)	At least 1 Business Continuity Plan developed, finalized, and approved	1	Achieved	Updated BCP finalised and endorsed.	
1.5.2 Developed a standard business continuity plan template to be disseminated across every government department and private Sector	At least 1 Business Continuity plan template developed, finalized & Approved.	1	Achieved	Template developed; initial uptake by Education Cluster, with rollout to other clusters ongoing.	
.P1 1.6 Disaster plans developed for national, province, municipality, area council and community level	100% of national disaster plan finalise (1) 100% of provincial disaster response plan developed and reviewed (6) 70% of area council disaster plan developed (50) 70% of community disaster plan developed (490) 2 municipal disaster response plans		In Progress	Multi-level planning processes continuing across sectors.	
1.6.1 Implementation plan of DRM Act	Implementation plan of DRM Act	1	In Progress	Implementation activities ongoing.	
1.6.2 Develop the Displacement Policy M&E Framework	Displacement Policy Framework Meetings & Consultations, M&E framework develop.	1	In Progress	Internal review completed; external validation planned.	1
1.6.3 Logistic Arrangement for NDMO Staff	Meet request for each NDMO staff	1	In Progress	Continuous support for travel and accommodation arrangements.	1

1.6.4 Develop Logistics SOPs and guidelines incorporating cluster response operation	Develop SOPs and Guideline	4	In Progress	Logistics guidelines finalised; SOPs still under development..	
1.6.5 Develop Logistics Management Information System (LMIS) Database	LMIS Tool Develop	1	In Progress	Mapping completed and submitted to WFP; awaiting funding response.	
1.6.6 National Disaster Risk Management Plan	Recruitment of consultant Partners and Stakeholders Consultation First Draft	2	In Progress	Draft development underway but completion deferred to 2025 due to funding delays	1
1.6.7 National Cyclone Support Plan	Review and input preparedness activities for Tropical Cyclone	1	Achieved	The National Cyclone support Plan was reviewed and Complete ready for NDC endorsement.	
1.6.8 Review PEOC SOPs	1 standard PEOC SOP review for all provinces	1	Achieved	PEOC SOP developed for Sanma; requires further consultation and rollout to other provinces for full national adoption.	1
1.6.9 PDCCC TOR and SOP	# of PDCCC TOR and SOP produce	2	Achieved	Standard TOR and SOP for PDCCC developed and endorsed.	3
1.6.10 PDCCC set Up	# Of PDCCC setting up	6	In Progress	PDCCC established in 3 provinces (Sanma, Shefa, Tafea); remaining provinces pending.	3
1.6.11 Review of Provincial disaster and climate change Response plan (PDCRP)	Torba to review and Malampa to develop	2	In Progress	Torba review completed; Malampa development deferred to 2026.	1
1.6.12 Develop Volcano Support Plan	Complete Volcano Support Plan	1	In Progress	Template developed and consultations conducted in Ambae and Tanna; plan under development.	0
1.6.13 Developed island based volcanic response plan	At least 1 volcano response plan for a specific island	1	In Progress	Draft template prepared; further development ongoing.	0

1.6.14 Develop the Area council Disaster response plan guidelines	1 Area council Disaster response plan guideline developed	1	Achieved	Template developed (Sanma) and piloted in Penama; requires further rollout to other provinces.	
1.6.15 Develop and review Area Council disaster response plan	2 response plans developed - TORBA and PENAMA	2	In Progress	Penama completed; Torba deferred to 2026.	1
1.6.16 Compile an integrated all necessary documents to produce NDMO Doctrine (Document compliance system)	# Doctrine is up date and shared	1	In Progress	Key documents compiled (DRM Act, NEOC SOP, Cyclone Support Plan); pending DRM Plan and National Response Plan.	1
1.6.17 National Earthquake support plan include earthquake SOP (Lessons Learned from the 2024 Earthquake)	Review of the National Earthquake Support Plan	1	In Progress	Review underway incorporating lessons from 2024 earthquake	0
.P1 1.7 Strengthen communities with durable solutions for displacement (durable and suitable long-term solutions) appropriate for evacuation.	Report on evacuation centres mapping updated 1 evacuation centre guidelines and 1 training manual developed and reviewed Report on implementation		In Progress	Activities ongoing to strengthen evacuation systems and durable solutions.	
1.7.1 Monitor the implementation of evacuation center management training and mapping	Coordination commitment with partner	1	In Progress	Phase 2 of “Sef Ples Blong Yumi” project supporting implementation.	1
1.7.2 Coordination of Evacuation center building construction	Commitment of project attend	1	In Progress	3 centres under construction (ADB-funded); additional centres planned in Eratap and Tanvasoko (JICA-funded).	5
.P1 1.8 Staff wellbeing, health and safety policy and provisions established and implemented	Staff welfare, policy developed and provisions in place Implementation plan		In Progress	Staff welfare measures being implemented across NDMO.	
1.8.1 Contribute to MOCCC Staff health and safety guideline	Contribution provide	1	Achieved	Contribution provided to development of MoCC guidelines.	
1.8.2 Annual leave and sick leave monthly report	12 annual leave and sick leave monthly report	12	Achieved	All 12 monthly reports produced as required.	

1.8.3 Staff annual leave plan	1 Staff annual leave plan	1	Achieved	Annual leave plan developed and implemented.	
.P1 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		In Progress	Strengthening compliance systems and internal governance.	
1.9.1 Develop guidelines to strengthen implementation of work	Comprehensive, proper and adequate Finance guidelines to user	1	In Progress	SOPs for logistics, finance, and administration under development.	
.P1 1.10 Review NDMO structure to support the implementation of the NSDP, CCDRR policy and DRM act	Approved structure submission		In Progress	Structural reforms progressing to align with NSDP, CCDRR, and DRM Act.	
1.10.1 Run a Internal capacity assessment	1 time in a year	1	Achieved	Assessment completed as part of structure review; awaiting PSC approval.	
1.10.2 Policy for research and development of responses to the hazards, disasters and emergencies	1 Policy for research document draft	1	Move to 2026 BP	Pending Director's review and approval.	
1.10.3 Recruit every vacant position within the current NDMO structure (2018)	Submission to OPSC complete file pending PSC approval (5 vacant positons)	2	Achieved	Key positions filled (Assistant Finance, Senior Training & Awareness Officer).	
1.10.4 Recruit temporary positions to replace staff on study leave	Submission to OPSC complete file pending PSC approval (2 positons)	2	Achieved	Temporary recruitment completed to support staff on study leave.	
1.10.5 Implement the new NDMO structure approved in 2024 by recruiting the positions detailed in the implementation plan	Secure budget for NDMO new structure, Submite NPP or supplementry budget request for 2025 - 2026 as per proposed structure implmentation plan.	1	In Progress	Final discussions with PSC underway; approval pending to proceed with full implementation.	
.P1 1.11 Strengthened Financial management and auditing mechanisms	Annual financial and auditing report		In Progress	Financial planning, asset management, and NPP development activities implemented	
1.11.1 Preparation of Annual Budget Plan 2026 for NDMO national and provincial level	2026 annual budget prepared and approved	1	Achieved	2026 national and provincial budget prepared and approved	

1.11.2 Update Asset registry For 2025	Asset registry update	1	Achieved	Asset registry updated and shared with Asset Officer	1
1.11.3 Develop NPP for 2025	# of NPP submitted	2	Achieved	4 NPPs submitted, exceeding target of 2.	
.P1 1.12 Strengthened operational management systems at national level by having sufficient staff and resources.	100% of current structure implemented and 95% of resources allocated		In Progress	Staffing, planning, and technical advisory support strengthened.	
1.12.1 Recruitment of Vacants NDMO positions.	Training and awareness Shefa PDO	2	Achieved	Two key positions filled (Senior Training & Awareness Officer, Assistant Finance Officer).	2
1.12.2 2026 Budget	Budget for 2026 prepared and submitted (input of 1.12.4)	1	Achieved	Budget prepared and submitted	
1.12.3 Technical Advisory support to NDMO	Negotiate for suitable Technical Advisor and prepare contract to sign and Terms of Reference (TOR)	1	Achieved	Advisory support maintained through contract renewals and new mission deployment	
1.12.4 NDMO Business Plan Retreat	Workshop to Finalized 2024 BP, Mid year review of 2024 BP, draft 2025 BP	3	Achieved	All planned workshops conducted (January, June review, November planning).	3
1.12.5 MOCCA Corporate Plan 2022-2026	Review program and priority and draft corporate plan for NDMO Programs and priorities from 2027 to 2030.	1	In Progress	Review and drafting of NDMO inputs ongoing.	
.P1 1.13 Strengthen framework at provincial level by having the resources needed in place	95% of resources allocated		In Progress	Provincial coordination, committees, and systems strengthening ongoing.	
1.13.1 Set up of CDCCC	coordinate setting up of CDCCCs with VCCRP and DRR partners VCCRP - 4 DRR partners - 4 8 CDCCC per province	48	Achieved	78 CDCCCs established across provinces, exceeding target of 48	78
1.13.2 CDCCCs up date and registration	Coordinate update and registration with VCCRP and DRR partners VCCRP - 4 DRR partners - 4 8 CDCCC per province	48	Achieved	All 78 CDCCCs successfully registered	78

1.13.4 Resource Emergency operation centers with computers and other PEOC resources	NDMO IT Staff to install computers and other response related resources into all Emergency Centres and PEOC.	2	Achieved	Starlink and ICT resources installed in 4 provinces (Malampa, Sanma, Penama, Shefa).	4
1.13.5 Coaching visit by PPLO to Penama & Tafea	coaching visits to Penama & Tafea province	2	In Progress	Tafea completed; Penama deferred to next year.	1
1.13.6 PDO support Programs with other Provinces	# of support programs facilitated in all six provinces	6	Achieved	All provinces supported, including earthquake response and training activities	6
1.13.7 Setting up and registration of Area Council Disaster and Climate Change Committee (ACDCCC)	Coordinate and set up ACDCCC with DRR partners 1 committee per province	6	In Progress	Established in Sanma (2 councils); rollout to other provinces ongoing and partially deferred.	2
1.13.8 Developed Tor of Sectoral Working group at Provincial level	Contribute to preparedness and risk reduction within community	1	In Progress	Initial progress in Malampa; rollout to other provinces pending.	0.01
1.13.9 Provincial utilities and administrative cost	Monthly work costing	6	In Progress	Monthly operational costs supported across provinces as planned	6
Program 2: Human Resource Training and performance management					
.P2.2.1 Support development of technical engagement & skills by supporting work placement, Cadetships and Internships	At least 1 work Placement and 1 secondment 4 Cadetships and 4 Internships Recognised Volunteer database established for disaster response		In Progress	Cadetships, internships, and surge support mechanisms being implemented to strengthen workforce capacity.	
2.1.1 Facilitate engagement of Cadetships, Internships, international Volunteer, work Placement and secondment to support NDMO officers	# of work Placement, secondment, international Volunteer, Cadetships or Internships recruit	6	In Progress	3 cadets and 2 interns recruited; additional placements required to meet full target	5
2.1.2 Facilitate engagement National and international surge capacity for NEOC in the response operations	Surge capacity request effective during response operation	1	Achieved	National and international surge capacity successfully deployed during earthquake response.	1

