



# **Performance Monitoring and Evaluation Report (PMER) on the 2014 Work Programme and Budget**

## PERFORMANCE MONITORING AND EVALUATION REPORT ON THE 2014 WORK PROGRAMME AND BUDGET

---

### Introduction

The Performance Monitoring and Evaluation Report (PMER) is submitted annually by the Secretariat to the SPREP Meeting (SM) in fulfilment of the Director General's obligation under the SM Rules of Procedure to provide a summary of the Secretariat's work progress and achievements of specific work targets throughout the year. The format for the PMER report was changed in 2012 to reflect the SPREP Strategic Plan, 2011-2015. This will be the third year in which the PMER is presented under the SPREP Strategic Plan 2011-2015. For 2014, Performance is measured against targets established in the 2014 Work Programme and Budget, reflecting the Member priorities under the SPREP Strategic Plan.

Separate reports are also provided to complement the PMER in the form of the financial performance and accounts for the 2014 financial year and the Director General's Annual Report.

### Broad Assessment of 2014 Achievements

During 2014, the Secretariat considerably increased its support to and engagement with Members in many areas, at the community, national, regional and international levels, in accordance with the targets and priorities of the SPREP Strategic Plan 2011-2015

The major outcome from SPREP's work in 2014 in implementing the Strategic Plan has been an increase in the level of support to Pacific Island countries and territories to assist in addressing environmental and sustainable development priorities. In particular, financial and technical support from SPREP to Pacific Island countries and territories has more than doubled over the last 4 years. This is clearly shown in Annex A of the Director General's 2014 report to the SPREP Meeting which outlines all projects implemented in Pacific Island Member countries and Territories in 2014.

Increased direct country support to SPREP Pacific Island Members in 2014 was on all areas relevant to the SPREP mandate. This direct financial support provided by SPREP to Pacific countries and territories has increased from US\$9.2 million in 2010 to US \$16.4 million in 2014 which has been allocated to practical programmes in Pacific Island countries and territories.

A major highlight of 2014 was the third United Nations Conference on Small Island Developing States (UN SIDS) held in Apia, Samoa. SPREP played a central role in this landmark event, including through involvement in more than 50 partnerships arising from the Conference.

The theme of the conference was the sustainable development of Small Island Developing States through genuine and durable partnerships. One such partnership was the establishment of the UNEP sub-regional office for the Pacific to be based at SPREP which strengthened our already close relationship with UNEP.

Our work in the area of biodiversity and ecosystem management was significantly strengthened in 2014 with the finalization and the launch of the historic *Framework for Nature Conservation and Protected Areas in the Pacific Islands Region 2014-2020*. This milestone document provides guidance on priorities for biodiversity conservation for the next 6 years and makes us the first and the only region in the world to have developed a strategic framework to bridge the gap between national initiatives and global instruments.

A shared commitment to the conservation of the Pacific environment saw a historic first Pacific regional joint preparatory meeting to the CBD COP12, CMS COP11 and Ramsar COP12 successfully convened in Nadi, Fiji. It was the first time that delegates implementing their countries obligations under very different conventions had had the opportunity to share their experiences and aspirations.

## PERFORMANCE MONITORING AND EVALUATION REPORT ON THE 2014 WORK PROGRAMME AND BUDGET

---

SPREP was delighted to announce the awarding of the first Lui Bell Memorial Post-graduate Scholarship for Marine Species Conservation to Saras Sharma Goundar, now studying at USP.

A biodiversity rapid assessment of the terrestrial and marine biodiversity of the Vava'u Island Group of Tonga was completed and the results have informed conservation recommendations including key sites for conservation, and awareness raising activities and materials. The survey confirmed the discovery of new species such as the iguana, 75 new species of coral not previously reported, and the globally threatened ground dove bird species which had not been previously noted in Vava'u.

One of the key strategic goals for SPREP is to ensure that the region has the capacity to develop and implement transparent and robust environmental governance and management frameworks and processes. This is achieved through improved legislation, policy planning and assessment, implementation, monitoring and reporting. An important part of our work in this area is the development of a regional monitoring network for the Pacific, through which periodic State of the Environment (SOE) reports will be produced at both national and regional level.

Access and Benefit Sharing (ABS) arising from the use of genetic resources found in plants, animals and microorganisms is a key issue that impacts greatly on island communities in the Pacific region. Under the Nagoya Protocol to the Convention on Biological Diversity indigenous knowledge should be protected and communities which possess it must be adequately compensated if that knowledge is used for commercial gain. To build regional capacity for negotiating ABS contracts and agreements, SPREP ran a capacity building initiative to support countries to implement the Nagoya Protocol.

In September 2014, SPREP signed a Grant Partnership with IUCN Regional Office for Oceania to host the Pacific Regional Observatory of the Biodiversity and Protected Areas Management Programme (BIOPAMA). BIOPAMA aims to address threats to biodiversity in African, Caribbean and Pacific (ACP) countries, while reducing poverty in communities and around protected areas. BIOPAMA will establish a Pacific

Observatory as a resource hub to support decision making and effective protected areas management, and also facilitate networking of practitioners, experts and institutions.

One of the key targets in SPREP's strategic plan is to build and strengthen the capacity of Members to implement planning tools such as Environmental Impact Assessment (EIA). Following a request from Tonga, SPREP carried out a specialist EIA training session in 2014 for the Ministry of Environment. An industry specific training was also carried out for SPTO in Tonga, followed by the signing of an MoU to work together on environmental planning and management for sustainable tourism. Similar training programmes are planned for Tuvalu, Samoa and the Marshall Islands in 2015.

