PIP 4 (2024-2025)

PRIORITY ACTIVITIES

Note: This document is an attachment to 31st SM /WP 10.1
Referring to the Priority activities for PIP4 (2024-2025)

REGIONAL GOAL 1
Pacific people benefit from strengthened resilience to climate change

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025

RO1.1
Strengthen the capacity of Pacific Island members to lead, prioritise, and manage national climate change adaptation (CCA), mitigation (NDCs) and disaster risk reduction (DRR) in fulfilment of their national environment and development goals and their voluntary and legal obligations under regional and international agreements
	RO1.1.0
	Capacity of Pacific Island Members strengthened to manage national CCR programmes (CCA, LCD, NDCs, and DRR) in achieving national development goals under regional and international agreements
		RO1.1.1:
		At least 5 PICTs supported to develop and or review policies/ legislation/strategic plans to strengthen climate change resilience
			• Support 3 PICs in the implementation of their NDC requests under the NDC Hub Phase 3 assistance commencing in July 2022 to August 2023:
			  • Tuvalu - Recruiting a consultant to develop Tuvalu's GHG Data Repository;
			  • Nauru - Recruiting 2 separate consultants for the 2 NDC requests submitted to the NDC Hub;
			  • 3) Samoa - Recruiting a consultant for one NDC request and funding agroforestry activities for their second request.
			• Partner with research institutions to host Webinars the latest IPCC reports (ClimSA / PCCC)
			• Provide rapid response to PICs through Tomai Pacifique on climate change resilience issues
			• Support 14 PSIDS in negotiations in the lead up, during and after UNFCCC COPs and related meetings (DFAT – ICCE)
			• Inform and update the Pacific Resilience Partnership Task Force on relevant and applicable SPREP activities that contribute to implementation of actions and Goals of the FRDP

		RO1.1.2: Mainstreamed CCR considerations into operational development plans at national level across 5 PICTs	• Support at least three PICs (Tuvalu, Nauru, & FSM) in implementing their National Adaptation Plans and / or programmes and / or national adaptation planning process.
		RO1.1.3: At least 45% of trained PICT representatives in CCR capacity building programmes are women	• Implement CCR-related capacity building activities in 21 PICTs (In-person, virtual, hybrid delivery mode) (PCCC) • Development of Sustainability Plan for Capacity Building through the PCCC
		RO1.1.4: At least 7 PICTs are supported to strengthen climate change resilience communication, advocacy and information sharing capacity	• Database of adaptation and mitigation technologies and techniques developed for PCCP
		RO1.1.5: At least 7 PICTs supported with development of information products and knowledge brokerage	• Ongoing Socializing of the Concept Note on 'Scaling Up Support for the Application of Climate Knowledge in the Pacific' for further support from partners, PMDP/ClimSA/PCCC • Host a knowledge exchange dialogue and South-South Collaboration with the Caribbean Community Climate Change Centre (5Cs)- NAP Projects / PMDP / ClimSA / PCCC
		RO1.1.6: At least 5 Pacific Island countries capacity enhanced through innovative adaptation practices, tools and technologies to address climate change challenges.	• Development and delivery of on-line M & E training (PCCC) • Development of online innovation platform for addressing development challenges relating to climate change (PCCC)

REGIONAL GOAL 1 – Pacific people benefit from strengthened resilience to climate change

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
RO1.2 **Minimise multiple pressures on vulnerable Pacific island ecosystems by implementing ecosystem-based approaches to climate change adaptation, including responses to ocean acidification and sea level rise, to sustain biodiversity and the provision of ecosystem services that support livelihoods and sustainable development**	**RO1.2.0** Minimised multiple pressures on vulnerable Pacific Island ecosystems by implementing ecosystem-based approaches to climate change adaptation, including responses to ocean acidification and sea level rise, to sustain biodiversity and the provision of ecosystem services that support livelihoods and sustainable development.	**RO1.2.1:** At least 3 PICTs incorporate EbA initiatives into national adaptation plans.	• Support incorporation of EbA initiatives into NAPs for Tuvalu, Nauru, and Niue and FSM (NAP Projects)
		RO1.2.2 At least two PICTs implement EbA initiatives in vulnerable island ecosystems as responses to climate change impacts.	• Development of concept for the KIWA Initiative call for proposal on Building Coastal Community Resilience to Climate Change in PICs Using Traditional Knowledge and Practices (TKP) and Protection of their Biodiversity Components • Inception phase followed by implementation of Pacific Ecosystem-based Adaptation to Climate Change Phase 2 (PEBACC+) project funded by Kiwa Initiative. (IOE) • Climate-smart ecosystem-based management in Ra Province, Fiji funded by the EU ACP SIDS Pacific BioScapes Programme. (IOE)
		RO1.2.3 At least 10 PICTs are trained on EbA approaches and or implementation.	• Implement Local Early Action Planning tool (LEAP) for community-based conservation solutions to reduce human vulnerability to climate change and land-based pollution in Micronesia. (IOE)
RO1.3 **Enhance National Meteorological and Hydrological Services (NMHS) capacity in weather forecasting, early warning systems, long-term projections, and improved climate services to support members' decision-making and coordination through the Pacific Meteorological Council**	**RO1.3.0** Enhanced National Meteorological and Hydrological Services (NMHS) capacity in weather forecasting, early warning systems, long-term projections, and improved climate services to support Members' decision-making and coordination through the Pacific Meteorological Council.	**RO1.3.1:** At least 5 PICs are supported to develop and or review policies-legislation-strategic plans to strengthen NMHS operations	• Coordinate with WMO through the PMDP to support 2 more PICS in addition to NMHSs from Samoa, Kiribati, Tonga, and Nauru to develop or review legislations, policies and strategies (ClimSA)
		RO1.3.2: At least 5 PICs have traditional knowledge programmes supporting national early warning system	• Development of traditional knowledge (TK) programmes in 3 PICs (COSPPac/GCF-UNEP) • Conduct training on collection, storage, and monitoring of weather and climate TK indicators for at least 10 PICs (COSPPac/GCF-UNEP) • Support NMHS for the development and integration of TK into climate forecasts and warnings (COSPPac)
		RO1.3.3: At least 10 PICs have enhanced the communication of climate information to sectors and communities for decision making.	• Implement Community-based Early Warning and TK Systems in at least 7 member countries. (CREWS) • Collaborate with NMHS to develop country specific TK communication products for communities (COPPac/GCF-UNEP) • Conduct a needs assessment of Pacific Knowledge Brokers to inform the design of tailored tools for end-users of climate services (ClimSA) • Installation of weather observation equipment/ ICT infrastructure enhancement in Samoa, Kiribati, Tonga & Nauru to improve their climate services Installation of a C-band weather radar system in Vanuatu (ClimSA) • Development of tailor-made tools/ products for Agriculture and DRR in Samoa and Kiribati (ClimSa) • Organise national workshops in Samoa and Kiribati on mainstreaming process and value of mainstreaming into national policies and strategies. (ClimSA). • Host side events at the Pacific Resilience Meeting/DRR/Agriculture regional sector meetings by supporting NMHSs and identified parties to showcase the process and value of mainstreaming climate services (ClimSA). • Deliver three sub-regional and 2 national (Samoa and Kiribati) media and communication trainings related to seasonal and sub-seasonal forecasting, sector-specific forecasts and climate monitoring products. (ClimSA)