2.1.3 Training of National surge capacity	# of training of surge capacity	1	In Progress	Training plan developed; training scheduled for 16–17 September	
.P2.2.2 Track annually number of NDMO Officers receiving qualifications, and undergoing training as per MCCA HR Strategy, Retirement & Succession Planning	10 NDMO staff receiving different qualifications. Succession Plan (HRD plan) PACIMS (Pacific Incident Management Systems) Training framework by 2023		In Progress	Capacity-building initiatives implemented across PEOC, finance, logistics, and emergency response.	
2.2.1 Strengthen PEOC Capacity	Provide training to all PEOC functional unit on the PEOC roles and responsibilities	6	Achieved	PEOC training delivered to all identified functional unit staff.	1
2.2.2 Finance Refresher Trainings for PDOs	Provide Finance Management & Budget Training	5	In Progress	One training completed (Sanma); further rollout constrained by limited funding.	1
2.2.3 Surge capacity for PEOC	Additional human resource at the provincial level	6	In Progress	PEOC staff list developed; capacity strengthening ongoing.	6
2.2.4 Organize LCA training at the provincial level	Training of PDO's and stakeholders on LCA at the provincial level	1	In Progress	LCA not yet conducted; alternative MSU training completed in Shefa, Malampa, and Sanma.	3
2.2.5 Introduction of PIEMA (PACims) Training	# of PIEMA trainings conducted in Penama and Tafea province	2	Achieved	Two trainings successfully conducted (Torba and Tafea).	1
2.2.6 Train government officers on "working in EOC"	Social media platform Training Awareness Meeting minutes Train government officers on "working in PEOC"	4	In Progress	Training rolled out in Malampa, Penama, Tafea, and Sanma; ongoing completion and documentation required.	2
.P2.2.3 Develop Staff induction guideline on technical DRM field as part of capacity building	1 Induction Guideline developed		Move to 2026 BP	Development of induction and training systems pending Director's approval.	

2.3.1 Staff DRM induction guideline	1 Staff induction guideline drafted	1	Move to 2026 BP	Awaiting Director's comments and finalisation.	
2.3.2 NDMO DRM training catalogue (on-the-job and certified (usp/VNU)	1 catalogue drafted	1	Move to 2026 BP	Pending Director's review and approval.	
.P2.2.4 Strengthen NDMO planning and reporting	100% of mandated report submitted on time Strategic Plan reviewed 70% of Business Plan achieved annually.		Achieved	Strong performance in planning, reporting, and compliance with reporting timelines.	
2.4.1 Staff work plan for 2025	Business Plan developed align with Ministry Corporate Plan and NDSP	1	Achieved	Work plan developed and aligned with Corporate Plan and NSDP.	
2.4.2 Staff work plan for 2025 Mid-year review	Enable efficiency in completion of department goals	1	Achieved	Mid-year performance review conducted.	
2.4.4 Staff work plan for 2025 end of year appraisal	Enable efficiency in completion of department goals	1	Achieved	End-year appraisal completed.	
2.4.5 Human Resources Development Plan draft	Participate in HRDP for MoCCA HRDP for NDMO reviewed	1	Achieved	HRDP inputs submitted; aligned with new structure and job descriptions.	
2.4.6 Department monthly report of business plan activities	12 reports	12	Achieved	All monthly reports produced as required.	12
2.4.7 Department Quarterly Report produced for business plan activities	Produce 1 report for each quarter	4	In Progress	Reports produced for Q1–Q2; remaining reports to be completed	2
2.4.8 Department annual report for business plan activities	1 reports	1	Achieved	Annual report for 2025 completed.	1
2.4.9 Monthly financial report for provincial budget	12 reports	12	Achieved	All monthly financial reports completed.	12
2.4.10 Quarterly financial report for provincial budget	4 reports	4	Achieved	All quarterly financial reports completed.	4

2.4.11 Monthly financial report of NDMO allocated budget 2025	12 reports	12	Achieved	All quarterly financial reports completed.	12
2.4.12 Quarterly financial report of NDMO allocated budget 2025	4 reports	4	Achieved	All financial reports completed.	4
2.4.13 Annual financial report of NDMO allocated budget 2025	1 reports	1	Achieved	All financial reports completed.	1
2.4.14 Six monthly report (SMR) - DSPPAC	SMR for policy decision	1	Achieved	Submission by CSU.	1
2.4.15 Annual Development Report (ADR) - DSPPAC	ADR for NSDP implementation	1	Achieved	Submission by CSU	1
Program 3: Inclusive disaster preparedness and response coordination					
.P3.3.1 Ensure disaster and emergency preparation, preparedness, response is gender inclusive	All plans are gender inclusive		In Progress	Efforts ongoing to ensure all disaster preparedness and response plans are gender inclusive	
3.1.1 Active participation in clusters/working groups coordination meetings	# of meeting of working groups/clusters (At least before and after cyclone season)	2	In Progress	Cluster system strengthening ongoing; full establishment of all working groups still pending.	2
3.1.2 Shelter cluster lead	# of meeting of cluster (At least before and after cyclone season) International Traveling for workshop and meeting	2	Achieved	Multiple shelter cluster meetings conducted, exceeding target.	6
3.1.3 DECM - Displacement and evacuation center management cluster lead	# of meeting of cluster (At least before and after cyclone season)	2	Achieved	At least 4 cluster meetings held across sectors.	4
3.1.4 Logistic Cluster Meeting	# of meeting of cluster (At least before and after cyclone season)	2	Achieved	Logistics cluster coordination ongoing; scheduled meetings conducted/organised	2
3.1.5 Ensuring inter agency coordination meeting held on bi-annual basis	Involvements of inter-cluster within National, provincial, and community level	1	Achieved	Inter-cluster coordination mechanisms operational across levels.	

3.1.6 Ensuring inter-cluster coordination meetings held on quarterly basis	4 meetings minutes	4	Achieved	Meeting minutes documented and maintained.	
3.1.7 Ensuring active coordination of clusters and working group where NDMO is the lead	Meetings minutes of each cluster and of the inter-cluster meeting every quarter	1	Achieved	Reporting mechanisms established and implemented.	
3.1.8 Assessment training for Area Administrator	# of assessment training carried out	6	In Progress	Trainings ongoing; focus on Area Administrator capacity for assessment tools.	4
3.1.9 Review MEND guide to integrate each hazard case scenario	Guide line review	1	CANCELLED	Activity not implemented following provincial consultations.	0.01
3.1.10 Updates and maintain, NFI's and infrastructures including storage facilities at all levels	NFI's, other logistic facilities updated at least quarterly Logistic contact produced and updated quarterly Liaise with partners to assist to conduct / updates the stock taking in all levels	8	In Progress	Updates ongoing but constrained by limited funding and partner support.	1
3.1.11 Developed a information collection tool for Logistics Capacity Assessments (LCA)	Information collection tool for Logistics Capacity Assessments (LCA) developed	1	Achieved	LCA information management tool developed (VBOS).	1
3.1.12 Update Logistics Capacity Assessments (LCA) (in all Provinces)	Provincial logistics capacity assessments updated and shared with partners	6	In Progress	LCAs updated for Sanma, Penama, and Tafea; remaining provinces pending.	3
3.1.13 Coordinate and respond to National Disasters and emergency in accordance with DRM Act	Activations of NEOC Number of responses coordinated	1	Achieved	NEOC activated and response coordinated for December 2024 earthquake.	1
3.1.14 Improve Communication Feedback mechanism (during emergency response)	Conduct 2 provincial training and Simulation & National Refresher training Develop SOP for feedback Mechanism Modification of feedback template and tools Build Capacity of accurate data collection and information sharing Internal Lessons learn of the activity	6	Achieved	Trainings, simulations, and lessons learned processes implemented.	1

3.1.15 Participate in National Recovery Committee (NRC) meeting	Attendance to NRC meeting (minutes) Provide NRC meeting feedback to NDMO executive members	2	Achieved	Participation ensured with feedback provided to NDMO executive.	
3.1.16 End of disaster response report	Develop assessment and disaster response report template Timely SITREP and disaster Assessment reports produced	2	Achieved	Templates developed; SITREPs and reports produced (e.g., TC Lola, Tanna ashfall ongoing).	2
3.1.17 Support the Establishment of a New Clusters Following the 2024 Earthquake, SAR and business resilience (Lessons Learned from the 2024 Earthquake)	At least 1 meeting with each new cluster	2	In Progress	SAR cluster induction conducted; additional meetings planned (SAR TTX, Business Resilience).	3
.P3 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		Achieved	Active participation and integration into NDMO processes.	
3.2.1 Ensure support of G&P cluster response during times of emergencies and disasters	Inclusion in NDMO documents , Attendance in all G&P cluster meeting	1	Achieved	Attendance to G& P meeting Consultation for Assessment guideline	1
.P3 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		In Progress	Framework development and integration of AAP/CWC ongoing across plans.	
.P3 3.4 Ensure Response Plans take gender, PLWD and vulnerable groups into consideration	100% of response plan with gender and social inclusion consideration		In Progress	Integration of gender, PLWD, and vulnerable group considerations ongoing across response planning.	
3.4.2 Provide technical advice to other government office in developing their own emergency response plan for each disaster/ incident	numbers of government agencies that have been assist - at least 1	1	Achieved	Technical support provided; PDCCC consultation conducted in Sanma.	