Pollution and the growing volumes of solid and hazardous wastes are major threats to the environment and sustainable development of Pacific islands. Improved pollution and waste management is therefore a priority focus for SPREP. To help address these issues, a partnership between the European Union and SPREP through the PacWaste - Pacific Hazardous Waste Project - a €7.85 million project over 4 years is addressing some of the regions' most pressing and dangerous waste issues. The PacWaste focuses on 4 priority areas: asbestos, e-waste, healthcare waste and atoll solid waste management. In 2014, the PacWaste oversaw the completion of the comprehensive region-wide asbestos baseline survey conducted to date in the Pacific region. These surveys have involved visual asbestos assessments of many thousands of government, commercial and residential buildings including hospitals, schools and other public places. The baseline surveys have already shown their value in reducing human exposure to harmful asbestos. In addition to the asbestos survey, PacWaste completed the Pacific regions first ever prioritised assessment for the management of healthcare waste and E-waste.

Work was also undertaken in the assessment of integrated atoll waste management which will be piloted in Majuro in the Republic of the Marshall Islands. 2014 also saw the development of the Pacific region's first ever "climate proof" landfill. The ground-breaking rehabilitated waste management facility, in Labasa, Fiji was re-engineered

## PERFORMANCE MONITORING AND EVALUATION REPORT ON THE 2014 WORK PROGRAMME AND BUDGET

---

to better withstand natural hazards and to manage waste produced during disasters and has also delivered healthier mangrove ecosystems and a safer environment for surrounding Fijian communities.

Ship sourced marine pollution encompasses a number of important issues including oil spills, dumping, and ballast water management. SPREP worked in partnership with IMO to facilitate the review and update of the Pacific Ocean Pollution Prevention Programme (PACPOL) strategy. Through initiatives like PACPOL, Pacific island countries and territories are better able to protect the marine and coastal environment through regional cooperation. Thirteen SPREP Members participated in the review, along with representatives from SPREP, AMSA, Australian Government Department of Environment, Maritime New Zealand, SPC, Greater Barrier Reef Foundation, and the Great Barrier Reef Marine Park Authority.

During the UN SIDS conference last year, a three-day specialized training programme in the management of oil spills was held in Samoa. The training was undertaken through a partnership between SPREP, Maritime New Zealand and AMSA. The emphasis was on the management of specialty equipment used in oil spill response and containment.

A key outcome of the twelfth meeting of the Convention for the Protection of Natural Resources and Environment of the South Pacific Region and Related protocols - known as the Noumea Convention - which concluded in Majuro, Marshall Islands in September 2014 was the endorsement of a new Regional Reception Facilities Plan the Plan. The Plan which was developed by SPREP, AMSA, and the IMO is the first of its kind in the world, and will result in the reduction of waste materials being dumped from ships in Pacific waters. The Plan recognizes five Pacific shipping hubs - in Apia, Suva, Port Moresby, Noumea and Papeete - as regional centres for the safe offloading of waste from ships.

Our region is one of the most vulnerable in the world to the threats of climate change, with enormous impact on the way of life, environment and livelihoods of Pacific peoples. Strengthening the capacity of our Members to respond to climate

change is one of SPREP's strategic goals. This is undertaken through policy improvements, implementation of practical adaptation measures, strengthening of weather and climate information and knowledge management and growing ecosystem resilience to the impacts of climate change.

Following two years of extensive consultations SPREP in partnership with SPC and UNISDR, PIFS, UNDP and USP developed the Strategy for Disaster and Climate Resilient Development in the Pacific (SRDP) to replace the current Pacific Islands Framework for Action on Climate Change and the Pacific Disaster Risk Reduction and Disaster Management Framework for Action - both of which will expire in 2015. The SRDP was endorsed by both the Governing Councils of SPREP and SPC with final approval expected in September 2015 when it is presented to Pacific Island Forum Leaders. When the SRDP is adopted, the Pacific will become the first region to fully integrate disaster risk management and climate change in a single overarching regional strategy. The main focus of the SRDP is on building the resilience of Pacific island communities to the impacts of climate change and disasters by developing more integrated ways to address climate and disaster risks within the context of sustainable development.

The Pacific Adaptation to Climate Change (PACC) Project, will wrap up in June 2015 after six successful years at the forefront of climate change adaptation in the Pacific region. The PACC was one of the largest climate change adaptation initiatives in the region with hundreds of activities taking place across 14 Pacific island countries and territories. The PACC has helped to build the resilience of communities to adapt to the impact of climate change and improve livelihoods in 3 major areas: coastal zone management, water management and food security. In Tuvalu the installation of a 700,000 litre water cistern in the Lofeagai community provided an extra source of water for 92 households to cope with long periods of drought. In Mangaia island (Cook Islands) a new climate resilient harbour replaced an old one which was destroyed in 2005 by a tropical cyclone. This allowed for essential services to be made available to the 570 residents of the island.

## PERFORMANCE MONITORING AND EVALUATION REPORT ON THE 2014 WORK PROGRAMME AND BUDGET

---

Using ecosystem based adaptation (EbA) is proving to be an effective frontline response to climate change, as demonstrated in the Choiseul Province in Solomon Islands and Abaianga in Kiribati where many partners are coming together to support communities to adapt to climate change. In Choiseul SPREP and many partners, including USAID, GIZ and SPC, continued their collaboration on provincial scale community-based vulnerability and adaptation assessment and the development of an integrated climate change adaptation strategy for the province. SPREP's focus on ecosystem-based adaptation, including coastal protection and ridge-to-reef management planning, aims to support sustainable livelihoods by maintaining intact ecosystems and the services they provide. A new Integrated Island Management Case Studies and Guidelines document and synthesis brochure has generated widespread interest by stakeholders in applying best practice principles and scaling up of EbA.

Good climate change data and information management practices are critical for supporting decision-makers, researchers and practitioners to undertake more effective adaptation and resilience planning. The Pacific Climate Change Portal (PCCP) is a key online hub for information related to climate change. In 2014, the PCCP was selected as one of the nine partners to the Global Open Knowledge Hub Partnership. The PCCP was further strengthened with the signing of a memorandum with Griffith University as part of the Pacific iCLIM Climate Change Information management project through the development of tools that help complex data to be utilized for climate change decision making and establishing a regional approach to climate change information.