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		RO1.3.4: The Pacific Island regional climate center is recognised by WMO as fully operational and providing climate services and information to all 12 members.	• Pacific RCC designated by WMO as operational (ClimSA) • Standalone Pacific RCC website developed. (ClimSa) • Supporting the RCC Management Committee meeting including performing the secretariate role. (ClimSA) • Establish Regional and National UIP for Agriculture and DRR for Samoa and Kiribati. (ClimSA) • Host Pacific Island Climate Outlook Forums (PICOFs) twice a year and support organization of National Climate Outlook Forums (NCOFs) and sector-focused climate sessions. (ClimSA/COSPPac) • Develop sector-focused case studies demonstrating the use and value of climate-science for decision making. (ClimSa) • Convene monthly OCOF and develop and circulate to NMHSs guidance materials on ENSO, drought monitoring and tropical cyclone outlook (COSPPac / ClimSa)
		RO1.3.5: At least 60% of the recommendations of the PIMS-PMC outcomes are implemented.	• Coordinate and support implementation of PMC outcomes including convening of regular meetings of six PMC panels and alignment of projects and partners to implement outcomes of the PMC • Support the implementation and resourcing of the Weather Ready Pacific Decadal Programme of Investment (DFAT/MFAT)
		RO1.3.6: At least 12 PICs have access to credible climate science information for planning, negotiation and decision making	• Credible climate science information will be developed for the PICS to deliver high quality services to their sectors and communities. (COSPPac / ClimSA)
RO1.4 **Support Pacific Island Members to access and manage climate change finances and their national accreditation processes**	**RO1.4.0** Pacific island Member national institutions strengthened through access to climate change finances and national accreditation processes.	**RO1.4.1:** At least 3 PICs supported with institutional strengthening to access climate finance	• Support PICs in developing and or reviewing relevant institutional and governance arrangements for enabling access to climate change finance. • Support the development and delivery of climate change finance executive courses through the PCCC online learning platform. • Facilitate climate finance related capacity development and training in collaboration with partners such as the Climate Finance Advisors Network (CFAN) and other relevant stakeholders in the Pacific region.
		RO1.4.2: At least 3 PICs supported with technical assistance towards improved national systems to access climate finance.	• Provide technical assistance to at least 3 PICs (Niue, RMI, Nauru, Solomon Islands) to strengthen their national planning processes and systems for enabling access to bilateral and multi-lateral climate change finance. • Develop climate change finance readiness projects for at least 3 PICs in collaboration with the Project Coordination Unit. • Support the development of concept notes and project ideas in at least 2 PICTs (Kiribati, Solomon Islands and PNG)

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
		RO1.4.3: At least 4 projects submitted and or approved for SPREP as Regional Implementing/ Accredited Entity for Climate finance	• Develop climate change resilience flagship projects in collaboration with the Project Coordination Unit (OG2.2.1) • Complete the CSP PNG PPF and submit the proposal to the GCF. • Secure the PPF requests for the development of the One Pacific Programme and SolCIEWS proposals • Progress the Solomon Islands AF concept note towards the development of the proposal • Support the finalisation of the Niue NAP proposal for submission to the GCF including addressing review comments from the GCF on proposal. • Support submission of extension request to the Adaptation Fund to facilitate extension of the FSM AF project beyond March 2024.
RO1.5 **Support Pacific Island Members to develop policy responses to issues of loss and damage, and climate change and disaster induced population mobility**	**RO1.5.0** Pacific Island Members implemented policy measures regarding loss and damage to life and property and disaster induced population mobility.	**RO1.5.1:** At least 1 PICs supported in developing frameworks responding to issues of loss and damage	• Develop projects to strengthen regional and national responses for addressing loss and damage • Implement regional dialogue on climate change-induced loss and damage • Support research and knowledge brokerage in climate change-induced loss and damage to support operationalisation of the Loss and Damage Fund and inform identification of national loss and damage needs
		RO1.5.2: Repository for loss and damage sustained in 5 PICs.	• Support identification of loss and damage needs that are informed by case studies and research and national planning processes as well as Pacific comprehensive climate change risk assessment and outcomes of the UNFCCC COPs and Transitional Committee meetings and workshops.

REGIONAL GOAL 2
Pacific people benefit from healthy and resilient island and ocean ecosystems

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
RO2.1 **Effectively manage and protect marine and coastal ecosystems; mitigation of the impacts of fisheries activities to ensure healthy populations of threatened species, and reduce the release of marine pollutants that increase human health risks in order to achieve healthy and productive oceans that support food security and sustainable development**	**RO2.1.0** Supported effective management and protection of marine and coastal ecosystems towards healthy oceans supporting sustainable development through food security	**RO2.1.1:** Marine and coastal ecosystem management policies implemented in at least 4 countries.	• Implement integrated coastal management at watershed scale at sites in Fiji and Vanuatu through EDF-11 funded Bycatch and Integrated Ecosystem Management (BIEM) Initiative as part of the Pacific-European Union Marine Partnership programme. • Identify and build capacity for management policies through coordination of the Kiwa Initiative Component B1. • Integrated island and ocean management in Central Province, Solomon Islands through EU ACP SIDS Pacific BioScapes Programme. • Development of grouper harvest strategies in the Republic of the Marshall Islands through Pacific BioScapes Programme.
		RO2.1.2: National scale marine spatial planning implemented in 2 more PICTs	• In partnership with IUCN, support national scale marine spatial planning in Fiji and the Solomon Islands as part of BIEM Initiative. • Implementation of EU ACP SIDS Pacific BioScapes Programme MSP activities in the Cook Islands and Kiribati.
		RO2.1.3: At least 3 PICTs regularly accessed up-to-date information on the sustainable use and conservation of coastal and marine resources.	• Support countries to use available evidence to promote the sustainable use and conservation of coastal and marine resources. • Share the information gathered with Ministries and for dissemination through the Inform Portal. • Coral-reef fishery learning exchange and workshop to develop fisheries data analysis and species-based assessments in Micronesia through Pacific BioScapes Programme.
		RO2.1.4: Impacts and threats to the health of coastal and marine environments reduced in at least two PICTs.	• Mitigate the impacts and threats to coastal ecosystems through implementation of integrated coastal management and ecosystem-based adaptation to climate change components of the BIEM project in Fiji and Vanuatu. • Commence implementation of the Pacific Coral Reef Action Plan by working with partners and countries. • Identify and build capacity for addressing impacts and threats through coordination of the Kiwa Initiative Component B1. • Assess and map regional marine protection priorities through Pacific BioScapes Programme for Polynesia, Micronesia, and Melanesia. • Produce and implement ecosystem score cards for Micronesia through Pacific BioScapes Programme. • Assess impacts of kava cultivation on tropical forests and on coastal ecosystems and key bird species, develop and implement solutions through Pacific BioScapes Programme. • Moata'a and Saipipi, Samoa, coastal management, and restoration through Pacific BioScapes Programme.
	RO2.2.0 Supported the conservation and sustainable use of marine, coastal, and terrestrial ecosystems and biodiversity consistent with international commitments	**RO2.2.1:** Protected area (PA) management capacity improved in **8 PICTs** through SPREP regional support program with support tools such as use of PIPAP.	• Conduct virtual basic-level training on the use of tools and features, and navigation of the Pacific Islands Protected Area Portal (PIPAP) and protected area related GIS training for at least 3 PICs. • Identify and document any case studies on the use of the PIPAP for planning and decision-making processes at both national and regional levels. • Assist the work of national protected area advisory committees in 2 PICs. • Continue compiling the PIPAP weekly newsletter to disseminate information and training resources to national and regional stakeholders and increase subscriptions beyond 720.