.P3 3.5 Ensure CDCCC have women and vulnerable group represented and have durable solutions	At least 1 member of vulnerable groups represented in all CDCCC 50% women in leadership roles in CDCCC as reported by provinces		In Progress	Efforts ongoing to ensure representation of vulnerable groups and increase women's leadership in CDCCCs; reporting to be strengthened.	
.P3 3.6 Provincial Disaster Committee established and operationalize	ToR and SOP developed for MDC		In Progress	Establishment and strengthening of PDCCC ongoing across provinces.	
3.6.1 Up date of registration of PDCCC	Status report of each PDCCC Up date registration of 6 PDCCC	1	Achieved	Registration updated for Sanma, Shefa, and Tafea; remaining provinces pending.	
3.6.2 Induction training for PDCCC on DRM Act	Training Provided on DRM act to the PDCCC & MDCCC members	4	In Progress	Trainings completed in Sanma, Shefa, and Tafea; remaining province pending.	
3.6.3 Coordinate development of ToR for sectoral working groups at the Provincial Level	TOR to guide sectoral working group	1	In Progress	Establishment of working groups underway; TOR development ongoing.	1
3.6.4 Organize PDCCC & MDCCC meetings - 1 meeting per quarter	4 PDCCC meetings conducted	4	In Progress	One meeting completed (Sanma); additional meetings planned (Tafea and others).	
.P3 3.7 Municipal Disaster Committee established and operationalize	ToR and SOP developed for MDC		Move to 2026 BP	Establishment and training postponed due to resource constraints.	
3.7.1 Establish the Municipal Disaster and Climate Change Committee (Lessons Learned from the 2024 Earthquake)	Municipal Disaster and Climate Change Committee established	1	Move to 2026 BP	Activity not initiated.	0
3.7.3 Induction training for MDCCC on DRM Act (Lessons Learned from the 2024 Earthquake)	1 presentation conducted	1	Move to 2026 BP	Activity not initiated.	0
.P3 3.8 Improvement of EOC resources	Have all EOCs well equipped and operational		In Progress	Strengthening of EOC infrastructure and systems ongoing.	
3.8.1 Equipment requirements for provincial disaster office operation	Equipment requirements listed for each provincial disaster office	1	Achieved	Starlink installed in 4 provinces (Sanma, Penama, Malampa, Shefa), exceeding target.	

3.8.2 Infrastructure priorities for NDMO 2024 - 2030	Infrastructure priorities for NDMO 2023 - 2030	1	Move to 2026 BP	Draft developed under Corporate Plan review; finalisation pending	
3.8.3 Pacific warehouse program	Design national warehouse strategy for Vanuatu	1	Achieved	National warehouse strategy engagement completed.	
3.8.4 Improve Emergency Telecommunications for EOCs with Agreements on Satellite Phones and Starlink Licenses & Equipment (Lessons Learned from the 2024 Earthquake)	At least one EOC equipped with secure emergency telecommunications.	1	In Progress	Expansion of emergency telecommunications ongoing based on lessons from 2024 earthquake.	
.P3 3.9 Communication			In Progress	Communication and ICT support systems maintained.	
3.9.3 ICT Helpdesk Support	Provide helpdesk support on ICT for all NDMO officers	1	In Progress	Remote ICT support system established to address technical issues across NDMO.	6
Program 4 : Harmonization and mainstreaming of Disaster Risk Management and Climate Change Adaptation					
.P4 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		In Progress	Awareness activities ongoing across provinces with strong engagement through IDRR and CAP programs	
4.1.1 Develop and Review of awareness materials	# of IEC tools review	1	Achieved	IEC materials reviewed and utilised during IDRR and PSC awareness events.	
4.1.2 Develop and promote public awareness SOP for emergencies and Disaster management operation	Develop a media awareness guideline	1	In Progress	Communication SOP drafted; finalisation expected by end of year.	1
4.1.3 Develop IEC tool to support volcano evacuation plan	# of IEC tools on Volcano Disaster Response Plan	1	In Progress	Draft evacuation signage developed; pending validation by Geohazard Department.	1
4.1.4 participate to CST training lead by Police Crime Prevention Unit	# of DRR, search & rescue and PaCIMS trainings conducted for CST program	4	Move to 2026 BP	No trainings conducted to date.	

4.1.5.1 Coordinate IDRR day at National level	Mass awareness, Number of people informed and who received IC materials, Report produced	1	Achieved	National IDRR Day successfully conducted with report produced.	1
4.1.5.2 Coordinate IDRR day at Provincial level	Mass awareness, Number of people informed and who received IC materials, Report produced	1	In Progress	10 kits procured and 19 in progress; continuation planned into next year.	1
4.1.6 1.1.1.2 Assess CDCCC status using field-tested tool (where CDCCC are established, evaluate gender-balance, engage children/youth and people with disabilities, and consult with community to identify opportunities to strengthen CDCCC)	Local consultant ToT Training for AC officers Assessment in communities	3	Achieved	Training materials developed and leadership training completed; additional activities ongoing.	3
4.1.7 1.1.1.3 Support the development of CDCCCs as necessary based on the findings of 1.1.1.2, including, where needed, CDCCC kits and community workspace	CDCCC Development Plan Produced	1	In Progress	10 CDCCC resource kit purchase, 19 in progress. Move to 2025	
4.1.8 1.1.2.1 CDCCC leadership and technical training & 1.1.2.2 women in leadership and children/youth engagement in CDCCCs and adaptation planning processes	Workshop to develop training materials ToT Training for AC officers Training for communities	3	In Progress	Training Materials developed, Leadership Training Complete for ACCOs. Consultant hired for Women in leadership and children and youth. Training plan in progress -Move to 2025	2
4.1.9 1.1.2.2 Targeted training for women in leadership and children/youth engagement in CDCCCs and adaptation planning processes	Workshop to develop training materials ToT Training for AC officers Training for communities	3	In Progress	Consultant hired for Women in leadership and children and youth and training plan is in progress .Move to 2025	2
4.1.10 1.1.2.3 Conduct follow-up refresher training 1 year after initial training with CDCCCs as well as regular monitoring/support visits	Monitoring and supervision visits (Council to community) Monitoring and supervision visits (National to provincial)	2	In Progress	NDMO Component under VCCRP project plan for year 2025 activity.	3

4.1.11 External support for DRR / CCA training	# of DRR and CCA training conducted - 3 per province	18	Achieved	CAP trainings delivered widely across communities and partners.	32
4.1.12 External support for DRR / CCA awareness	# of DRR and CCA awareness conducted - 5 per province	30	Achieved	Awareness activities exceeded targets across provinces	34
.P4 4.2 Support early warning training & awareness through regular update of SOPs, drills, response and evacuation simulation exercises in collaboration with partner agencies	6 trainings and awareness across schools and communities annually 7 drills/simulation exercises (1 in each province, 1 municipal and 1 NEOC)		No Update		
4.2.1 Review NEOC SOPs and Facilitate Desktop Simulation Exercises - SimEx (Lessons Learned from the 2024 Earthquake)	At least 1 simulation exercise (SimEx) conducted.	1	Achieved	Review and update of CBDRR handbook not initiated.	1
4.2.2 Review the Community Based Disaster Risk Reduction Handbook	CBDRR Book review and updated	1	Move to 2026 BP	Review and update of CBDRR handbook not initiated.	
4.2.3 Strengthen partnerships between emergency stakeholders by organised a delegation of MoCCA in New Caledonia	# of annual commitment	1	Achieved	Participation in CycloneX and bilateral engagements strengthened regional partnerships.	1
4.2.4 Participate to the coordination and training / Workshop lead by other developing agencies (Pacific partnership, FRANZ partner, other New Caledonia partner, US centre of excellence, UNDRR, SPC, UNESCO and JICA)	# of participation of regional coordination meeting	4	Achieved	Active participation in regional coordination platforms and partner-led trainings.	
4.2.5 Organised a delegation to visit international partner and strengthen coordination with them	# of delegation organised (2025 in New Caledonia)	1	Achieved	Delegation visit conducted in May to strengthen international coordination.	
4.2.6 Search and rescue / fire services consultation at national and provincial level (Lessons Learned from the 2024 Earthquake), link to activity 3.1.17	Run consultation in 3 urbans area	1	In Progress	Consultations planned for Q3 across urban areas.	1
4.2.7 Support National ICT day event	Report on attendance participations	1	Move to 2026 BP	National event cancelled; limited to Port Vila only.	0

4.2.8 Coordinate and facilitate World humanitarian day event	Produce an event proposal , Consultation minutes, Finalize all program documents	1	Achieved	Successfully participated in OCHA-supported event.	1
4.2.9 Tsunami evacuation plan	# assessment produce	1	Move to 2026 BP	Consultations planned for Q3; activity yet to commence.	
4.2.10 Support Tsunami ready program	Commitment and requirement of program are meet	1	In Progress	Implementation ongoing with consultations scheduled.	
4.2.11 Support National Tsunami day event organised by Tsunami Warning center	Participate to PacWAVE event organised by Tsunami Warning center	1	Achieved	Participation in PacWAVE simulation exercise; follow-up activities planned.	1
4.2.12 Support National PSC day event	Participate to PSC day event	1	Achieved	Preparation and participation confirmed for 2025 event in Tanna.	1
4.2.13 Participate to Impact base warning and forecast system	# of working group run with VMGD	1	In Progress	No working group meetings held; dependent on VMGD coordination.	
.P4 4.3 Support government institutions to developed standardize institutional multi hazards response plan	70% of Ministries with standardize institutional multi hazard response plan		No Update		
4.3.1 Cluster Response Plan Template	# of Cluster response plan template developed and approved	1	Achieved	Template developed; further refinement and rollout planned in next Business Plan cycle.	1
.P4 4.4 Connect FM93 to VBTC for use of early warning and hazard preparedness	New MoU with VBTC Established transmission link with VBTC		No Update		
4.4.1 Strengthen collaboration with VBTC	At least 1 coordination / consultation meeting with VBTC	1	CANCELLED	Activity deferred due to technical constraints (radio room and transmitter maintenance; coverage testing required prior to MoU development).	0
.P4 4.5 Support the Vanuatu National Emergency Radio Network (VNERN)	Installation of VNERN base stations in NDMO buildings		No Update		