Like the PACC the renewable energy project, PIGGAREP, which encouraged widespread and cost effective use of renewable energy technologies in the Pacific was wrapped up after six and half years. Throughout this period of time, PIGGAREP gained a reputation as a springboard project - one through which small scale activities could develop into much larger ones. Across the region, numerous renewable energy and emission reduction activities have secured financial support as a result of the ground work undertaken by PIGGAREP at the feasibility phase.

SPREPs governance functions were further strengthened with the introduction of the Monitoring and Evaluation function in 2014. This will support the development of SPREPs project management capacity and strengthen SPREPs results and performance monitoring, evaluation and reporting systems. The appointment of the Monitoring and Evaluation Adviser has led to the establishment of a Project Review Monitoring Group (PRMG) to strengthen the work on project design and formulation as well as monitoring and evaluation.

Major achievements for corporate services in 2014 was the introduction of two new on-line platforms which streamline processes, improve efficiency and reduce the amount of paper used at the SPREP campus. The first platform involved transitioning from a paper-based performance development system to an on-line one developed in-house by our IT team. The new paperless system strengthens the workflow process for the performance review and development process. The new system also ensures that staff can undertake their performance review remotely when on mission travel. Under the FINPAC project, our ICT staff were able to provide in-country support to National Meteorological Services on setting up the SmartMet Weather forecasting system which provides forecasters with accurate and timely early warning systems. National Meteorological Services were also able to receive further support from the FINPAC project on media training which will ensure that residents of communities understand and prepare for different weather circumstances. A major, five yearly, Independent Corporate Review was undertaken of SPREP in 2014. This review noted significant improvement in SPREP's governance since 2008 and that Members view SPREP as an effective and efficient organisation delivering tangible outcomes for Pacific island countries and territories. The review team also undertook a Mid-term Review of the 2011-15 SPREP Strategic Plan and noted good progress in achieving targets in the plan.

Activities carried out and achievements in 2014 are detailed in the rest of the PMER document. Highlights will be included in staff presentations to the SPREP Meeting.

## PERFORMANCE MONITORING AND EVALUATION REPORT ON THE 2014 WORK PROGRAMME AND BUDGET

---

### A Note on Interpreting Budget and Expenditure Figures

The 2014 Work Programme and Budget on which this PMER is based was approved at the 24<sup>th</sup> SPREP Meeting in September 2013. The work programme was based on the best information available in mid 2013 and some of the assumptions and circumstances changed by the time the Budget was implemented in January 2014.

These assumptions include the full payment of membership contributions as pledged at the SPREP Meeting by the beginning of the financial year, anticipated levels of donor funding, and consistent foreign exchange rates.

The budget for the 2014 operation was a balanced budget as usual, i.e., estimated expenditures equal estimated receipts. Total resources approved for that budget by the 24<sup>th</sup> SPREP Meeting totalled USD\$22, 143,286. However, USD\$21,177,065 (96%) was expended by the Secretariat.

Total Approved Budget	Total Actual Expenditure	Rate of Spending against budget
USD\$22,143,286	USD21,177,065	96%

## 1. CLIMATE CHANGE

- Programme Goals:**
- 1. Climate change adaptation, including ecosystem-based approaches, in mainstreamed in national and sectoral policies, strategies and plans, and implemented through coordinated institutional arrangements supported by enabling environments at all levels and sectors; adaptation and mitigation are integrated to prevent any contrary ('perverse') impacts on ecosystems.**
  - 2. Strengthened adaptations and risk reductions capacity and decision-making processes and sustained integrated system-based actions implemented; based on improved understanding of climate change and extreme events, trends, projections and impacts.**
  - 3. Renewable energy actions and cost-effective RE technologies are being promoted and implemented.**

In 2014 Climate Change Division continued to provide technical and advisory assistance to SPREP Members to strengthen their capacity for responding to climate change impacts and the implementation of their climate change priorities in the context of national sustainable development plans and strategies. Five targets of the CCD strategic priorities of the 2011-2015 Strategic Plan have been 100% achieved. The Division's performance for year 2014 was strong, a delivery of \$9.3m against budget of US\$9.4m (99%) achievement.

### Highlights included:

#### **Adaptation**

- 94% of the mainstreaming targets achieved reflecting the successful incorporation of climate and climate change risks into policies, strategies and related instruments in national and priority development sectors identified by member countries. 96% completion target of adaptation activities on the ground covering the water, food security and coastal sectors was achieved collectively from all countries except Nauru and PNG. This is an increase of 19% from 2013. The increase in production of knowledge management products, timely monitoring and evaluation, and continued management support from CCD team of SPREP and UNDP during this period led to an accelerated 95% target hit by end of 2014.
- Abaiang, Kiribati approved their Island Strategic Development Plan and has the capacity to monitor activities on the ground, and includes water quality monitoring of household wells.

#### **Policy and Science**

- Tonga, Fiji and PNG improved capacity to collate, view, analyse and interpret weather data and at the same time compose, edit, disseminate and archive weather forecasts in graphical and text formats with the installation of SmartMet. Forecasters are able to create

tailor-made weather forecasts for unlimited numbers of users in the most economical and efficient way.

- Community readiness and awareness improved in Tautu, Cook Islands with the development of their community climate and disaster resilient plan and training
- The region embarked on a new programme to improve climate services in collaboration with WMO and partners. This resulted in the development of a draft Pacific Region Implementation Roadmap on Strengthened Climate Services and 3 side events organised during the SIDS meeting in Samoa, including a high level Government Panel to promote weather and climate services in SIDS organized and broadcast with BBC World.
- Strengthened partnership with the US State Department, NZ Ministry of Foreign Affairs and Trade and SPREP through "An International Workshop on Ocean Acidification: State-of-the-Science Considerations for Small Island Developing States", where priorities for SIDS were discussed and led to a Pacific regional project being developed.
- The Pacific Climate Change Portal (PCCP) inter-agency committees have resulted in stronger collaboration with CROP, GIZ and PICTs thus facilitating the sharing of technical expertise and resources.
- Monthly electronic *Climate Change Matters* (CCM) newsletter raised the profile of activities on the ground, of partnerships and of collaborations and innovative approaches

#### **Mitigation**

- Implementation of PIGGAREP feasibility studies in Solomon Islands, Fiji, Cook Islands, Kiribati and Tonga have been completed.
- A Net Metering Policy developed for Fiji was completed in 2014, outlining the necessary regulatory and legislative steps required by Fiji to implement net metering.