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
			• Continue adding new information resources to the PIPAP and increase to 6,000 records as well as facilitating integrated links with other relevant online sources of protected area information, tools and solutions. • Promote the use of the PIPAP *talanoa* discussion forum as tool for facilitating regional information sharing and exchange. • Work closely with national protected area contacts and experts and with UNEP-WCMC to review and finalise protected area data in at least 3 PICs, including publishing on PIPAP and the World Database on Protected Areas (WDPA). • Prepare and widely disseminate at least 4 media releases, including also to highlight BIOPAMA/SPREP PA activities for at least 2 PICs. • Support implementation of the Protected Areas Network Policy Framework in the Federated States of Micronesia through the Pacific BioScapes Programme. • Increase site level management capacity of Palau protected areas through the Pacific BioScapes Programme.
		RO2.2.2: PIRT effectively coordinated including the implementation of the Regional Framework for Nature Conservation and Protected Areas.	• Convene PIRT annual meeting and associated meetings of PIRT working groups to support coordinated and effective regional progress to new regional and global biodiversity frameworks. • Establish and coordinate a Pacific islands Biodiversity Youth Network priorities through Pacific BioScapes Programme. • Continue to expand PIRT membership.
		R02.2.3: The capacity of 12 Pacific Island CBD Parties is strengthened to implement their obligations under the CBD. including Objective 3 on ABS enabling better Regional and National management of genetic resources within the nine ratified countries.	• Convene a Pre- and Post-COPs meetings for the Pacific Island region relating to the CBD, including implementation of the post-2020 Global Biodiversity Framework. • ABS technical support available during regional pre and post-COP meetings utilising regional expertise.
RO2.3 **Prevent the extinction of threatened species and support measures to sustain their conservation status**	**RO2.3.0:** Supported measures to prevent extinction and conservation of threatened species.	**RO2.3.1:** At least **10 PICTs** implemented MSAP as the basis for the conservation of threatened marine species	• Develop public awareness materials around the MSAPs funded through ACPMEA3. • Marine species workshops for up to 5 species groups for PICTS to be held in 2023 to develop national implementation plans for the RMSAPs, funded through ACPMEA3 programme. • Marine turtle position to support TAMS team contracted through Pacific BioScapes Programme. • Marine turtle monitoring and tagging manual produced to assist PICT to provide consistency in monitoring across the region through Pacific BioScapes Programme. • Seabird monitoring manual produced through Pacific BioScapes Programme. • Seabird colony data base developed through Pacific BioScapes Programme.
		RO2.3.2: Data and information on the conservation status of threatened species **shared** at regional and national level regularly	• Implement e-CITES in one CITES member country. (ACPMEA3) • Develop Important Marine Mammal Area management plans for related work to support IMMAs PICs (ACPMEA3) • In partnership with TRAFFIC, 5 Members supported to develop CITES Non-Detriment Findings and management plans for Appendix II listed marine species through BIEM Initiative.

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
			• Support Parties to CITES at pre-COP and COP • Support IWC small cetacean's subcommittee meeting on Pacific cetaceans • Reports of the IWC Scientific Committee on threats to cetaceans shared with PICTs.
		RO2.3.3: At **least 1 Member(s) and partners** regularly shared information on the conservation status of marine species at regional level.	• Status of marine turtles in the region will be shared through a regional extinction risk analysis through BIEM. • Share information on Pacific Cetaceans Review, through BIEM • Initiate marine turtle protection public awareness campaign in PNG.
		RO2.3.4: At least **4 additional marine** sanctuaries or management plans sustained by Members for the protection of threatened species in the region	• Promulgate at least one marine sanctuary for threatened and migratory species. • Marine sanctuary management plan for Samoa through Pacific BioScapes Programme. • Investigate Vanuatu Wedge-tailed Shearwater as a potential 'sentinel species' for monitoring of plastic pollution ingestion rates of seabirds in the Southern Hemisphere and tropical Pacific through Pacific BioScapes Programme.
		RO2.3.5: Regional guidelines for best practice for species ecotourism developed and implemented by 4 PICTs	• Develop a regional marine tourism guideline in collaboration with SPRTO funded through Pacific BioScapes Programmes • Develop guidelines for turtle tourism in Vanuatu through Pacific BioScapes Programme.
		RO2.3.6: By-catch of threatened species in commercial fisheries mitigated the impacts of fishery activities in two key PICT fishery through established collaboration in **three Member countries**	• Activities will be implemented through the BIEM Initiative to address by-catch of threatened species in commercial fisheries in Fiji, PNG, Solomon Islands, Tonga, and Vanuatu.
RO2.4 **Significantly reduce the socio-economic and ecological impact of invasive species on land and water ecosystems and control or eradicate priority species**	**RO2.4.0** Significantly reduced the socio-economic and ecological impact of invasive species on land and water ecosystems by controlling and eradicating priority species.	**RO2.4.1:** Risk of new socio-economic-environmental impacts lowered due to active specific Early Detection-Rapid Response (EDDR) Plans in **21 PICTs**	• Key activities will be sustained until mid-2024 through the GEF6 project "Strengthening national and regional capacities to reduce the impact of Invasive Alien Species on globally significant biodiversity in the Pacific", the EDF11 OCT PROTEGE project and the initiation of the NZMFAT project "Managing Invasive Species for Climate Change Adaptation in the Pacific" (MISCCAP): a PRISMSS-NZ Collaboration for Pacific resilience. Further activities will be developed through the Pacific Regional Invasive Species Management Support Service (PRISMSS). o Encourage further development of 5 national EDRR plans through the PRISMSS Protect Our Islands regional programme.

		RO2.4.2:
		Island and coastal ecosystems more resilient due to invasive vertebrae species being eradicated on **91 islands.**
			• Key activities will be sustained until mid-2024 through the GEF6 project "Strengthening national and regional capacities to reduce the impact of Invasive Alien Species on globally significant biodiversity in the Pacific", the EDF11 OCT PROTEGE project and the initiation of the NZMFAT project "Managing Invasive Species for Climate Change Adaptation in the Pacific" (MISCCAP): a PRISMSS-NZ Collaboration for Pacific resilience. Further activities will be developed through the Pacific Regional Invasive Species Management Support Service (PRISMSS).
			   o Implement the PRISMSS Predator Free Pacific Strategy.
			   o Encourage further development of eradication plans and operations through the PRISMSS Predator Free Pacific regional programme.

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
		RO2.4.3: At least **98 Invasive species** management (plans) integrated into NEMS development process in at least 16 PICTs	• Support RMI and Fiji to update their NEMS, integrate them with MEA commitments and mainstream them into national planning processes. Guidance to other PICs that may need support on the development of the NEMS as requested.
		RO2.4.4: Active invasive plant biological control programmes evident in at least **11 PICTS** in lowering the impact of widespread weeds.	• Key activities will be sustained until mid-2024 through the GEF6 project "Strengthening national and regional capacities to reduce the impact of Invasive Alien Species on globally significant biodiversity in the Pacific", the EDF11 OCT PROTEGE project and the initiation of the NZMFAT project "Managing Invasive Species for Climate Change Adaptation in the Pacific" (MISCCAP): a PRISMSS-NZ Collaboration for Pacific resilience. Further activities will be developed through the Pacific Regional Invasive Species Management Support Service (PRISMSS): ○ Promote further PICT activities through the PRISMSS Natural Enemies – Natural Solutions regional programme. ○ Promote the development of new agents for novel regional priority target species for improving ecosystem resilience.
		RO2.4.5: At least **91 priority ecological sites** restored ecosystem function through managing multiple invasive species taxa.	• Key activities will be sustained until mid-2024 through the GEF6 project "Strengthening national and regional capacities to reduce the impact of Invasive Alien Species on globally significant biodiversity in the Pacific", the EDF11 OCT PROTEGE project and the initiation of the NZMFAT project "Managing Invasive Species for Climate Change Adaptation in the Pacific" (MISCCAP): a PRISMSS-NZ Collaboration for Pacific resilience. Further activities will be developed through the Pacific Regional Invasive Species Management Support Service (PRISMSS). ○ Encourage further development of site restoration plans through the PRISMSS Resilient Ecosystems – Resilient Communities regional programme. ○ Implement the PRISMSS Resilient Ecosystems – Resilient Ecosystems strategy.