4.5.1 NDMO support and assist VGNERN team with the installation	Installation of VGNERN base stations in NDMO buildings NDMO coms team to attend VGNERN training	2	In Progress	Installation of base stations completed; final equipment testing pending before full operationalisation.	2
.P4 4.6 Participate in global, regional and National event, consultations, meetings or forums			No update		
4.6.1 Participate in global, regional and National event, consultations, meetings or forums	At least 1 event attended	1	Achieved	Participation in La Croix de Sud SIMEX (New Caledonia) and Directors & Managers Meeting (Fiji), strengthening regional collaboration	
Program 5: Hazard and disaster-related information repository					
.P5 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		Move to 2026 BP	Activity pending recruitment of Information Management Officer to lead development.	
5.1.1 Renew NDMO Web site	Consultation meeting with relevant partners to update update/recreate website	2	Move to 2026 BP	Dependent on PARTner project implementation timeline.	
5.1.2 Develop risk map platform by participating to Partner program (phase 2)	Make available the risk maps for public, administration and agency	1	Move to 2026 BP	PARTner project to work on it	
5.1.3 Update the Earthquake Key Messages (Lessons Learned from the 2024 Earthquake)	1 updated list of key messages annexed to the Earthquake Support Plan	1	Move to 2026 BP	Update pending integration into Earthquake Support Plan.	
.P5 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		No Update		
5.2.1 Develop Risk Mapping base on the existing hazard map (Flooding, tsunami, storm surge) for Port Vila and Luganville	# Risk map developed	1	In Progress	Activity underway through PARTner project; development of multi-hazard risk maps ongoing.	
.P5 5.3 Coordinate, strengthen and manage DRM data with stakeholders	Report provided on data management activities Review CBDRR working group ToR		No Update		

5.3.1 Deliver training/advice on DRM to stakeholders as required	Training and awareness Deliver training/advice on DRM to stakeholders as required	1	Achieved	Training delivered through AHP meetings and NDMO presentations.	1
5.3.2 Maintain current regional, national and provincial contact lists	Data sharing on share drive	1	In Progress	Contact lists updated for 2024–2025 cyclone season and shared with stakeholders.	1
.P5 5.4 Strengthen DRR reporting obligation against The Sendai framework (UNDRRR)	Reports provided according to report submission timeline. Sendai reporting training and awareness		No Update		
5.4.1 Contribute to Sendai Framework reporting	Strengthening partnership by producing report and submit to UNDRR (Fiji) Vanuatu MTR national voluntary review	2	Achieved	Reports submitted to UNDRR, including Vanuatu MTR voluntary review.	
.P5 5.5 Repository for hazard and other disaster related information	Repository established and kept by NDMO		No Update		
5.5.1 Establish repository IT Structure	Install a new shared drive Developed a proper hazard and disaster related information management	1	In Progress	Infrastructure installed; pending server configuration and data integration.	1
5.5.2 Design assumption impact table according of each hazard strength	# of Impact based forecasting data drafted	1	Achieved	Impact-based forecasting developed for cyclone hazards.	1
5.5.3 Record each disaster event in a database and Assist in Data Driven Science Project	Database drafted	1	In Progress	Platform under design phase; database not yet operational.	0
5.5.4 Data driven science for disaster and climate change	# of technical working group attend	1	In Progress	Stakeholder consultations ongoing; technical working group engagement limited.	0

3. Progress Report Against 2025 Development Projects

Table 1: MoCC Project Progress Updates

Project Name	Development Partner	Budget & Expenditure	Status & Progress (as at 31/12/25)	Challenges	Response
Van-KIRAP	GCF & SPREP	USD 22M (99% complete)	Near completion with strengthened climate information systems, improved observation infrastructure, and enhanced technical capacity.	Loss/misplacement of audit (LPO) files due to earthquake	Strengthened document management and initiated recovery/reconciliation processes
V-CAP Phase II	UNDP (LDCF/GEF)	USD 12.5M (80%)	Ongoing implementation of climate adaptation activities aligned to national priorities	Contractor delays	Strengthened contract management and follow-up mechanisms
Pacific Aviation Initiative	DFAT	In-kind (50%)	AWOS installed, upper-air observations revived, and capacity building delivered for forecasters and observers	Scheduling conflicts with other projects	Improved coordination and scheduling across projects
COSPPac	DFAT/MFAT	AUD 10,000 (70%)	Continued support to climate and ocean services and regional coordination	Not specified	Continued coordination with regional partners
Weather Ready Pacific	DFAT & MFAT	USD 191M (Pacific-wide) (40%)	Delivered regional workshops, strengthened early warning systems, and supported geohazard capacity building	Slow financial and implementation processes	Strengthened coordination to streamline processes
CREWS ASW	CREWS & WMO	USD 155K (~VT 18M) (10%)	Initial implementation of impact-based forecasting and warning systems	Delayed release of funds	Ongoing engagement with partners to expedite disbursement
ECARE	GEF (via IUCN)	VT 102M received; VT 54M spent	Completed ecological assessments (12 sites), draft management plans (12), policy consultations, and initiated MTR and consultancies	Stakeholder coordination issues; logistics delays (weather, procurement, earthquake)	Revised engagement approach; adjusted timelines; re-advertised consultancies; strengthened planning
Climate Finance Access (CFAN)	GGGI	Regional (N/A)	Developed pipeline of concept notes and pre-feasibility studies across energy, water, transport, and adaptation sectors; strengthened climate finance capacity	Limited funding flows; limited proposal capacity; government resource constraints	Diversified financing sources; deployed technical advisors; prioritized high-impact projects

Project Name	Development Partner	Budget & Expenditure	Status & Progress (as at 31/12/25)	Challenges	Response
Climate Finance Absorption	GGGI (UK SIDAR)	Regional (N/A)	Delivered Loss & Damage Policy, supported GCF accreditation, developed Inclusive Green Finance Roadmap, and strengthened COP engagement	No major challenges reported	Continued technical support and stakeholder engagement
Pacific NDC Hub Phase IV	GGGI	Regional (N/A)	NDC 3.0 completed and submitted to UNFCCC; forestry investment proposals developed	Tight timelines	Strong coordination ensured timely delivery
Vehicle Emissions Project	GGGI	Budget: USD 72K; Spend: USD 70K	Legislative amendment passed; SOPs for emissions and fuel standards developed; stakeholder engagement strengthened	Difficulty recruiting qualified consultant	Re-engaged previous candidates and secured consultant
Sustainable Land Transport / EV Project	GEF/UNEP/GGGI	Approved 2025 (no major spend yet)	Project initiated; national leadership and coordination structures established	Early-stage implementation	Continued coordination and recruitment processes
National Adaptation Plan (NAP)	GGGI	Budget: USD 780K; Spend: USD 875K	CRVA completed; draft NAP and Provincial Adaptation Plans in progress; strong stakeholder coordination established	Minor timeline adjustments	Adjusted timelines to ensure quality and ownership
NDC Pre-Feasibility Support	GGGI	Budget: USD 152K; Spend: USD 99K	Seven pre-feasibility studies developed; stakeholder consultations and validation completed	Overlap with other projects; timeline compression; limited data access	Adjusted scope; re-sequenced activities; extended timelines; strengthened data validation
REnew Pacific (SWPS Phase II-B)	GGGI (DFAT funded)	Budget: USD 140K; Spend: USD 131K	Project launched; procurement and planning underway; installations scheduled for 2026	Logistics constraints; compliance requirements; contractor coordination	Early engagement with DFAT; improved logistics planning; strengthened contractor monitoring
VCCRP	GCF, GoV, Australia, SCV	VT 1.72B received; VT 820M spent	14,394 beneficiaries reached in 2025; 135 community adaptation plans developed; strong progress across CDCCs, livelihoods, and governance	Logistics and coordination challenges across remote areas	Deployment of Area Council Officers; improved transport assets; strengthened coordination systems
Vanuatu Green Energy Transformation (VGET) Project	Government of Japan (GoJ) funded,	Total Budget: USD 4,622,265 (incl. coordination levy). Expenditure	Completed (Dec 2025): • 3 pico-hydro systems installed (Waterfall, Melsisi, Larimaat) with 63 kW capacity	<ul style="list-style-type: none"> Political instability causing delays Regulatory and approval delays 	<ul style="list-style-type: none"> Adaptive project redesign (reduced scope but increased impact per site)

Project Name	Development Partner	Budget & Expenditure	Status & Progress (as at 31/12/25)	Challenges	Response
	implemented by UNDP	largely aligned to infrastructure delivery, capacity building, and project implementation over 35 months.	<ul style="list-style-type: none"> • Over 600,000 kWh/year generated • 3,274 direct beneficiaries; ~6,000 indirect • Electrified 25 rural settlements, 596 households, businesses & institutions • 34 km distribution network installed • Capacity building: 13 govt officials trained; 22 locals certified; 43 green jobs created • Strong contribution to NERM & NDC targets (renewable energy transition) 	<ul style="list-style-type: none"> • Cost escalation (COVID-19, cyclones, global energy crisis) • Logistical challenges in remote islands • Budget constraints leading to reduction from 8 to 3 hydro sites • Socio-economic barriers (household inability to connect) 	<ul style="list-style-type: none"> • Strengthened stakeholder coordination and government alignment • Resilient infrastructure design (underground cabling, AC systems) • Expanded scope to include household wiring support to ensure full connectivity • Community engagement structures (local committees) • Capacity building and local workforce development to ensure sustainability

4. Policy Development

The **Vanuatu Climate Change and Disaster Risk Reduction (CCDRR) Policy 2016–2030** was updated to capture key priorities and actions outlined in its **Implementation Plan (2022–2026)**. The revised version, released in 2022 as the second edition of the CCDRR Policy, serves as the nation’s overarching strategic framework for addressing climate change and disaster risk reduction. It builds upon the original 2016–2030 policy by refining objectives, strengthening institutional coordination, and enhancing pathways toward resilience and sustainable development.

The CCDRR Policy is aligned with Vanuatu’s international commitments under the Paris Agreement and the Sendai Framework for Disaster Risk Reduction, while also contributing to the achievement of the Sustainable Development Goals—particularly those related to climate action, sustainable communities, and resilience.