**Component: CC 1.1 – IMPLEMENTING ADAPTATION MEASURES**
**Strategy 1.1: Support Members with developing and implementing appropriate adaptation and disaster risk reduction measures**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC 1.1 – Climate change adaptation, including ecosystem-based approaches, is mainstreamed in national and sectoral policies, strategies and plans, and implemented through coordinated institutional arrangements supported by enabling environments at all levels and sectors; adaptation and mitigation activities are integrated to prevent any contrary ('perverse') impacts on ecosystems						
Strategic Goal progress update: Mainstreaming of climate change and related risks and vulnerability into national and community level planning and decision making processes were further increased in 2014, and have accelerated through PACC, PIGGAREP, JNAP, SRDP and PPCR implementation processes. While there is still work to go significant progress towards mainstreaming of climate change within the region has been achieved, with 13 countries having completed a mainstreaming process and the remainder are in the process of completing such.						
CC 1.1.1 At least 10 PICT Members have mainstreamed climate change adaptation, including ecosystem based approaches, and risk reduction considerations in their national sustainable development strategies (NSDS) or equivalent and resources have been mobilised for their implementation	<ul style="list-style-type: none"><li>The number of Members that have incorporated adaptation into their NSDS</li></ul>	<ul style="list-style-type: none"><li>Supported recognition and adoption of the JNAP process and methodology in the global UNFCCC LDC Expert Group (LEG) in the National Adaptation Plan (NAP) modalities so that JNPAs are eligible for support.</li><li>Federated States of Micronesia (State of Kosrae) and Tuvalu have endorsed the Pilot Project for Climate Resilience (PPCR) Regional Track national priorities for mainstreaming climate change and disaster risk reduction into key national and state plans.</li><li>Integration of climate change and disaster risk management adopted as the key approach for the draft Strategy for Climate and Disaster Resilient Development for the Pacific (SRDP) through a consultative and participatory process.</li><li>SPREP Meeting and SPC GRCA approved in principle the draft SRDP and for the process to consider views presented during those meetings.</li><li>Cook Islands, FSM, Kiribati, Marshall Islands, Nauru, Niue, Palau, Tonga and Tuvalu (PIFS Smaller Island States) improved capacity to access climate change funds and for policy development as supported by the EU SPC GCCA PSIS Project, Asia Pacific Adaptation Network (APAN) and SPREP.</li><li>Kiribati national expert group demonstrated leadership and expertise through the adoption by Cabinet of the Kiribati Joint Implementation Plan for Climate Change and Disaster Risk Management (KJIP).</li></ul>	100%		Budget	Actual
				Personnel Costs	\$ 136,666	\$ 121,701
				Operating Costs	\$ 879,758	\$ 782,127
				Capital Costs	\$ 5,900	\$ 5,658
				Sub Total	\$1,022,324	\$909,486
				To be read in conjunction with 1.1.1.2		



## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
CC 1.1.2 By 2015, lessons learned from adaptation efforts in the region, including the Pacific Adaptation to Climate Change (PACC) project, have been documented in all participating countries and replicated in other sectors in at least five countries participating in PACC	<ul style="list-style-type: none"><li>The number of Members that have documented PACC and other lessons learned</li></ul>	<ul style="list-style-type: none"><li>28,000 Marshallese benefitted from improved water management through the PACC Project.</li><li>Lessons learned from Marshall Islands integrated water management projects were published into two outcomes reports - in the Vulnerability and Adaptation Technical Report (TR) No. 5, and the adaptation demonstration activities and results report TR No. 11, to guide similar projects replication or up scaling.</li><li>Nauru's technical design of water purifiers (TR No. 8) as an adaptation measure, was replicated firstly for the District Emergency Shelter Solar Water Purifier for all of Nauru (14 District communities) and secondly in the Marshall Islands atolls in the north that suffered severe drought in the beginning of the year.</li><li>Tonga's PACC lessons learnt in Socio Economic Assessment (TR No. 6) and the Technical Design for its Water Supply &amp; Distribution System for Hihifo District (TR No. 7) provided a valuable guide if similar activities are to be replicated in Tonga or other parts of the Pacific where conditions are similar.</li><li>Tuvalu's approved demonstration guide (TR No. 9) provided evidence of the completion of the 700,000L water cistern for Lofeagai and 280,000L cistern for Tekavatoetoe which improved water security in these two communities to withstand future droughts.</li><li>Increased community ownership, decision making and involvement in Vanuatu was through the adoption of a community consultation tool -( the Participatory Three Dimensional Tool) that involves community team-building exercises of generating 3-D models of their island community (Epi Island) (TR No.10).</li><li>Cost-benefit analysis (CBA) training increased capacity of Marshall Islands officials for project prioritisation and development (TR No. 11).</li></ul>	100%		Budget	Actual
				Personnel Costs	\$111,233	\$ 81,794
				Operating Costs	\$3,852,568	\$3,116,757
				Capital Costs	\$11,100	-
				Sub Total	\$3,974,901	\$3,198,551
				Decrease in actual expenditure is due to RTSM activities for the PPCR project deferred to 2015 To be read in conjunction with 1.1.1.1		

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
	<ul style="list-style-type: none"> <li>The number of Members that have replicated lessons in other sectors</li> </ul>	<ul style="list-style-type: none"> <li>Improved national project coordination and delivery saw the Government of Niue combining two projects (SPC – SGCA and SPREP – PACC) both of which focused on water and resulted in more households benefitting than originally targeted.</li> <li>Government of Marshall Islands - replicated the solar water purifier technology from the Government of Nauru via the PACC project. This proved successful in the outer islands in the north, in close collaboration with the Department of Health for the northern atolls. The project will be continued into the southern atolls and will bring in more sectors such as the Ministry of Education.</li> <li>Government of Nauru adopted and applied lessons learnt from the installation of solar water purifier technology at the household level to the community level such as in schools and hospitals as regular maintenance is carried out by the school and the hospitals.</li> <li>The PACC+ project (funded by Government of Australia) in RMI procured pre-fabricated units designed not only for solar purified water during prolonged periods of drought but for immediate disaster responses where the units perform and act as emergency water shelters.</li> </ul>		