REGIONAL GOAL 3 – Pacific people benefit from improved waste management and pollution control | **PIP4** **2024- 2025**

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REGIONAL GOAL 3
Pacific people benefit from improved waste management and pollution control

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
RO3.1 **Minimise the adverse impacts of chemicals and all wastes on human health and the environment via environmentally sound life-cycle management in accordance with agreed regional and international frameworks, including Cleaner Pacific 2025, and significantly reduce the release of pollutants to air, water, and soil**	RO3.1.0 Minimised the adverse impacts of waste through environmentally sound life cycle management in accordance with agreed regional and international frameworks including Cleaner Pacific 2025	**RO3.1.1:** **Hazardous legacy wastes (healthcare wastes, e-wastes, used oil, asbestos, liquid chemicals)** appropriately safeguarded, recovered for processing, or sent to final disposal in PICTs	• Management of hazardous legacy wastes (**healthcare wastes, e-wastes, used oil, asbestos, liquid chemicals**) in 5 PICs (Niue, Nauru, Tonga, Samoa, Solomon Islands) under PWP, SWAP and ISLANDS projects.
		RO3.1.2: At least **9 PICs with contaminated sites** appropriately managed from the contamination of legacy wastes across PICTs	• Assist four PICs (Niue, Tonga, Nauru, and Kiribati) to remediate or appropriately manage contaminated sites for Asbestos removal under PWP project.
		RO3.1.3: Funding **secured** for implementing high priority actions for PICs under Regional Pacific Action Plan- Marine Litter	• Negotiate to secure funding agreements
		RO3.1.4: Waste management practices improved in **at least 5 PICTs**	• Assist PICTs (Kiribati, FSM, Fiji, Niue, Samoa, Solomon Islands, Tuvalu, Palau, RMI, Vanuatu, French Polynesia, Wallis & Futuna, Tonga) to improve waste management practices and improve management of waste disposal sites and storage facilities under PWP, SWAP and ISLANDS Projects.
		RO3.1.5: At least **18 PICTs** implemented the agreed regional and international frameworks, including Cleaner Pacific (CP) 2025.	• Assist PICTs in ratification, acceding and implementing the regional and international frameworks including CP2025 • Develop a regional framework to address marine litter and microplastics possibly through the scope of the Noumea Convention • Provide support for the Cleaner Pacific Round Table (CPRT) technical working groups • Assist PICs develop global agreement to end plastic pollution including in the marine environment under the AU INC Project.
RO3.2 **Strengthen national, regional, and international mechanisms for waste management including for chemicals, hazardous wastes, ship and aircraft generated waste, marine plastic litter, and other marine debris. (Institutional)**	RO3.2.0: Strengthened institutional mechanisms at all levels for waste management and pollution control	**RO3.2.1:** At least **8 PICTs operationalised** specific waste and pollutant management policies, strategies, legislation, and regulations	• Assist PICTs to develop Waste Management Strategies, Policies, legislation, or regulations to improve waste management outcomes • Assist PICTs to operationalise National Waste Management Strategies, legislation, and regulations • Assist PICs develop single use plastic legislation under the POLP project. • Assist PICs develop single use plastic policy under the POLP Project. • Assist PICs develop baseline surveys and monitoring systems for single use plastic in the marine coastal environment under the POLP project. • Behavioural change and public awareness strategies to reduce single use plastics implemented in POLP pilot countries. • Strategies to replace single use plastics using alternatives implemented in POLP pilot countries
		RO3.2.2: Regional strategy integrated PACPOL in **18 PICTs** for marine pollution into national plans and strategies for oil spill response, invasive marine species, and marine plastic pollution.	• Assist PICTs (Kiribati, Nauru, Niue, PNG, Samoa, Solomon Islands, Tonga, W&F) developing capability for implementation of national plans and strategies under PACPOL and PACPLAN Resilience Project.

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
		RO3.2.3: At least 8 PICTs adopted the NEAP for better waste management practices influenced by educational awareness and behaviour change projects delivered by schools-NGOs- CSOs across PICTs	• Assist PICTs to develop and implement National Environmental Awareness Plans (NEAP) under the PWP project
		RO3.2.4: At least 42 **staffs or 2 in each 21 PICTs** enhanced technical capacity who participated in WMPC capacity building opportunities	• Assist PICTs with capacity development for waste and pollution management (either assist to attend courses, or deliver courses where project modality allows) under PWP, SWAP projects
		RO3.2.5: At least 14 PICs **represented** at regional and international fora on waste management and pollution control	• Support the attendance and engagement of PICTs at regional and international MEAs and other fora which intersect with WMPC funded activities. • 14 PICs represented at INC 4 and 5 under the AU INC project. • Conduct of the Waigani Convention COP13.
RO3.3 **Recover resources from waste and pollutants through composting (nutrient recovery), recycling (material recovery), energy recovery, and other measures in order to minimise waste and contribute to economic and social development**	**RO3.3.0** Waste minimisation contributed to social and economic development of communities adopting mechanisms for resource recovery	**RO3.3.1:** Resource recovery from waste **implemented** in 10 PICTs	• Improve or establish material resource recovery infrastructure (facilities, plant, and equipment) in 9 PICTs (Cook Is, Fiji, FSM, Palau, RMI, Samoa, SI, Tuvalu, and Vanuatu) under the PWP and ISLANDS projects.
		RO3.3.2: At least **2% per capita increased diversion from landfill and or avoided from being generated in at least 16 PICTs**	• Assist 16 PICTs to develop and implement resource recovery programmes under the PWP and ISLANDS Projects. • Assist 16 PICTs to develop and implement waste prevention programmes under the PWP, ISLANDS, SWAP, POLP projects.
		RO3.3.3: At **least 3 PICTs strengthened relationships between public-private** entities contributing to social and economic development of communities	• Assist 4 PICs (Samoa, Fiji, Vanuatu, Solomon Islands, and PNG) to strengthen relationships between private-public entities through support for the National Recycling Associations and project activities supporting Public Private Partnerships including through the Moana Taka Partnership with Swire Shipping • Assist 4 PICTs (Fiji, Cook Islands, Marshall Islands, Palau) to establish and implement recycling associations • POLP targeted sectors (tourism, food industry) relationships lead to reduced use of single use plastics
RO3.4 **Improve waste and pollution monitoring of receiving environments to enable informed decision-making on appropriate measures to protect human health and the environment and to reduce associated environmental damage**	**RO3.4:** PICTs made evidence-based decisions using reliable waste and pollution information	**RO3.4.1:** Regional environmental waste monitoring system **implemented** with support from national governments in 21 PICTs	• Assist the implementation of the Regional Waste Monitoring system in selected countries. • Conduct of the 4th Clean Pacific Roundtable
		RO3.4.2: Dissemination of information on the findings of the regional environmental waste monitoring system **influenced** decision-making on waste management and pollution control across PICTs	• Provision of waste data analysis to inform evidence-based decision making on waste management systems, processes, and private-public partnerships