In addition to the CCDRR Policy, Vanuatu has strengthened its national policy architecture through the development and implementation of complementary frameworks. The **Nationally Determined Contribution (NDC 3.0)** outlines Vanuatu’s enhanced commitments to climate mitigation and adaptation under the Paris Agreement, including targets on renewable energy, resilience building, and climate finance mobilization. The ongoing development of the **National Adaptation Plan (NAP)** provides a long-term, coordinated approach to addressing climate vulnerabilities across sectors such as water, agriculture, infrastructure, and coastal systems.

Furthermore, the **National Loss and Damage (L&D) Policy**, recently launched, represents a critical milestone in addressing the unavoidable impacts of climate change. It establishes a framework for assessing, responding to, and financing loss and damage associated with slow-onset events and extreme weather, ensuring that vulnerable communities are better supported in recovery and resilience-building efforts.

In 2025, the National Advisory Board (NAB) Secretariat continued its policy awareness and outreach campaigns across targeted provinces, strengthening stakeholder understanding and ownership of climate and disaster risk policies. The Secretariat also developed a **Monitoring and Evaluation (M&E) Framework** for the CCDRR Policy, which will support systematic tracking of implementation progress, results, and accountability across sectors.

Together, these policies and frameworks demonstrate Vanuatu’s strong and evolving commitment to integrated climate governance. They provide a comprehensive foundation for enhancing resilience, improving coordination, and safeguarding the livelihoods, ecosystems, and future well-being of the people of Vanuatu.

5. Portfolio Legislative Framework

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

Acts in Force:

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

Legislation in Force:

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

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

Additionally, the Disaster Risk Management (DRM) Act was amended in 2024 and is now a statute law.

5. Conventions

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

Table 2: shows the current treaty under the Ministry of Climate Change

Treaty	Signatures	Ratification	Status
Basel Convention		16 Oct 2018	Accession
United Nations Convention on Biological Diversity (UNCBD)	9 Jun 1992	25 Mar 1993	Ratification
Convention on International Trade in Endangered Species of Wild Fauna and Flora	17 Jun 1989	15 Oct 1989	Accession
Kyoto Protocol		17 Jul 2001	Accession
Minamata Convention on Mercury		16 Oct 2018	Accession
Montreal Protocol		21 Nov 1994	Accession
Nagoya Protocol	18 Nov 2011	1 Jul 2014	Ratification
Paris Agreement	22 Apr 2016	21 Sep 2016	Ratification
Rotterdam Convention		16 Oct 2018	Accession
Stockholm, Convention	21 May 2002	16 Sep 2005	Ratification
The Kigali Amendment (2016)	20 Apr 2018		Signatory
United Nations Convention to Combat Desertification (UNCCD)	28 Sep 1995	10 Aug 1999	Ratification
United Nations Framework Convention on Climate Change (UNFCCC)	9 Jun 1992	25 Mar 1993	Ratification
United Nations Convention on the Law of the Sea	10 Dec 1982	10 Aug 1999	Ratification
International Commission for the Conservation of Atlantic Tunas		25 Oct 2002	Accession
Vienna Convention		21 Nov 1994	Accession
Biodiversity Beyond National Jurisdiction (BBNJ Agreement)	2023	Not yet ratified	Signatory
Cartagena Protocol on Biosafety	Yes	2023	Ratification
Noumea Convention	Yes	1993	Ratification
Waigani Convention	Yes	2002	Ratification

6. Risks/challenges

Despite significant progress, the Ministry of Climate Change (MoCC) faced a range of operational, institutional, and external challenges that impacted the delivery of its mandate in 2025.

- **Environmental and Operational Constraints:** Severe weather events continued to disrupt travel and field operations, causing delays in implementation and limiting access to remote communities. These challenges highlight the ongoing vulnerability of service delivery in a geographically dispersed island context.
- **Governance and Institutional Gaps:** Weaknesses in legislative enforcement, contractual monitoring, and internal processes affected efficiency and accountability. Delays in appraisal and decision-making processes further slowed implementation timelines.
- **Legal and Policy Constraints:** Ongoing litigation cases required significant time and resources, diverting attention from core operational priorities. In addition, government-wide limitations, including Public Service Commission (PSC) circulars and Council of Ministers (COM) decisions, constrained aspects of business plan implementation.
- **Capacity and Systems Limitations:** Capacity gaps within the Ministry remain a key challenge, particularly in staff training and clarity on internal systems such as PSSM processes. Increased workload, coupled with high travel demands, placed additional pressure on staff and departmental resources.
- **Coordination and Partnership Challenges:** Coordinating across multiple departments, projects, and stakeholders proved complex. Challenges included aligning monitoring and evaluation (M&E) processes, improving internal coordination mechanisms, and strengthening engagement within NAB working groups to support timely and effective decision-making.
- **Resource and Workload Pressures:** The growing scale of climate finance projects and regional commitments has placed significant strain on institutional capacity. Competing national and regional priorities have contributed to workload imbalances and resource bottlenecks across departments.
- **External Pressures and Stakeholder Dynamics:** Political interference and external pressures at times affected operational independence and decision-making processes. In addition, inefficiencies in stakeholder coordination impacted project timelines and overall effectiveness.
- **Feedback and Learning Gaps:** Limited mechanisms to systematically capture, analyze, and act on feedback from reports and program implementation reduced opportunities for adaptive management and continuous improvement.

Human Resource

In 2025, the Ministry employs a total of 215 staff, including permanent, contract, and intern positions compared in 2024 with 208 staff. The table below provides a breakdown of the number of staff in each department, along with their respective employment types.

Table 3: shows statistical information on the Ministry's staffing by each Department

Department	Total Positions (approved structure)	Permanent	Vacant Positions	Projects/Contract	Intern	Total employees
VMGD	85	64	21	3	7	
CSU	22	19	3	1	5	
DoCC	8	7	1	32	2	
DEPC	19	17	2	7	7	
DoE	21	10	11	1	1	
NGEF	10	7	3	1		
NDMO	21	17	4	2	5	
Total MoCC	186	141	45	47	27	215

❖ **Information on Compliance Report (Discipline Cases).**

A total of three staff members faced serious disciplinary actions and were suspended on half pay following the Public Service Commission's disciplinary process.

❖ **Retirements in this period;**

In 2025 there was no retirement for MoCC staff

❖ **Redundancies (if any) in this period**

In 2025 there was no redundancies for MoCC staffs

❖ **Leave Accrual Analysis;**

The table below shows the distribution of permanent staff based on their accrued leave balances for 2025. According to the Public Service Staff Manual, all public service officers are entitled to 21 working days of annual leave, in accordance with the Employment Act (Cap 160). Officers with 20 years of unbroken service are entitled to 48 working days of leave, while those with 30 years of unbroken service are entitled to 72 working days per annum.

Out of a total of 215 employees, a significant number of staff have accumulated leave balances above the standard annual entitlement. Notably, 65 employees have accrued more than 40 days of leave, while 26 employees have more than 30 days, and 30 employees have exceeded 20 days. This indicates a high level of leave accumulation within the Ministry, particularly among long-serving staff.

While this reflects staff retention and continuity within the Ministry, it also highlights the need for improved leave management practices. High leave balances may pose risks related to staff wellbeing, productivity, and increased leave liability. Therefore, there is a need to encourage staff to utilise their leave regularly and for management to monitor and address leave accumulation proactively.

Table 4: MoCC 2025 Leave update

Leave Accumulation Type	Total
10 days and below	38
10 days and over	49
20 days and over	30
30 days and over	26
40 days and over	65
50 days and over	3
60 days and over	3
Total	215 Employees

Table 5: Shows the total number of employees on Scholarships;

Position	Name	Allowances	Area of scholarship
Allan Rairai	Manager Climate	50% salary cut	PHD- Environmental science
Dan Tari	Scientific officer(seismology)	50% salary cut	Masters of environmental science technology in applied chemistry and chemical engineering
Anna belle Alie	Pollution control officer	50% cut	Masters' environmental science
Ionie Bolenga	Principal Waste control officer	50% cut	Masters in Environmental science
Mathew Tasale	Manager electrification	50%cut	Masters in electrification
Mike Waiwai	Director	50%cut	Masters in climate change diplomacy
Rihana Brown	Logistics officer	50% cut	Degree-Management
Ken Mana	Rapid Response	50% Cut	Masters in Environment

Table 6: Shows training delivered, equity, and inclusivity

Training Title	Staff Name	Duration	Type	Provider	Sponsor
JICA KCCP: Stabilizing Power Systems to Introduce Various Kinds of Energy (B) (Course No. 202413558J001)	Julius Mala	28 th Sept- 11 th Oct	Face to Face	JICA	JICA
Knowledge Co-Creation Workshop	Joseph Temakon Antony Garae	7-8 th Jun	Face to Face	UNDP	UNDP
Hydro Sustainable System	Antony Garae	7-11 th Apr	Face to Face	UNDP	UNDP
Knowledge Sharing Workshop: HACT and UNDP Financial Rules & Regulations	Flora Roberts Elizabeth Waiwai	24 th Mar	Face to Face	UNDP	UNDP
Short-term Training on Integrated	Misel Sisi	6 th -12 th Sept -	Face to Face	ADB	ADB

Training Title	Staff Name	Duration	Type	Provider	Sponsor
Energy System Planning					
Installation of Electronic Mechanical Component Training on Pico Hydro Systems	Gary Erick	25 th Sept – 5 th Oct	Face to Face	UNDP	UNDP
Bachelor of Arts	Samantha Garae	Ongoing	Online/F2F	USP	Self-sponsor
Building a better response	Defline Banga Julien Marc Arukwaki		Online	UNDP	UNDP
Humanitarian Logistics Capacity	Defline Banga	1 day	Face to Face		AusAID
SAR Leadership Training	Defline Banga		Face to Face	Centred of Excellence in Disaster Management and Humanitarian Assistance	
Introduction Importation and Customs Clearance	Noella Wanmelbu	1 month (April)	Online	Imports and Help Logistics	Free Online Course
Humanitarian Logistics Capacity	Noella Wanmelbu Julien Marc Arukwaki Christophe Sumtoh	1 day	Face to Face	AusAID	
Bachelor of Information Management Systems	Rihanna Brown	3 Years	Face to Face	Fiji National University	MFAT
Masters in Disaster Risk Management	Ken Mana	2.5 Years	Face to Face	Japan	JICA
Diploma in Accounting	Lisa Laban	Jul-Dec 2025	Online	USP	Self-Sponsor
Search and Rescue Leadership Training	Jimmy Naura	4 Days	Face to Face	Centred of Excellence in Disaster Management and Humanitarian Assistance	NDMO
Training of Trainers	Jimmy Naura	1 week	Face to Face	SPC	SPC
Masters of Environmental Engineering	Ionie Bolenga	2 Years	Face to Face	Griffith University	Australia Award
Masters of Urban and Global Environmental Management and Environmental System Analysis	Annabelle Alilee	2 years	Face to Face	Japan	JICA
Diploma in Multilateral	24 th Mar- 4 th Apr	Face to Face	Face to Face	Thailand	UNEP