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

**Strategy 1.2:** Improve cooperative partnerships and engagement of all relevant regional and international stakeholders and strengthen coordinated action on reducing risks of climate change impacts consistent with the revised Pacific Islands Framework for Action on Climate Change, in support of national initiatives and priorities

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC 1.2.1 – There is effective coordination, coherence, and partnership in regional initiatives and delivery on climate change issues						
Strategic Goal progress update: Coordination has improved significantly between regional projects, as well as at the country level in some cases. However, coordination established through the PACC and PIGGAREP projects will end in June 2015. In general coordination needs to have dedicated resources to make it happen and SPREP is working towards institutionalizing support for coordination, recognizing also the efforts made at the national level for internal governance in several countries.						
CC 1.2.1 By 2015, all adaptation projects are consistent with agreed regional objectives	• A satisfactory assessment of adaptation coordination	• Ongoing and improved coordination through SPREP presence and participation in the steering committee of regional projects such as EU/SPC GCCA project, the SPC/GIZ CCCPIR and the Development Partners for Climate Change (DPCC). • An independent terminal evaluation of the PACC project was carried out, coordinated by the UNDP Multi Country Office Samoa. The preliminary results of the Terminal Evaluation show an overall rating of 'Satisfactory' for the entire project. This includes coordination, sustainability, impact, relevance, effectiveness and efficiency of the project in its entirety.	100%		Budget	Actual
				Personnel Costs	\$ 54,927	\$ 45,913
				Operating Costs	\$ 54,360	\$ 25,316
				Capital Costs		\$ 2,539
		Sub Total	\$ 109,287	\$ 73,768		
	• Effective regional management systems in place in support of projects delivery	• The Regional Track Support Mechanism /Rapid Response Fund was launched at the Leaders Meeting (2014, Palau). RTSM/RRF is a CROP wide regional management mechanism designed to facilitate TA to member countries in the areas of climate change and disaster risk management. • Improved coordination in the delivery of climate change projects at community level through the Agreement signed between SPREP and the International Federation of Red Cross and Red Crescent Societies (IFRC) under the FINPAC Project. This entails working through 'community mobilizers' like local Red Cross committees to assist National Meteorological Services in 12 PICS targeting improved weather and climate communications from NMSs to end users at community level. • Improved regional coordination and collaboration among intergovernmental organizations through the Working Arm for Climate Change and Disaster (WARD) for the CROP Executive Sub Committee on CC and DRM.	To be read in conjunction with 1.1.1.2			

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"><li>SPREP and Partners adopted the Whole of Island Approach- an initiative by the Government of Kiribati (GoK) in partnership with SPC, GIZ, USP, UNDP and others primarily to ensure efforts are optimized and not replicated.</li><li>SPREP, SPC, GIZ and UN Women continue to partner for Training of Trainers on Gender and Climate Change around the region.</li></ul>				
2015 Goal CC 1.3.1 – Climate change funding and technical assistance from development partners is coordinated and harmonised to maximise benefits to Members						
Strategic Goal progress update: Significant training and guidance materials are now available to the region to improve access to climate change financing. SPREP in 2015 and onwards will focus on working with Members, CROP and Development Partners to fund and implement prioritized projects/programs from the region.						
CC 1.3.1 By 2015, there is a significant increase in resources for adaptation: more funding disbursed and projects implemented	<ul style="list-style-type: none"><li>Percentage increase in annual funding for adaptation over 2010 levels</li></ul>	<ul style="list-style-type: none"><li>Capacity of central agencies (Ministry of Finance and Planning in Cook Islands, FSM, Fiji, Kiribati, RMI, Nauru, Palau, Solomon Islands, Tonga, Tuvalu, and Vanuatu were built in project proposals development skills to access the Adaptation Fund. The workshop was in collaborations with the Asia Pacific Adaptation Network, the Adaptation Fund, SPC and PIFs.</li><li>An Adaptation Fund learners manual was developed, to provide guidance for PICs wishing to access the Adaptation Fund and to be used as a reference, and received favourable review by Adaptation Fund Secretariat</li><li>As a result, a proposal was developed for FSM for the Adaptation Fund and is currently being further refined.</li><li>Improved capacity and awareness for NIEs through training held, in partnership with UNEP and the Climate Technology Network Center (CTCN), for 14 PICs to access CTCN resources, which can be used to fund Technical Assistance requests related to Adaptation (and mitigation) technology needs.</li></ul>	80%		Budget	Actual
				Personnel Costs	\$ 40,194	\$ 30, 804
				Operating Costs	\$ 22,605	\$ 22,736
				Capital Costs	-	\$ 179
				Sub Total	\$ 62,799	\$ 53,719

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

**Component:** IMPROVING CAPACITY, KNOWLEDGE, AND UNDERSTANDING OF CLIMATE CHANGE AND RISK REDUCTION

**Strategy 2.1:** Enhance and build capacity for conducting applied research, fostering meteorological, climatological, and oceanic observation and monitoring programmes to improve understanding, awareness, and applications of targeted responses to climate change and related disaster risk reduction