REGIONAL GOAL 4 – Pacific People benefit and their environment benefit from commitment to and best practice of environmental governance

PIP4
2024- 2025

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REGIONAL GOAL 4
Pacific people benefit and their environment benefit from commitment to and best practice of environmental governance

REGIONAL GOAL 4 – Pacific People benefit and their environment benefit from commitment to and best practice of environmental governance

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
RO4.1 **Strengthen national sustainable development planning and implementation systems including through use of Environmental Impact Assessments, Strategic Environmental Assessments and spatial planning**	**RO4.1.0** Strengthened national sustainable development planning and implementation systems through increased utilisation of the results of environmental development assessments such as EIA, SEA and Spatial Planning	**RO4.1.1:** At **least 14** PICTs received technical assistance, capacity building and training based on the regional EIA/SEA guidelines developed by SPREP **RO4.1.2:** At least two new sector-specific regional EIA Guidance Notes; EIA guidelines; policies and legislation developed	• Conduct awareness and capacity building on the regional EIA and SEA guidelines and Environmental and Social Risks for government officials in 4 PICTs and to include Gender mainstreaming in the Programme. (Tuvalu, Tonga, Niue, Palau) – ACP/MEA 3 • Conduct awareness and capacity building on the regional EIA coastal tourism development guidelines for coastal tourism; and the Guidance Note for Coastal Engineering Good Practice in Environmental Impact Assessment for Pacific Island Countries and Territories n 2 PICTs (Tonga and Tuvalu). • Train of trainers in one CROP (SPTO Staff) and one national tourism authority on how to conduct EIA awareness training. – ACP/MEA 3 • Produce online EIA, SEA capacity building modules based on the Regional EIA Guidelines. – ACP/MEA 3 • Undertake a review of national EIA regulations, or EIA/ESS guidelines and policies in 3 PICs. (Tonga, Samoa, and PNG) – ACP/ME 3 • Build and strengthens SPREP capacity to address Environmental and Social Risk management of projects – ACP/MEA 3 and Core Budget
		RO4.1.3: **At least 9 PICTs** have received capacity building and training on the use of Geo-Spatial data and tools to support environmental assessment, planning, and reporting	• Increase SPREP GIS capacity by establishing GIS position on a longer term in EMG. – ACP/MEA 3 • Develop 2 more GIS e-learning modules for environmental planners and assessors in the region. - ACP/MEA 3 • Ensure PICs with Environmental Assessments and SOE needs have access and use. Target-minimum 4 PICs – ACP/MEA 3 Project • Build and strengthened inter-program partnerships (EMG Waste CCR and IOE) to convert critical SPREP data into GIS data for PICs. – GEF/UNEP Climate Data Project
RO4.2 **Improve national capacity for good environmental governance supported by technical assistance for the development of policy and legislation, and in support of the implementation of Member international and regional commitments**	**RO4.2.0** Strengthened national capacity for good environmental governance through improved awareness and implementation of policy legislation or international and regional commitments	**RO4.2.1:** At least continued to support MEA obligations and commitments into National Environmental Management Strategies or equivalent	• Support 3 PICs (Fiji, Vanuatu, and RMI) to update and develop NEMS to integrate into MEA commitments and mainstreamed into national planning processes and to include Gender mainstreaming in the Programme.
		RO4.2.2: At least **4 PICTs have received capacity building** and training on environment policy formulation, implementation, compliance and enforcement	• Regional assessment on the status of MEA Implementation to identify compliance issues and challenges • Strengthen the implementation of the Noumea Convention by its members and make non-members become members to the convention.- ACP/MEA 3 • Noumea Convention profile raised amongst its members and improve the management of convention within SPREP. -ACP/MEA 3 • Raise profile of the ACP/MEA 3 programme through newsletters, publications, outreach materials and media platforms on progress of ACPMEA3 Programme implementation and achievements – ACP/MEA 3 • Review and update environment policies as well as develop new policies for 2 PICs (Tokelau and Niue) including policy development training. - ACP/MEA 3

REGIONAL GOAL 4 – Pacific People benefit and their environment benefit from commitment to and best practice of environmental governance

PIP4 2024- 2025

2026 Regional Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
RO4.3 **Strengthen environmental data collection, monitoring and analysis and reporting on results, nationally and regionally**	**R04.3.0** Increased access to, and use of environmental data and information to support planning, monitoring, reporting and decision making	**RO4.3.1:** At least 14 PICTs have received technical assistance and capacity building to support the formulation of the State of Environment Report as basis for reporting to international and regional MEAs	• The following activities will be supported by the ACP/MEA 3 project, the, and core support from Australia and New Zealand • Building capacity for national level environment reporting in at least 2 PICs (Fiji, Cook Islands) and linking SOE reporting to MEA and SDG reporting obligations (ACP/MEA 3)
		RO4.3.2: At least 14 PICTs updated its environmental databases and are being used to support planning and decision making.	• Continue to strengthen the PEP network, updating the content management systems and user interface. Increase available datasets over 30000 (GEF/UNEP Project on Enhancing Climate Data).
		RO4.3.3: A functional environmental indicator reporting tool updated with new information in 14 PICs to support the SoE, MEA, SDG reporting and other strategic reporting requirements	• Support the use and adoption for the IRT in at least 2 PICs (Samoa and Fiji) and document use for strategic reporting requirements- GEF/UNEP Project
		RO4.3.4: At least 100 staff in 6 PICTs trained on environmental database monitoring system for better reporting	• Build capacity in at least 50 staff in member countries to use the environmental database supported by e-learning platforms (GEF/UNEP Project on Enhancing Climate Data). • Conduct workshop trainings for enforcement officers (Quarantine, Customs and Fisheries) in selected PICs to improve collection of data/information that will contribute to reporting requirements for relevant MEAs, such as CITES, CMS, BRS, Minamata, Waigani and Noumea (ACP/MEA 3 • Conduct trainings for enforcement officers on the e-CITES tool.(ACP/MEA 3 project)
		RO 4.3.5: Funding secured for SPREP and member countries to scale up the INFORM Project	• Develop at least one proposal to scale up and address gaps uncovered in the delivery of EMG program and Inform project implementation during PIP4.
RO4.4 **Strengthen access to funding mechanisms and using funds effectively and efficiently to deliver required interventions**	**RO4.4.0** PICTs access to funding mechanisms strengthened including effective and efficient fund utilisation in the delivery required environment interventions	**RO4.4.1:** At least 6 PICTs supported in establishing national mechanisms as an accrediting entity in accessing environment funds for national priority projects	• Refer to OG2.2.1
		RO4.4.2: PICTs increased access to funding opportunities in the implementation national environmental priorities encompassing international commitments.	• Refer to OG2.2.1
		RO4.4.3: At least 4 PICTs enabled in implementing responses to national environmental priorities in accordance with the regional commitments	• Review the progress of the ACPMEA3 Programme and compile the results to develop other project funding proposal (ACP/MEA 3 project)
RO4.5 **Strengthen synergies between science, policy, and traditional and local knowledge to guide decision making**	**RO4.5.0** Knowledge shared across Member countries through optimised management and access to reliable information systems	**RO4.5.1:** At least 12 PICTs implemented new policies integrating traditional knowledge with modern science with focus on the environment sector across Member countries	• Refer to RG 1.3.2 and or RG1.3.3
		RO4.5.2: At least 7 PICTs promoted the cohesions of traditional knowledge with modern science in decision-making process for the environment sector across Members	• Refer to RG 2.3.2