Training Title	Staff Name	Duration	Type	Provider	Sponsor
Environmental Agreement- Special Theme on Climate Change Air Pollution and Ozen Depletion					
Certificate in Strengthening Implementation of Rotterdam Convention in SIDs	Rontextar Mogeror	21-23 Oct	Face to Face	Fiji	UN
International Law in Climate Change and Climate Justice	Tom Maimai	1 week	Face to Face	Office of the High Commissioner of the Human Rights	Foreign Affairs
Enhance Adaptation and Resilience using Nature-Base Solutions	Winy Marango	4 weeks	Online	Griffith University	KIWA

Financial Statements



Statement of Representation

FINANCIAL STATEMENTS FOR THE YEAR ENDED 2025


STATEMENT OF REPRESENTATION FOR Ministry of Climate Change & Adaptation

We have reviewed the Statement of Financial Performance and the Statement of Appropriations for my Ministry for the year ended 31st December 2025 and provided the required schedules as outlined in Financial Circular 7 of 2009. We verify that:

1. The Statement of Financial Performance and Statement of Appropriations fairly reflect the Ministry of Climate Change & Adaptation financial activities for the period 1st January – 31st December 2025;
2. All LPOs were verified as being valid as at 31st December 2024 and any duplicate, invalid or erroneous LPOs have been cancelled;
3. All Standing and Accountable imprest due before 31st December 2025 have been retired and fully accounted for.
4. The asset register has been updated to the best of our ability and includes all known assets with a value of more than Vt100, 000 as of 31st December 2025.
5. Employee leave transactions have been updated and the list of outstanding annual leave balances provided is valid and complete;
6. All known commitments, contingent liabilities and contingent assets have been identified and information submitted;
7. All adjustment journals have been made and passed onto the Department of Finance for approval.



Mr. David Gibson
Director General
Ministry of Climate Change



Chester Takau
Finance Manager
Ministry of Climate Change

Statement of Appropriation

Code	Description	Original Appropriation	Supplementary Appropriations	Virements	Final Budget	Actual Expenditure	Commitments	Total Expenditure	Under/ (Over)
M20	Ministry of Climate Change Adaptation, Geohazards, Meteorology and Energy								
MGA	Cabinet Support								
86AA	Cabinet Operations	71,962,234 -	-	-	71,962,234	68,824,775 -	-	68,824,775	3,137,459
MGAA	Portfolio Coordination	71,962,234 -	-	-	71,962,234	68,824,775 -	-	68,824,775	3,137,459
MGA	Cabinet Support	71,962,234 -	-	-	71,962,234	68,824,775 -	-	68,824,775	3,137,459
MGB	Executive Management & Corporate Services								
75DA	Meteo Department Corporate Service Section	10,000,000 -	-	-	10,000,000	9,999,955 -	-	9,999,955	45
86AA	Cabinet Operations	-	-	-	-	252,500 -	-	252,500	-252,500
87AA	Office of the Director General	136,684,496 -	-	-22,253,546	114,430,950	116,267,903 -	-	116,267,903	-1,836,953
87BB	National Advisory Board	25,169,848 -	-	1,277,640	26,447,488	25,026,881 -	-	25,026,881	1,420,607
MGBA	Corporate Services	171,854,344 -	-	-20,975,906	150,878,438	151,547,239 -	-	151,547,239	-668,801
MGB	Executive Management & Corporate Services	171,854,344 -	-	-20,975,906	150,878,438	151,547,239 -	-	151,547,239	-668,801
MGC	Vanuatu Meteorological Services								
75DA	Meteo Department Corporate Service Section	147,864,230 -	-	16,099,980	163,964,210	169,757,465 -	-	169,757,465	-5,793,255
75DC	Weather Forecasting & Monitoring	1,000,000 -	-	-	1,000,000	977,258 -	-	977,258	22,742
75DE	ICT-Engineering	1,000,000 -	-	-	1,000,000	999,990 -	-	999,990	10
75DF	Climate Section	1,000,000 -	-	-	1,000,000	999,942 -	-	999,942	58
75DG	Observation Section	1,000,000 -	-	-	1,000,000	919,013 -	-	919,013	80,987
MGCA	Weather Forecasting, Monitoring and Research	151,864,230 -	-	16,099,980	167,964,210	173,653,668 -	-	173,653,668	-5,689,458
75DD	Geo-hazard	34,766,821 -	-	1,449,812	36,216,633	37,397,701 -	-	37,397,701	-1,181,068
MGCD	Geo-hazard	34,766,821 -	-	1,449,812	36,216,633	37,397,701 -	-	37,397,701	-1,181,068
MGC	Vanuatu Meteorological Services	188,631,051 -	-	175,497,92	204,180,843	211,051,369 -	-	211,051,369	-6,870,528
MGD	Energy								
6301	DoE Finance & Admin	43,130,898 -	-	3,395,834	46,526,732	39,711,888 -	-	39,711,888	6,814,844
6302	DoE Electrification Unit	306,509,248 -	-	-	306,509,248	304,924,968 -	-	304,924,968	1,584,280
MGDA	Energy Management and assessment	349,640,146 -	-	3,395,834	353,035,980	344,636,856 -	-	344,636,856	8,399,124
MGD	Energy	349,640,146 -	-	3,395,834	353,035,980	344,636,856 -	-	344,636,856	8,399,124
MGE	Environment								
640	Environment Unit	-	-	-	-	1,209,452 -	-	1,209,452	-1,209,452
6401	Environment Department	98,232,662	39,250,000	-6,940,242	130,542,420	128,283,867 -	-	128,283,867	2,258,553
6402	Sanma Extension Office	2,000,000 -	-	-	2,000,000	1,499,902 -	-	1,499,902	500,098
6403	Malama Extension Office	2,000,000 -	-	-	2,000,000	1,155,760 -	-	1,155,760	844,240
6404	TAFE Extension Office	2,000,000 -	-	-	2,000,000	1,557,663 -	-	1,557,663	442,337
MGEA	Environmental management, research and extension Services	104,232,662	39,250,000	-6,940,242	136,542,420	133,706,644 -	-	133,706,644	2,835,776
MGE	Environment	104,232,662	39,250,000	-6,940,242	136,542,420	133,706,644 -	-	133,706,644	2,835,776
MGF	National Disaster Management								
1701	National Disaster Management Office	49,094,768 -	-	3,867,292	52,962,060	55,264,926 -	-	55,264,926	-2,302,866
1702	PDO SHEFA	2,632,171 -	-	266,994	2,899,165	1,008,005 -	-	1,008,005	1,891,160
1703	PDO TAFEA	2,621,784 -	-	268,476	2,890,260	2,366,272 -	-	2,366,272	523,988
1704	PDO PENAMA	2,632,864 -	-	266,994	2,899,858	2,867,246 -	-	2,867,246	32,612
1705	PDO MALAMPA	2,632,864 -	-	266,968	2,899,832	2,913,628 -	-	2,913,628	-13,796
1706	PDO SANMA	2,633,024 -	-	266,968	2,899,992	2,832,807 -	-	2,832,807	67,185
1707	PDO TORBA	2,631,024 -	-	266,968	2,897,992	2,947,632 -	-	2,947,632	-49,640
MGFA	National Disaster Management	64,878,499 -	-	5,470,660	70,349,159	70,200,516 -	-	70,200,516	148,643
MGF	National Disaster Management	64,878,499 -	-	5,470,660	70,349,159	70,200,516 -	-	70,200,516	148,643
MGH	Climate Change								
98AA	Department of Climate Change	30,585,584	330,729,120	1,499,862	362,814,566	71,184,038 -	-	71,184,038	291,630,528
98BA	Climate Change Adaptation	6,176,000 -	-	-	6,176,000	6,176,000 -	-	6,176,000	-
98BC	Climate Change Mitigation	1,244,000 -	-	-	1,244,000	1,235,630 -	-	1,235,630	8,370
MGHA	Climate Change	38,005,584	330,729,120	1,499,862	370,234,566	78,595,668 -	-	78,595,668	291,638,898
MGH	Climate Change	38,005,584	330,729,120	1,499,862	370,234,566	78,595,668 -	-	78,595,668	291,638,898
M20	Ministry of Climate Change Adaptation, Geohazards, Meteorology and Energy	987,204,520	369,979,120 -	-	1,357,183,640	1,058,587,567 -	-	1,058,587,567	298,620,573
	Grand Total	987,204,520	369,979,120 -	-	1,357,183,640	1,058,587,567 -	-	1,058,587,567	298,620,573

The Ministry of Climate Change managed its government-appropriated recurrent budget of **VT 1,357,183,640** for 2025, recording total expenditure of **VT 1,058,587,567 (78% utilization)** as at 31 December 2025. Strong budget execution was achieved by **National Disaster Management (99.8%), Environment (97.9%), and Energy (97.6%)**. **Vanuatu Meteorological Services (103.4%)** slightly overspent its VT 204.18M allocation, primarily due to **VT 14 million in staff overtime entitlements** required for 24/7 weather monitoring operations.

The **Department of Climate Change** recorded expenditure of **VT 78.56M** against a final budget of **VT 370.23M (21.2% utilization)**. Despite lower expenditure, the Department delivered **100% of statutory UNFCCC obligations**, including submission of **NDC 3.0, Biennial Transparency Report, and 4th National Communication**, plus the historic launch of Vanuatu's **National Loss and Damage Policy** and completion of provincial consultations across 6 provinces. All mandated activities were achieved without service delivery compromise.