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC 2.1.1 - Strengthened adaptation and risk-reduction capacity and decision-making processes and sustained integrated system-based actions implemented; based on improved understanding of climate change and extreme events trends, projections, and impacts.						
Strategic Goal progress update: At the national level progress has been made in accessing and using relevant scientific and technical resources to improve the decision making process. Major science programs however are winding down.						
CC 2.1.1 2015, at least 10 Members have strengthened institutional capacity, with a pool of national expertise able to use and apply climate change and disaster risk reduction information for informed and timely decision making and policy development.	<ul style="list-style-type: none"><li>The number of Members basing policy on climate change and disaster risk management information</li></ul>	<ul style="list-style-type: none"><li>5 PICs capacity and awareness were improved and strengthened through the linkages between DRM and adaptation planning in SIDS.</li><li>The PPCR Regional Track work carried out capacity development and mentoring workshops and training in FSM (State of Kosrae).</li><li>Community Climate Change and Disaster Resilience Planning workshops conducted in Cook Islands, Tuvalu and Tonga on 3 pilot communities through the FINPAC Project thus raising community awareness of weather and climate information as well as building understanding of their vulnerabilities and capacities in order to prepare and respond to climate and disaster events.</li><li>Increased community awareness and participation in the development of their Climate Change and Disaster Resilience Plans for three communities developed through those workshops in Cook Islands, Tuvalu and Tonga.</li></ul>	90%		Budget	Actual
				Personnel Costs	\$349,426	\$311,194
				Operating Costs	\$1,508,343	\$1,509,874
				Capital Costs	\$134,429	\$638
				Sub Total	\$1,992,198	\$1,821,706
				Decrease in actual expenditures due to delay in implementation of some of the FINPAC agreement To be read in conjunction with 1.2.1.4		

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC 1.3.1: Climate change funding and technical assistance from development partners is coordinated and harmonised to maximise benefits to Members						
Strategic Goal progress update – The Pacific Climate Change Portal (PCCP) initiative is the pioneer for data and information management activities at SPREP – the PCCP provides up to date and comprehensive country relevant data and information. The newly formed partnership with Griffith University through the Pacific iCLIM project has enhanced the capacity of SPREP in the delivery of climate change data and information practices to member countries						
CC 2.1.2 By 2011 a climate change portal developed; at least five targeted awareness programmes and communication strategies developed and delivered to raise the level of awareness and facilitate information exchange for key sectors	<ul style="list-style-type: none"><li>The extent to which climate change portal is ready</li></ul>	<ul style="list-style-type: none"><li>SPREP and Griffith University formed partnership in March for implementation of the DFAT funded \$AUD1.9 million Pacific International Cooperation on Climate Change Data and Information Management (iCLIM) Project. The aim of the project is to strengthen SPREP’s delivery of information services to the Pacific region through the PCCP.</li><li>MOU between SPREP and Griffith University for the Pacific iCLIM signaling the collaboration and the beginning of iCLIM implementation.</li><li>Pacific iCLIM project engaged successfully with 3 pilot countries pilot countries: Vanuatu (May &amp; October), Fiji (June) and Tonga (July). Situation analysis and barriers assessments reports are in development.</li><li>Profiling data and information management was facilitated through the iCLIM Project which included 2 side events during the SIDS conference (September) in partnership with the 3 pilot PICTs (Vanuatu, Fiji and Tonga).</li><li>SPREP and University of Sussex signed MOU for the Open Knowledge Hub as a result of the Pacific Climate Change Portal (PCCP) being selected as one of the global partners to the hub earlier in 2014.</li><li>Support, leadership and ownership established through the three PCCP Advisory Committee and one Technical Committee Meetings held via face to face and video conferencing that were carried out in March, July and October. A joint terminology and glossary for DRR and CC is in development.</li></ul>	90 %		Budget	Actual
				Personnel Costs	\$166,569	\$182,632
				Operating Costs	\$95,708	\$110,926
				Capital Costs	-	\$2,369
				Sub Total	\$262,277	\$295,927
				Additional funding were secured from GIZ to fund additional activities		

# STRATEGIC PRIORITY 1 : CLIMATE CHANGE 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
		<ul style="list-style-type: none"> <li>Content uploaded to the Portal included: News (≈ 600), Events (≈ 180), and Documents (≈ 260) and Projects (≈ 30).</li> <li>Pacific Climate Change Information Network (PaCCIN) - number of subscribers by end of 2014: 772.</li> <li>Number of visits to Portal in 2014 was 64,217 hits.</li> <li>The RTSM is a central feature of the PCCP. It operates as a gateway for relevant experts on CC and DRR in the Pacific to register on the pool of experts that will provide TA to member countries. It also receives applications for technical assistance from those countries</li> <li>Suva based regional/international organization were visited and supported for updating their information on the Portal.</li> </ul>		
	<ul style="list-style-type: none"> <li>The number of climate change awareness and communications programmes delivered</li> </ul>	<ul style="list-style-type: none"> <li>11 editions of Climate Change Matters (CCM) (once every month apart from January) distributed in 2014 via PaCCIN, and also shared with APAN and other networks.</li> <li>A Communications Strategy for the PPCR Regional Track programme was developed, providing a blue print describing how the work of the PPCR will be marketed and promoted.</li> <li>Strengthened the understanding of meteorology terminology and information and enhanced working relations between the national media and meteorological services in Cook Islands, Niue and Tuvalu through Media and Communications Training implemented through the FINPAC Project.</li> <li>Increased global visibility and recognition of unique challenges, opportunities and lessons learnt from various meteorological projects and initiatives including the FINPAC Project and WMO initiatives achieved through three successful Meteorological Side Events held during the SIDS Conference in September which included the Leaders High Level dialogue on extreme weather events involving the President of Kiribati, SPREP SG and other Pacific leaders.</li> <li>Ocean acidifications issues were discussed in a workshop in partnership with the US and NZ during the SIDS conference, leading to development of an ocean acidification project for the region.</li> <li>SPREP-USAID Project in Abaiang, Kiribati adopting the 'Whole of Island Approach' produced water safety awareness and promotional materials to raise community awareness.</li> </ul>		