ORGANISATIONAL GOALS

ORGANISATIONAL GOAL 1: SPREP has information, knowledge, and communication systems that get right information to the right people at the right time and influence positive organisational, behavioural, and environmental change

PIP4 2024- 2025

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
OO1.1 **Share and use knowledge through the development and maintenance of reliable systems and processes for the effective collection, storage, and access to critical information**	**OO1.1.0** Knowledge shared across Member countries through optimised management and access to reliable information systems	**OO1.1.1:** Maintained 90% uptime operation of the ICT platforms providing increased accessibility to stakeholders including the public	• Core Network infrastructure upgrade • Maintain and test disaster recovery plans and manage Service Level Agreements • Increase internet bandwidth • Migrate Public folders to Office 365 • Upgrade PABX and Unified Communications • Review and Upgrade ICT security • Improve ICT monitoring and troubleshooting using AI etc. • Provide further improvement and enhancement to the Virtual Library for a seamless user experience. • Populate and update gender resources on the Virtual Library
		OO1.1.2: At least **90% of** service requests from key stakeholders acted upon in a timely manner	• Improve service desk application functionality and integration • Contribute to development of IT capacity and information systems for stakeholders • Increase SPREP IT capacity and resourcing. • Develop e-learning materials for IT training for staff and members (self-learning, onboarding, how-to, technical courses) • Conduct staff survey on Effectiveness and Efficiency of IT Services and Systems • Information requests from Members and stakeholders are dealt with in a timely manner
		OO1.1.3: At least **80% of the staff satisfied** with the provision of technical oversight on IT matters annually	• IT participations in key strategic advisory groups and committees • EDRMS Upgraded • Annual IT Services Satisfaction Survey • Digital transformation initiatives progressed. • Conduct staff Feedback on IS systems and Services
		OO1.1.4: Increased by **10% annually** on the access of SPREP Knowledge products by staff, Members, and stakeholders	• Provide research and document delivery services to SPREP staff, Members, and stakeholders • Maintain and update the SPREP Virtual Library and Publications on Website of the latest knowledge products published by SPREP and its partners. • Provide enhanced library and information services in the decentralised SPREP offices • Acquire new relevant knowledge resources to ensure staff have access to the latest knowledge on the environment in the Pacific • Implement the SPREP internal knowledge management strategy • Information and Knowledge management training for Pacific librarians/information and knowledge officers • Conduct a knowledge café in collaboration with SPREP projects and other partner organisations. • Raise awareness of SPREP and its work in schools in the Pacific
		OO1.1.5: At least **80% of the SPREP KM products disseminated** utilising ICT platforms to all stakeholders and partners including the depository libraries annually	• Conduct survey to gauge staff satisfaction with IKM services • Disseminate SPREP knowledge products to Members, stakeholders, and depository libraries in a timely manner through various mediums e.g. mailouts, virtual library, website, social media, GML respective projects

ORGANISATIONAL GOAL 1: SPREP has information, knowledge, and communication systems that get right information to the right people at the right time and influence positive organisational, behavioural, and environmental change

PIP4 2024- 2025

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
			• Continue the series of regular staff seminars and knowledge sharing on various topics of interest and include external speakers • Deliver staff trainings in collaboration with other GO departments /teams and Programmes • Encourage practice of good governance in proper records management through training and awareness raising activities • Develop relevant collection of library resource materials to reflect the diversity of programmes/projects in SPREP
		OO1.1.6: At least 60% of SPREP's legacy collection made available digitally	• Digitise SPREP's legacy collection and harvest in other internal/external portals/ PCCC • Digitise multimedia resources and integrate to the PCCC E-learning platform and other existing internal/external portals • Increase IKM staff resources and capacity' • Raise profile of archives and records management through training and awareness raising activities • Review existing policies
OO1.2 **Influence positive behaviour change within SPREP and its stakeholders through persuasive, purposeful and integrated communications**	**OO 1.2.0** SPREP and partners influenced integrated communications in Member countries	**OO1.2.1:** At least **50% of media trained environmental specialists amplified** the Pacific voice on the role of media in the environment during SPREP flagship events including COP to Multi-lateral Environment Agreements across Member countries	• Media literacy and communication skills training for Pacific practitioners • Training for Pacific journalists to amplify the Pacific voice on environment issues through media platforms • Participation in regional media events to build effective networks helping to enhance the Pacific environment profile
		OO1.2.2: At least 6 **PICTs implemented** National Communication Strategy utilising the developed SPREP communication model.	• Implement a Pacific Communications Campaign at SPREP Pacific Flagship events and MEA COP's, where applicable • Support activities in SPREP Member countries leading to the development of communications plans, strategies, and guides to bring about positive environmental awareness and behaviour change
		OO1.2.3: All communication outreach activities are guided by sustainable environmental practices.	• Capacity building activities conducted for Pacific Members upon request to develop, implement, monitor, and evaluate communication strategies and guides, inclusive of support for development of resource materials under these guides and strategies. • Coordinate regional and national communications campaigns and implement in collaboration with environmental work undertaken by SPREP staff
		OO1.2.4: SPREP communication products **utilised** by 10 PICs in developing its national environment policy with support from partners and donors.	• Development and distribution of SPREP resources with a focus on the Pacific environment such as but not limited to the SPREP Annual Report, factsheets, case studies, reports, manuals, and guides.
OO1.3 **Improve quality and interoperability of information and communications technology infrastructure in SPREP and the region**	**OO1.3.0** Quality of services delivered through improved interoperability of information and communications technology infrastructure in SPREP HQ and regional offices	**OO1.3.1:** At least **70% Inter-operability of SPREP's systems delivered** timely in responding to the needs of ICT users	• Review and enhance corporate information systems to support interoperability and remote accessibility. • Review and improve user experience across all systems • Facilitate digital transformation to streamline business and corporate processes

ORGANISATIONAL GOAL 1: SPREP has information, knowledge, and communication systems that get right information to the right people at the right time and influence positive organisational, behavioural, and environmental change

PIP4 2024- 2025

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
		OO1.3.2: Inter-operability standards **adopted** and mainstreamed into project development activities	• Active involvement of IT in strategic advisory groups and committees • Review and update interoperability standards • Review IT policies and internal peer consultations
		OO1.3.3: Improved interoperability in at least one sub-regional office and SPREP HQ	• Develop standard remote interoperability guidelines • Implement ICT Strategy including new policies to support the shift to conducting business on-line • Improve on the linkage and interoperability of the SPREP Virtual Library to existing information portals and databases
		OO1.3.4: ICT **cost recovery adopted** and mainstreamed into project developments /activities with recommendation on ICT technologies.	• Promote and include ICT cost recovery in project activities and budgets • Promote e-waste management and disposal practices
		OO1.3.5: At least **70% of** KM products produced by programmes are catalogued with links established to SPREP portals.	• Include knowledge management services in SPREP project budget • Catalogue all SPREP official publications in the Virtual Library and make these available on the SPREP website. • Tag relevant knowledge products in the Virtual Library to facilitate integration with other internal portals and information systems. • Include cost recovery budgetary provisions for knowledge management activities into projects. • Conduct regular stakeholder satisfaction surveys to provide information on what is working well and what needs to be strengthened • Continue to improve user experience on the utilisation of the SPREP intranet/Fagogo as the SSOT for all internal information • Build capacity of information workers and knowledge managers in PICTs in utilising SPREP portals and other online information systems