The variance of **VT 291.63M** is primarily attributable to **MFAT (New Zealand) Flexible Financing** appropriated for procurement of a **coconut oil-fired diesel generator** for Unelco's Port Vila electricity generation. The international procurement process in **Europe** has completed technical evaluation and is in **final contract negotiation phase**. Due to European manufacturing lead times and public procurement protocols, contract signing and fund disbursement will commence in **Q1 2026**. In accordance with **Public Finance Management Act provisions**, these unspent funds have been **formally approved for rollover to 2026**, representing prudent financial management rather than implementation failure.

The Ministry's 2025 performance demonstrates **fiscal discipline and operational efficiency**, with all core mandated functions delivered within available resources while safeguarding major capital investments through appropriate governance channels.

Summary of Expenditure

Table 7: Expenditure summary by departments/unit

Description	Final Budget (VT)	Actual Expenditure (VT)	Variance (VT)	% of Budget Spent
Cabinet Support	71,962,234	68,824,775	3,137,459	96%
Executive Management & Corporate Services	150,878,438	141,547,284	9,331,154	94%
Vanuatu Meteorological Services	204,180,843	221,051,324	-16,870,481	108%
Energy	353,035,980	344,636,856	8,399,124	98%
Environment	136,542,420	133,706,644	2,835,776	98%
National Disaster Management	70,349,159	70,200,516	148,643	100%
Climate Change	370,234,566	78,595,668	291,638,898	21%
Grand Total	1,357,183,640	1,058,563,067	298,620,573	78%

Source: Government of Vanuatu 2025 Expenditure report Compiled by MoCC Finance Unit

The Ministry achieved 78% budget utilization in 2025, expending VT 1,058,563,067 of its VT 1,357,183,640 appropriation. National Disaster Management (100%), Environment (98%), and Energy (98%) delivered strong results. Vanuatu Meteorological Services (108%) exceeded budget by VT 16.87M, primarily due to VT 14M in mandatory overtime for 24/7 weather monitoring.

The Department of Climate Change utilized 21% (VT 78.56M of VT 370.23M), comprising VT 23.31M personnel and VT 12.70M operating expenses. Per the 2025 Business Plan Tracker, the Department achieved 100% completion of mandated deliverables: submitted NDC 3.0, Biennial Transparency Report, and 4th National Communication; launched the National Loss and Damage Policy; completed provincial consultations across 6 provinces; executed 6-7 MOUs; and maintained all statutory reporting.

The VT 291.64M variance reflects MFAT Flexible Financing for a coconut oil-fired generator for Unelco's Port Vila operations. The Belgium procurement has completed technical evaluation, ready for contract signing. Funds are rolled over to 2026 per Public Finance Management Act representing fiscal prudence, not underperformance.

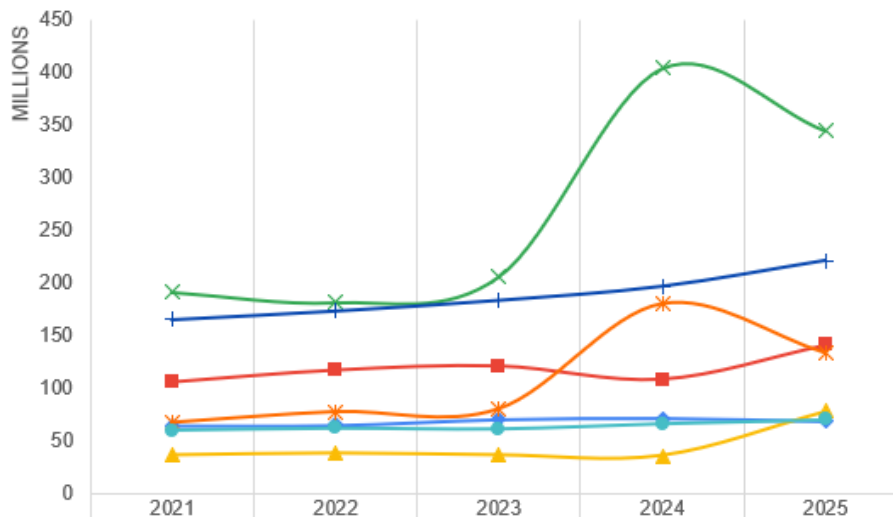
Note: Government recurrent budget only. Donor projects not reported.

Table 8: Expenditure summary of personnel and operating expenses

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

Source: Government of Vanuatu 2025 Expenditure report Compiled by MoCC Finance Unit

YEARLY EXPENDITURE TREND



	2021	2022	2023	2024	2025
— Cabinet	64,841,506	65,158,720	70,322,992	71,429,539	68,824,775
— Corporate Service Unit	105,572,313	117,249,958	121,384,793	108,311,655	141,547,284
— Climate Change	36,459,857	38,332,497	36,533,044	36,008,327	78,595,668
— Energy	191,231,558	181,385,524	205,612,344	403,585,527	344,636,856
— Environment	67,536,560	77,774,265	80,392,601	180,510,200	133,706,644
— NDMO	60,141,062	62,093,123	61,424,934	66,512,028	70,200,516
— VMGD	165,654,538	173,737,138	183,748,070	196,898,728	221,051,324

The Ministry's procurement commitments across the five-year period from 2021 to 2025 tell a story of growing operational complexity, expanding programme scope, and evolving procurement priorities with each year carrying its own distinct character shaped by legal obligations, capital investment cycles, staff transitions, and the Ministry's deepening role in Vanuatu's climate and energy agenda.

In **2021**, with a total expenditure of **VT 691.4 million**, procurement activity was largely defined by recovery and re-establishment. The Ministry was clearing pre-existing obligations accumulated during the COVID-19 period, with significant commitments directed toward settling outstanding utility bills, restocking equipment and office supplies, and resuming field operations across provincial divisions. Early rural electrification programme works under the Department of Energy were active, with solar installation payments totaling **VT 6.1 million** reaching communities in Pentecost and Penama. A major legal liability also materialized, with two court-ordered settlement payments to Vanuatu Rural Services Cooperative totaling **VT 29.6 million** related to the VREP rural electrification programme the single largest expenditure burden of the year. Vehicle procurement absorbed **VT 9.2 million**, electricity bills to UNELCO totaled **VT 7.4 million**, and a **VT 3.9 million** COP-related hotel commitment reflected the Ministry's active role in international climate diplomacy. Regional and international organization contributions to SPREP and other bodies further characterized 2021 as a year of both catch-up spending and institutional re-engagement.

By **2022**, total expenditure rose to **VT 715.7 million a 3.5% increase on 2021** and procurement patterns shifted markedly toward legal and administrative resolution. The VREP court saga escalated further, with additional court penalties of **VT 20.1 million** and accrued interest of **VT 4.9 million**, while a World Bank ineligibility refund of **VT 6 million** continued the financial pressure. A wave of senior staff severance payments stemming from a policy directive to settle Directors' entitlements included payments to five senior officers totaling over **VT 23 million**, with individual amounts ranging from **VT 2.8 million to VT 6.8 million**. Despite these extraordinary outlays, routine operational procurement continued to grow field accountable imprest activity reached its highest volume across the five-year period, international travel resumed in earnest with COP27 commitments costing **VT 1.1 million** in airfares alone, and telecommunications and office supply spending expanded across divisions. The year was notable for its high transactional volume in mid-range spending, confirming that day-to-day operational demands were intensifying even as the Ministry absorbed large one-off legal costs.

In **2023**, total expenditure grew to **VT 759.4 million a further 6.1% increase** and procurement diversified and scaled significantly, with the highest number of individual commitments recorded across the entire five-year period. The Department of Environment drove much of the activity, with agriculture and environmental programme contracts particularly waste management and composting with Vorganic (**VT 10.8 million** combined across multiple contracts) and post-cyclone recovery works becoming prominent recurring features. Infrastructure investment gathered pace, with the DEPC building construction entering its design phase and the Meteorological radar access road progressing through civil works contracts. Energy subsidy claims under VREP I reappeared in the procurement record totaling **VT 5.2 million**, and electricity arrears to UNELCO continued to accumulate across multiple accounts totalling **VT 10.3 million** for the year. Staff severance costs tripled compared to prior years to **VT 8.1 million**, accommodation and event expenditure surged in line with a busy workshop and dialogue calendar, and international organizations contributions to WMO (**VT 1.8 million**), IUCN (**VT 1 million**), and the International Solar Alliance (**VT 1.2 million**) were honored painting a picture of a Ministry operating at full breadth across all its mandated functions.

The year **2024** saw total expenditure jump sharply to **VT 1.063 billion a 40% increase on 2023** standing apart from all others as the most financially intensive procurement year on record. Two extraordinary commitments dominated the year: a major advance payment of **VT 49.3 million** to China National Heavy Machinery Corporation as main contractor for the VREP 5 mini-grid South Malekula project, and a World Bank ineligibility refund of **VT 36.1 million** together creating a combined fiscal impact of over **VT 85 million** in the Department of Energy's budget alone. The DEPC building construction was completed through five phased milestone payments to NEX Construction totalling **VT 78.5 million**, representing the Ministry's most significant physical infrastructure investment of the entire period. Alongside these capital commitments, routine procurement expanded further: equipment and technology spending reached its peak at **VT 15.5 million**, a new Director-General vehicle cost **VT 6.6 million**, solar energy installations through multiple contractors totaled over **VT 12 million**, and staff severance payments of **VT 7.3 million** across 23 transactions continued the workforce transition trend. Vehicle fleet renewal, generator procurement, and conference hosting costs all featured prominently, confirming 2024 as a year of both extraordinary one-off obligations and a structurally elevated operational baseline.

By **2025**, total expenditure stood at **VT 1.059 billion a marginal 0.4% decline from 2024**. Renewable energy investments continued to grow, with battery storage solutions for Southwest Bay Malekula (**VT 10.9 million** through Savvy Vanuatu), final contract payments on energy installations by Energy4All (**VT 12.1 million**), and meteorological equipment procurement including Vaisala meteorological balloons (**VT 8.8 million**). Staff severance obligations reached their highest level of the entire five-year period, with long-serving officers under Dept of Environment **VT 10.8 million** and Meteo Dept (**VT 7.1 million**) among a group of departures totalling over **VT 35 million** a pattern that had been building incrementally since 2022. Electricity costs remained a persistent pressure at **VT 10.2 million** in a single consolidated MoCC payment, accommodation and event expenditure remained elevated consistent with Vanuatu's active role in the regional Just Transition dialogue and COP30 preparatory engagements, and telecommunications costs continued their upward trajectory having grown 145% since 2021. Taken together, the 2025 procurement profile confirms that the Ministry has transitioned from a period of reconstruction and legal resolution into one of sustained programme delivery but one that demands increasingly disciplined procurement planning, consolidated service agreements, and stronger commitment controls to ensure that the growth trajectory of the past five years translates into measurable and accountable development outcomes.