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC 2.1.3 - Adequate regional meteorological and oceanographic services are provided to ensure access to quality and timely weather and ocean state information						
Strategic Goal progress update: National Meteorological Services are being provided with enhanced services to undertake their important work. Back stopping and continuity based on capacity needs will continue to be addressed through the Pacific Meteorological Desk Partnership.						
CC 2.1.3 All recommendations of the Regional Meteorological Review are implemented	<ul style="list-style-type: none"><li>The proportion of recommendations of regional meteorological review implemented</li></ul>	<ul style="list-style-type: none"><li>Enhanced coordination of Climate Services in the Pacific through the establishment of the Pacific Island Climate Services (PICS) Panel as a technical advisory group on climate services matters in the Pacific region. The Panel has members from NIWA, SPC, USP, SPREP, NOAA, BoM as well as PICTs. They held their first meeting in August 2014. To strengthen and promote climate services, a Regional Consultation on Climate Services for Pacific Small Island was held and developed in partnership with WMO and other partners the Pacific Regional Implementation Roadmap for Strengthened Climate Services.</li><li>A special session of the Pacific Meteorological Council was held to make decisions on FINPAC, Climate Services and PICS Panel.</li><li>Ongoing sharing of information and updates with National Meteorological Services with the PacMetDesk team.</li><li>Successful negotiations for a Pacific-Korea Climate Prediction Services Project with APCC and the PIFS to be implemented by SPREP.</li><li>Successfully signed a new MoU with UKMO to manage a Pacific Fund and provided support to Kiribati, Tuvalu and Cook Islands to ensure their upper air stations are adequately supplied with accessories</li></ul>	100%		Budget	Actual
				Personnel Costs	\$164,057	\$120,352
				Operating Costs	\$177,514	\$202,842
				Capital Costs	\$600	-
				Sub Total	\$ 342,171	\$323,194
				Decrease in actual expenditure was due to delay in filling in the position of PIGOOS until August 2014		
CC 2.1.4 By 2015, at least 14 national meteorological services have improved access to tools and applied scientific knowledge of Pacific climate drivers and projections; and have installed	<ul style="list-style-type: none"><li>The number of national meteorological services with national climate and disaster databases.</li></ul>	<ul style="list-style-type: none"><li>Coordinated with BoM , CSIRO, NIWA, US NOAA, and Met Service (NZ) on a regular basis on their projects and initiatives for the region such as the COSPPac Project, the PACCSAP, and the PaCIS.</li><li>Coordinated with BoM for further support to the CIIDE database already installed in most of the PICT countries under the Pacific Climate Change Science Programme (PCCSP).</li></ul>	95%		Budget	Actual
				Personnel Costs	\$71,658	\$147,973
				Operating Costs	\$44,768	\$898,197
				Capital Costs	-	\$42,887
				Sub Total	\$116,426	\$1,089,057
				FINPAC project funds of \$638,000 expended under this output to be read in conjunction with 1.2.1.1. New funds were also sourced from WMO and UK Met Office to fund additional activities		



## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
	<ul style="list-style-type: none"> <li>The level of support targeted for national meteorological services</li> </ul>	<ul style="list-style-type: none"> <li>Improved access to certified regional experts on Quality Management Systems through the establishment of the Pacific Quality Management System (QMS) Internal Roving Audit Team comprising of 12 certified experts from the NMSs of Cook Islands, Fiji, Kiribati, Niue, PNG, Samoa, Solomon Islands, Tonga and Tuvalu through the FINPAC Project.</li> <li>Improved knowledge and technical capacity amongst Niue Met Service staff in complying with ICAO requirements.</li> <li>13 PIC NMSs have increased capacity on the usage of lightning location data in the Pacific was provided through the FINPAC Project through successfully attending a training workshop.</li> <li>Developed the Implementation Plan for the Pacific Islands Climate Services Roadmap by the PICS Panel, a subsidiary body of the Pacific Meteorological Council on climate services through funding support from FINPAC for the first meeting in 2014 of the PICS Panel.</li> <li>Improved capacity of forecasters in editing and visualizing weather products for the general public in Fiji, Tonga and PNG through the installation of the SmartMet weather forecasting system.</li> <li>Improved IT capacity for five NMSs of Fiji, PNG, Samoa, Solomon Islands and Tonga provided by SPREP through its IT Team to support the effective operation of the SmartMet system.</li> <li>Improved access to information on the status of Regional Basic Synoptic Network Stations completed for Fiji, FSM, Marshall Islands, Niue, Palau, PNG, Solomon Islands and Vanuatu. The assessments are funded by the FINPAC Project and will inform the approach and disbursement of funds to rehabilitate and maintain these stations for 13 PICS.</li> <li>Support was provided by SPREP in partnership with GIZ and SPC for the directors of Vanuatu, Samoa, Fiji, PNG and Solomon Islands to attend a Log-Frame-Approach workshop held in February 2014 in Tonga.</li> <li>Coordinated 2 workshops in Samoa on climate and coastal fisheries workshop with NOAA to develop tools for reef monitoring and reporting that are now utilised by the Government of Samoa.</li> <li>Supported the Kiribati Meteorological Services Strategic Plan for national forecast services in-country consultations.</li> </ul>	95%	

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

**Strategy 2.2: Develop and implement coordinated education and awareness programmes and communication strategies across the region to enhance the capacity of Members to address climate change issues**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC 2.2.1 – Members have improved awareness and capacity to respond to climate change impacts						
Strategic Goal progress update: Significant on the ground implementation of adaptation and mitigation is now a reality in the region, with 14 PICTs having completed adaptation demonstration through PACC, 10 PICs having completed feasibility work for mitigation under PIGGAREP and 6 of these are implementing this work under PIGGAREP+/SIDS Dock						
CC 2.2.1 Informed participation and Decision making in responding to climate change impacts	• The number of sustainable adaptation and mitigation initiatives on the ground	<ul style="list-style-type: none"><li>• PACC and PIGGAREP (including PIGGAREP+/SIDS Dock) are completing implementation in all PICs as well as Tokelau.</li><li>• SIDS Dock projects has install solar PV water pumps to benefit 20,000 people in Ha’apai, Tonga, support and promote energy efficiency measures for the 25 MW installed capacity in FSM.</li><li>• Provide solar PV water pumping and renewable energy for 180 people in Kayangel, Palau.</li><li>• Set up an energy efficiency and renewable energy revolving fund in Majuro, Marshall Islands to benefit 25,000 people.</li><li>• Provide solar powered telecommunications capacity for 10,000 people in remote communities in Solomon Islands.</li><li>• Provide an energy efficient and renewable energy demonstration fale in Funafuti, Tuvalu that could benefit the Government, Tuvalu Utilities and population.</li></ul>	90%		Budget	Actual
				Personnel Costs	\$82,588	\$88,509
				Operating Costs	\$27,210	\$43,473
				Capital Costs	-	-
				Sub Total	\$109,798	\$131,982
				Actual Expenditures to be read together with 1.2.1.1		