ORGANISATIONAL GOAL 2: SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies

PIP4 2024- 2025

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
OO2.1 **Promote integrated programme approaches to address environmental management challenges.**	OO2.1.0 Promoted the integration of programming approaches in collaboration with partners in addressing environmental management challenges	OO2.1.1: At least **18 SPREP CTSPFs developed and or** signed with high level agreed strategic priorities clearly articulated	• Carry out consultation with SPREP Pacific Island Members to initiate the development of CTSPF • Develop Country and Territory Strategic Partnership Frameworks with high level strategic priorities that are aligned to national and regional environment priorities.in consultation with Pacific Island Members • Monitor and review CTSPFs on an annual basis in line with the PIP timelines and agreed M&E plans for each approved CTSPF.
		OO2.1.2: At least **95% of the projects endorsed by** SLT for donor funding compliant with appropriate safeguard mechanisms adopted by PRMG annually.	• Ensure the implementation of ESS mechanisms and other relevant project implementation standards through PRMG • Conduct periodic feedback review of project status using dashboards or traffic lights to aid management in its decision making
		OO2.1.3: Improved services provided to 18 PICTs through the delivery of integrated programmes adopting transformative environmental leadership in the region	• Integrate multidisciplinary approaches including gender equity and social inclusion, innovation, risk management to support effectiveness, efficiency, and sustainability across the organisation • Review existing SPREP policies, and guidelines as well as develop new thematic policies that would strengthen integrated programming across the organisation • Develop a roadmap for developing the next SPREP Strategic Plan.
		OO2.1.4: At least **85% of PMIS-recorded projects** from "concept design to implementation phases" reported annually with feedback to PRMG.	• Monitor the status of project phases with reference to the project cycle entered the PMIS/PIMS • Solicit feedback from directors of programmes, departments, and work units on the status of project implementation with reports provided to PRMG
	OO2.2 SPREP capacity enhanced as a Regional Implementing Entity (RIE) for climate change funding mechanisms as conduit for other environmental funding mechanisms (From OO3.4)	OO 2.2.1: Increased number of projects approved and under implementation including moving into planning stage and amount of funding received	• Undertake PICs requests to develop and submit concept notes, PPFs and project plans (Readiness Support, NAPs and full-size proposals) for submission to the GCF and AF, and the GEF. • Commence implementation of the FSM and Niue NAPs. • Collaborate with Implementing Entities to work with PICs to develop . • Secure funding for regional projects funded under the GEF e.g. . Pacific I2I blue economy project. And the One Pacific Programme. • Support PICs through Readiness Support projects to work towards the establishment of national direct access entities in the relevant country. • Undertake the role of Implementing Entity and provide management and supervisory functions on approved projects. • Monitor the implementation, progress, and effectiveness of approved projects.(Readiness = Niue, RMI & Nauru, FSM AF, VanKIRAP & CSL PPF) • Collaborate with other AEs, partners, and organisations to maximise PICs access to climate financing. • Develop donor engagement strategy to expand access to finance beyond existing vertical climate funds (GCF, AF, GEF) • Actively engage in regional fora/international development partner forums to identify strategic and thematic opportunities to finance country priorities that align with SPREP Strategic Plan

ORGANISATIONAL GOAL 2: SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies

PIP4 2024- 2025

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
		OO2.2.2: SPREP maintained accreditation to the GCF and AF as per status.	• Follow through the re-accreditation of SPREP to the AF for completion. • Continue to report as required by the GCF AMA and FAA(s)
		OO2.2.3: At least 70% of PICs which SPREP worked with its RIE roles are satisfied on the services received	• Continue to work collaboratively with PICs on project development and project implementation. • Work towards securing funding for the Kiribati AF water security project, One Pacific Programme, SolCIEWs and the CSL PNG.
		OO 2.2.4: SPREP's project management policies-procedures-systems enhanced	• Progress the implementation of the SPREP Readiness that will lead to the finalisation of the SPREP IE Manual, reviewed PRMG, better structure process for the SPREP ESMS and the SPREP GRM.
OO2.3 **Strengthen SPREP learning and outcomes reporting framework, integrating organisational and environmental performance.**	**OO 2.3.0** Strengthened SPREP learning and outcomes reporting framework integrating organisational and environmental performance based on a results-focused policy for programme implementation	**OO2.3.1:** SPREP outcome-focused learning framework adopted and implemented	• Continue to deliver in-house training on learning and awareness for Programme Officers on Logframe, Results framework, indicator settings, M&E Plan, Theory of Change, formative and summative assessments, and performance evaluation • Conduct a 3-day M&E workshop in regional offices for staff and partners (Fiji, FSM, Vanuatu, RMI and Solomon Islands) including reporting including MEL
		OO2.3.2: SPREP Performance Implementation Plan (PIP) Report endorsed by Members during high level governance meetings based on RF/ PIP achievements / AWPB	• Continue to present the PIP reporting for higher governance meetings • RF/ PIP/ AWPB endorsed by higher governance meetings • Ensure outcome-focused budgeting utilised by programmes in ensuring implementation of planned activities as part of M&E practice
		OO2.3.3: Performance of SPREP Programme implementation supported by partners	• Encourage donors and partners to advocate SPREP institutional frameworks (PIP, RF, AWPB) • To develop MERL Plans for CTSPF • Collaborate with CROP agencies and partners on creating a cohesive platform on assessing performance frameworks and other learning frameworks
		OO2.3.4: SPREP M&E Policy implemented within the organisation	• Integrate MEL to the strategic planning process across SPREP. • Provide technical inputs on MEL activities across programmes through implemented projects as required. • Pilot-test Internal Formative Assessments, where possible, for some selected SPREP projects in coordination with the programmes • Enhance PIDOC system for capacity building delivery for strategic reporting once turned over to SPREP from JPPRISM • Assess effectiveness and efficiency of selected SPREP projects implemented in PICTs • Monitor and report on the integration of gender equity and social inclusion indicators across programmes as part of the MEL process • Conduct priority risk monitoring and assessments for organisational effectiveness and efficiency • Implement M&E Policy and guidelines in collaboration with SPREP programmes and departments, donors, and partners

ORGANISATIONAL GOAL 3: SPREP has a reliable and sustainable funding base to achieve environmental outcomes for the benefit of the Pacific islands region and manages its programmes and operations to stay within its agreed budget