Source: Government of Vanuatu 2025 Expenditure report Compiled by MoCC Finance Unit

Summary of Revenue

Table 9: Summary of MoCC revenue in 2025

Code	Revenue Description	YTD Total	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
6301 DoE Finance & Admin – Energy Department														
7UIB	Interest from Bank Deposits	-	-	-	-	-	-	-	-	-	-	-	-	-
7UIO	Interest from Other Advances	166,268	-	-	-	-	-	166,268	-	-	-	-	-	-
TOTAL – 6301 DoE Finance & Admin		166,268	-	-	-	-	-	166,268	-	-	-	-	-	-
6302 DoE Electrification Unit – Energy Department														
7NFO	Other Fees	1,632,000	-	76,500	1,000	-	5,000	1,000	57,000	443,500	227,000	4,000	640,500	176,500
TOTAL – 6302 DoE Electrification Unit		1,632,000	-	76,500	1,000	-	5,000	1,000	57,000	443,500	227,000	4,000	640,500	176,500
TOTAL ENERGY DEPARTMENT (6301 + 6302)		1,798,268	-	76,500	1,000	-	5,000	167,268	57,000	443,500	227,000	4,000	640,500	176,500
75DA Meteo Department Corporate Service Section – Vanuatu Meteorological Services														
7LCL	Landing Charges	29,077,304	-	-	7,090,000	4,590,000	-	-	13,016,000	2,981,304	2,820,000	(2,660,000)	1,000,000	240,000
7NFO	Other Fees	201,200	-	-	-	100,000	-	101,200	-	-	-	-	-	-
7NOR	Rents & Leases Recoveries	15,000	-	-	-	-	-	-	15,000	-	-	-	-	-
TOTAL METEOROLOGICAL SERVICES (75DA)		29,293,504	-	-	7,090,000	4,690,000	-	101,200	13,031,000	2,981,304	2,820,000	(2,660,000)	1,000,000	240,000
6401 Environment Department – Environment Department														
7NIO	Other Fines	6,093,327	45,000	130,000	-	310,000	300,000	-	741,739	-	1,943,478	1,500,000	123,110	1,000,000
7NOA	Application Charges Recoveries	15,000	-	-	10,000	-	-	-	-	-	-	-	-	5,000
7NOO	Other Recoveries	15,748,362	307,744	6,458,872	269,794	584,262	776,045	623,569	538,262	477,589	3,914,584	725,073	607,610	464,958
7NOP	Permits Recoveries	12,200,382	391,625	2,896,121	919,732	375,426	851,459	1,090,931	257,675	1,727,418	1,694,565	1,641,979	221,042	132,409
TOTAL ENVIRONMENT DEPARTMENT (6401)		34,057,071	744,369	9,484,993	1,199,526	1,269,688	1,927,504	1,714,500	1,537,676	2,205,007	7,552,627	3,867,052	951,762	1,602,367
GRAND TOTAL – MoCC 2025 Revenue		65,148,843	744,369	9,561,493	8,290,526	5,959,688	1,932,504	1,982,968	14,625,676	5,629,811	10,599,627	1,211,052	2,592,262	2,018,867

Source: Government of Vanuatu 2025 Monthly Revenue Report (Actual Amounts). Compiled by MoCC Finance Unit

Total revenue collected by MoCC in 2025 reached VT 65,148,843, drawn from three operational departments the Department of Energy (DoE), Vanuatu Meteorological Services (Meteo), and the Environment Department reflecting the Ministry's continued role as a significant revenue-generating agency of the Government of Vanuatu.

Vanuatu Meteorological Services was the single largest revenue contributor, accounting for VT 29,293,504 or approximately 45% of total MoCC revenue, driven primarily by Landing Charges (7LCL) of VT 29,077,304 collected from aviation operations a critical and consistent revenue stream tied to Vanuatu's air traffic activity, with the bulk of collections recorded in March, April, July, and August.

The Environment Department generated VT 34,057,071 the highest departmental contribution at 52% of total revenue led by Other Recoveries (7NOO) at VT 15,748,362 and Permits Recoveries (7NOP) at VT 12,200,382, reflecting active enforcement and permitting activity throughout the year, with collections spread evenly across most months.

The Department of Energy contributed VT 1,798,268, comprising interest recoveries from donor-funded advances under the Energy Management programme (VT 166,268 via 7UIO, recorded entirely in June) and Other Fees from the Electrification Unit (VT 1,632,000 via 7NFO), with the latter showing strong collections particularly in August and November.

Compared to 2024, total MoCC revenue more than doubled from VT 22,696,241 to VT 65,148,843 a growth of approximately **187%**. The most notable increase was in Permits Recoveries, which rose from VT 4,023,504 in 2024 to **VT 12,200,382** in **2025**, and Other Recoveries, which grew from VT 6,032,199 to VT 15,748,362, signaling significantly stronger regulatory and

Summary of Asset

Table 10: MoCC 2025 asset

Asset Description # code	Asset Cost (VT)	Asset Depreciation (VT)	Asset Net Book Value (VT)
271 - Commercial Buildings	86,773,394	19,090,148	67,683,246
273 - Office Furniture & Fittings	7,817,882	919,622	6,898,260
274 - Residential Furniture	327,489	88,623	238,866
275 - Plant & Equipment	67,857,417	65,051,120	2,806,297
2750 - Office Equipment	18,772,557	4,129,426	14,643,131
276 - Motor Vehicles	88,900,069	4,760,513	84,139,556
277 - Ship & Boats	400,000	18,333	381,667
278N - Network Equipment	232,522	127,802	104,720
278 - Computer Hardware	38,686,061	9,102,905	29,583,156
278 CS - Computer Screen	676,425	306,000	370,425
278S - Server	3,006,290	721,712	2,284,578
279 - Computer Software	982,728	478,599	504,129
281 - Electricity Infrastructure	10,828,845	4,257,552	6,571,293
288 - Other Assets	20,581,402	193,527	20,387,875
292 - ATTRACT - Attractive Items	12,283,120	529,088	11,754,032
TOTAL	358,126,201	109,774,970	248,351,231

Source: Government of Vanuatu 2025 Asset report Compiled by MoCC Finance■

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

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

Statement of Liabilities

Table 11: 2025 accumulate liabilities

Accumulate liabilities as at 31st Dec 2024	Amount (VT)
Accrued Leaves	64,189,122
Staff retiring in next 1 - 5 years	16,031,667
Partial Severance	96,876,581
TOTAL	177,097,370

Note:

- The total accrued liability for untaken employee annual leave balances as of 31 December 2025 is VT 64,189,122, taken from Government of Vanuatu payroll reports.
- The Ministry has identified a total severance liability of 16,031,670 for three confirmed staff retirements, with additional retirement obligations for twelve forthcoming personnel currently under assessment.
- The partial severance calculations follow PSC Circular No. 19 of 2023, which authorized the Ministry to settle entitlements for long-serving staff members. This strategic implementation significantly eases the Ministry's overall financial burden by systematically reducing long-term accrued liabilities.

Statutory Authorities

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

1. National Disaster Committee
2. National Advisory Board on CCDRR
3. National Green Energy Fund and
4. The Sustainable Energy Association for Vanuatu (SEAV)
5. Biodiversity Advisory Council
6. CITES Management Authority
7. CITES Scientific Authority
8. Products Stewardship Scheme Board

Reports by the Auditor General

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

- **Legislative Review:** 3 reviews conducted, 1 new proposed legislations, and 1 regulations reviewed.
- **Contract and Agreement Management:** Developed and reviewed more than 10 contracts, Memoranda of Understanding (MoUs), and agreements, including those related to MoCC-supported projects.
- **Litigation Matters:** 1 case handle pending submission to Office of the Public Prosecutor

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

Comments by the Ombudsman

In 2025, MoCC has not received comments from the Ombudsman.

Right to information

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

Decisions of Courts

In 2025, the Ministry of Climate Change (MoCC) had no court decisions recorded.

Complaints Mechanisms

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

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

Equity

The Ministry of Climate Change (MoCC) is committed to promoting gender equity and inclusivity within its workforce and operations. Currently, the Ministry employs 14 female staff members, including 5 female technicians. Notably, women are well represented in leadership, with 5 female managers and several senior roles held by women, including the Director, ICT Manager, and Project Managers. This strong representation at both management and senior levels sets an important example of inclusivity and supports gender equity in human resource development within the Ministry and across the broader national government.

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

Capital Expenditure

Table 12: MoCC 2025 capital expenditure summary

Departments	Expenditure (VT)
Corporate Service Unit	6,586,667
Dept of Climate Change	4,830,826
Dept of Energy	232,803,559
Dept of Environment	35,005,708
Dept of Meteo	8,638,855
Capital Expenditure Total	292,161,093

Capital expenditure (CapEx) reflects the Ministry's investment in long-term assets that strengthen service delivery and support national priorities. In 2025, total CapEx for the Ministry of Climate Change increased significantly to **VT 292,161,093**, compared to **VT 200,357,621** in 2024, indicating a stronger push toward infrastructure and asset development across departments.

The Department of Energy remains the dominant driver of capital spending, rising sharply from **VT 107 million in 2024 to VT 232.8 million in 2025**, largely reflecting expanded investments in electricity infrastructure and continued efforts to scale up energy access initiatives. In contrast, the Department of Environment recorded a notable decline, dropping from **VT 79 million in 2024 to VT 35 million in 2025**, following the completion of its major office construction project in the previous year. Other departments, including the Corporate Services Unit, Department of Climate Change, Department of Meteorology, and NDMO, contributed moderate levels of capital investment focused on vehicles, equipment, and infrastructure. Overall, the 2025 CapEx profile shows a clear shift from one-off construction projects toward sustained investment in national infrastructure, particularly in the energy sector.

It is important to note that these figures are derived solely from the Government's recurrent budget and therefore do not capture capital expenditure financed through donor-funded projects. As a result, the Ministry's total investment in capital assets is likely higher when externally funded development projects are considered.

Fraud Control

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

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

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

Contact Officer

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