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
OO3.1 Achieve a balanced and sustainable budget.	**OO3.1.0** Balanced and sustainable budget achieved	**OO3.1.1:** At minimum, a breakeven point achieved for annual financial performance **OO3.1.2:** Reserves maintained at a positive level	• Regularly monitor the organisation's cash flow and budget and provide relevant recommendations/advice to management • Provide timely financial projects and budget standards • Provide administrative support services to all staff and tenants and review for improvements where necessary • Advise SLT and staff on financial and policy matters • Actively monitor and manage Foreign Exchange exposure • Manage properties to maintain their conditions to agreed standards • Provide administrative support services to all staff and tenants and review for improvements where necessary
OO3.2 Manage funds efficiently and transparently through effective financial, risk management and audit systems, integrated with programme management, monitoring, evaluation, and reporting systems.	**OO3.2.0** Funds managed efficiently with transparency through effective financial, risk management and audit systems, integrated into programme management, monitoring, evaluation, and reporting systems.	**OO3.2.1:** Risks properly identified and **mitigated** utilising an updated Risk Management Policy	• Respond and resolve contractual requests and legal problems • Regular review and management of risks
		OO3.2.2: Fiduciary systems **ensured** accurate financial management with integrity	• Continuously assess and monitor risks • Facilitate internal audit work plan to mitigate identified risks • Provide timely and accurate financial statements and data for both years 2022 and 2023 • Ensure an unqualified audit opinion is achieved for the SPREP annual audit both 2022 and 2023
		OO3.2.3: Donors and partners **endorsed** relevant project financial reports	• Facilitate project audits to ensure positive audit reports are received for both 2022 and 2023 • Support the donor requirements by providing high quality advise and services • Provide timely financial reports for all donor requirements • Strengthen the Internal Audit Function – resources, system, and process. • Leverage the use of technology to automate the manual process.
OO3.3 Seek additional sources and forms of sustainable financial support.	**OO3.3.0** Additional funding sources with sustainable financing managed	**OO3.3.1:** "Cost Recovery Policy" **implemented and utilised effectively** on Investments from donor engagements	• Monitor Programme Support Fees and Cost Recovery Plan • Review SPREP Funding structure • Endorsement of Sustainable Financing Strategy by Members
		OO3.3.2: At least **75% of projects** included cost recovery process	
		OO3.3.3: Programme support fees **integrated** in relevant project budgets	

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
OO4.1 **Improve SPREP partnerships, including development of mutually beneficial agreements, with clearly defined roles for both partners and measurable results that are regularly maintained.**	**OO4.1.0** Strengthened SPREP partnerships based on mutually beneficial agreements with defined partner roles for sustained ownership	**OO4.1.1:** SPREP Partnership Engagement and Resource Mobilisation Strategy (PERMS) guided by clear partnership operational guidelines and processes.	• Assess all new proposed organisational level partnerships by PRRG in line with the approved PERMS. • Finalise the partnership policy and procedures for SPREP
		OO4.1.2: At least 4 new partnerships developed and/or signed to support progressing environment priorities contributing to regional and international commitments	• Explore and develop new strategic partnerships that will contribute to the Strategic Plan 2017 - 2026 priorities. • New partnerships established and agreements signed.
		OO4.1.3: At least 40% of existing partnerships generated results that add value to the achievement of SPREP's strategic priorities.	• Monitor and report on progress of existing partnerships including key results and outcomes achieved. • Explore the continuation of the SPREP Partnership Dialogue as a mechanism for donor and partner engagement with SPREP
	OO4.2.0 Strategic regional partnership engagements including international collaboration sustained with high-level engagements in various forum focused on the protection and safety of environment in the Pacific region (From OO3.3)	**OO4.2.1:** At least 2 high level strategic events supported by SPREP in collaboration with key partners. **OO 4.2.2:** SPREP protected from legal actions by resolving cases and actions on recommendations with legal advice to management across programmes **OO4.2.3:** Contractual obligations ensured with any party (donor, consultants and or staff, or any other partner) including country agreements with the Government of Samoa for eligible privileges and immunities including tax and civil offenses for all staff	• Continue to engage and contribute to key CROP forums in line with SPREP's mandate and in support of Leaders' priorities. • Provide sufficient legal advice to staff and management to ensure legal protection in SPREP's engagements across programmes and department. • Ensure that standard obligations under contracts and partnership agreements are maintained across programmes during legal reviews. Any proposed amendments to the contract terms and conditions will be carefully considered and negotiated by the Legal Department before it is incorporated. • Engage and collaborate with key partners in high level strategic dialogues and forums including MEAs COPs to promote key environmental issues and priorities. • Update environmental legislative reviews published for Members in 2018 as a resource to Member countries, staff, and public users.

2026 Organisational Objectives	PIP4 2024-2025 Outcomes	Indicators 2024-2025	Key Activities 2024-2025
OO5.1 Recruit and retain people who contribute their skills and knowledge in a collaborative manner to execute SPREP's strategic plan in an effective and efficient manner, including the channeling of technical assistance.	**OO5.1.O:** Staff recruited and retained have the knowledge and skills contributing to effective and efficient achievements of SPREP Strategic Plan	**OO5.1.1** a) The Recruitment and Selection policy is updated b) "No-more-than-6-months" recruitment period adopted/implemented c) At least 70% staff retention rate annually	a) Implement the revised Recruitment and Selection policy and continue to identify areas for improvement of the process especially the shift to an online system b) Implement the priorities identified in the Workforce Plan including: i. Succession Planning ii. Talent Management iii. Link to Remuneration and other Organisational initiatives addressing issues on staff turnover
		OO5.1.2 a) Budget support allocated and approved for the implementation of the People Strategy including renumeration, performance, and salary scale movements. b) At least 70% positive rating on actions and results supported resolutions from Suggestion Box, Staff Committee, and staff issues in general relating to people policies, practices, and ways of working	a) Implement the : i. Approved Remuneration Review outcomes that support up to date staff remuneration in line with relevant recruitment market; ii. Relevant pay rewards linked to performance iii. Relevant salary scale movements and adjustments b) Respond and provide resolutions from the Suggestion Box, Staff Advisory Committee submissions and staff issues in general
		OO5.1.3 a) At least 50% of the recommendations from the Remuneration Review implemented	a) Implement the revised and updated Staff Regulations b) Implement the new policies on matters relating to: i. Flexi and remote work arrangements ii. Staff remuneration iii. Secondary employment and engagement iv. Grievance v. Performance Development System vi. Continue to develop new policies where necessary
OO5.2 Build our human resource capability and capacity through continuous professional development within an empowering professional workplace culture.	**OO5.2.O:** Human resource capability and capacity strengthened through continuous professional development within an empowering professional workplace culture in a Pacific environment	**OO5.2.1** a) Capability budget of 5% Payroll appropriated for leadership and capacity building programmes for staff b) At least 70% of staff have attended leadership and continuous professional development programmes	a) Staff needs identified in their Learning and Development Plans are supported through relevant Capacity building programmes b) Develop and implement: i. Leadership Talent Framework; ii. Capability Building Framework iii. Leadership and Capability Building Programmes
		OO5.2.2 a) At least 70% of Near Miss Incident reporting documented with actions undertaken. b) Reduced TRIFR (Total Recordable Injury Frequency Rate Formula = number of incidents x 1000000 / total number of employee hours worked)	a) Develop and implement: i. HSSE and Wellbeing Management System ii. Policy Review iii. Incident Reporting System iv. Safe to Work Permit System v. Change Management System b) Implement two Annual Hazards & Controls Audit
OO5.3 Build a constructive, empowering, and results-oriented culture were working as a collaborative team that respects and values each other is the norm.	**OO5.3.0** Results-oriented culture empowered staff through collaborative teamwork	**OO5.3.1** a) At least 70% positive ratings derived from Culture and Engagement survey on actions covering staff performance, ethics and integrity, communications, teamwork, representations, and practices b) At least 90% of the staff are fully engaged in culture transformation programmes that reflect collaborative teamwork that values each other's norm and supports a culture that is inclusive and resilient	a) Implement and develop and implement Action Plan for addressing outcomes and feedback of the Staff Survey b) Develop and implement: i. Competency and Values Framework ii. Culture transformation programme that is inclusive and resilient;