**Strategy 2.3: Support Members to meet their obligations under the UNFCCC and related protocols and processes**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC 2.3.1 – Assistance provided for international negotiation support for advocacy to reduce greenhouse gas emissions and secure resources for adaptation						
Strategic Goal progress update: The region is continually improving its participation in international negotiations as a result of the support provided, with PICs holding important posts within the UNFCCC process, and as reflected in the media reports from international meetings.						
CC 2.3.1 By 2015, all PICs are effectively participating in key international climate change negotiations	• The proportion of PICs participating in UNFCCC negotiations	• Continued to provide Technical Assistance (TA)in 2014 to 14 PICs (with the exception of Niue) who participated in the UNFCCC negotiations, either through the subsidiary body sessions or the Conference of the Parties (COP). SPREP worked to enhance PICS effective participation to ensure their priorities are put forward through the following TAs. ○ Provision of policy staff to provide onsite technical advice to member countries attending key UNFCCC events (i.e. Subsidiary Bodies meetings (May/June), COP 20 (December). This ranged from making relevant contacts with development partners, technical inputs to the drafting of interventions, and explanations of complex technical issues particularly for new delegates. ○ Successful organization of a joint High Level Support Mechanism and Senior Negotiators training event, held in Majuro, Republic of the Marshall Islands in October, providing negotiations training to at least 6 Pacific Island Ministers and 12 senior officials ahead of COP 20 thus enabling these countries to be more knowledgeable of key UNFCCC issues as related to them. ○ PICS were more aware and better prepared through a 1 day workshop in Lima, Peru (November) which provided a briefing for Pacific Island officials attending COP 20.	100%		Budget	Actual
				Personnel Costs	\$38,777	\$35,254
				Operating Costs	\$24,750	\$230,714
				Capital Costs		
				Sub Total	\$63,527	\$265,968
				New funding were sourced from various donors for the APAN meeting for other additional activities		

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"> <li>Through the provision of written briefing documents which were distributed to members ahead of the Subsidiary body and COP meetings in 2014, for example on climate change financing, issues arising from IPCC 5AR, and loss and damage.</li> <li>Facilitating and show casing PIGGAREP and SIDS Dock at a Pacific Island side event on mitigation at COP 20.</li> <li>PICS participation in Lima was disseminated through on site media and communications support to countries attending COP 20, and ongoing media coverage on the SPREP PEIN Facebook site, SPREP website, and Climate Change Matters Newsletter.</li> <li>Provision of technical support to a SIDS negotiations training workshop, in which 5 PICs (Nauru, Cook Islands, RMI, Palau and Vanuatu) participated in Singapore, April.</li> <li>National negotiations preparatory meeting was held In Vanuatu in November 2014 to support their efforts in negotiation at the COP.</li> </ul>				
CC 2.3.2 Increased number of contributions from the region to the 5th report of the Intergovernmental Panel on Climate Change (IPCC)	<ul style="list-style-type: none"> <li>The number of Pacific contributions to the 5th IPCC report</li> </ul>	<ul style="list-style-type: none"> <li>In response to PICS requests, a series of IPCC briefing events were held during the course of 2014 (in Samoa and Fiji), to ensure that Pacific Island countries were well briefed of the IPCC Fifth Assessment Report Findings. These briefings were attended by government ministries, private sector, development partners and public.</li> <li>Successfully facilitated side events at the UN SIDS conference, held in Samoa, August 2014, where key findings from the IPCC were highlighted.</li> </ul>	100%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$25,005	\$19,696
				Operating Costs	\$4,730	\$2,975
				Capital Costs		
				<b>Sub Total</b>	<b>\$29,735</b>	<b>\$22,671</b>

# STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

## Component CC 3.1: CONTRIBUTING TO GLOBAL GREENHOUSE GAS (GHG) REDUCTION

**Strategy 3.1:** Promote low-carbon development by supporting Members to implement, in partnership with the Secretariat of the Pacific Community and the Regional Energy Policy, cost effective renewable energy (RE) and energy efficiency (EE) measures and low carbon technologies in the region and monitoring GHG emissions

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CC3.1.1 – EE actions and cost-effective EE technologies are being promoted and implemented						
Strategic Goal progress update: Mitigation initiatives that were results of PIGGAREP are now being implemented on the ground through PIGGAREP+/SIDS Dock. Policy-related initiatives are also resulting in GHG reductions, such as enforcement of energy saving light bulbs						
CC 3.1.1 By 2015, energy efficiency technologies are in widespread use in the region	• The percentage of additional megawatt hours saved and megawatts of RE capacity installed using data from 2010 as the baseline	• To date, more than 30% of Mega Watt hours have been saved across PIGGAREP projects and 2.2 MW of Renewable Energy capacities has been installed, corresponding to 54,000 MWh energy generated.	80%		Budget	Actual
				Personnel Costs	\$30,973	\$33,262
	Operating Costs	\$1,200		\$255,817		
	Capital Costs					
	Sub Total	\$32,173		\$289,079		
	• The number of additional best practices and lessons learned, documented, and disseminated by 2015	• Documentary on EU/Tuvalu solar panel installation in 3 islands Nukulaelae, Nui and Nukufetau completed and ready for dissemination. • Hand book on “powering up remote Tuvalu through solar” produced • All relevant documentation from other examples has been captured on the PIGGAREP web pages and on PCCP.		to be read in conjunction with 1.3.2.1. Additional funding was received from IRENA for additional activities		
	• Regional project management systems in place	• The PIGGAREP regional management unit operated efficiently up until the winding down of the project at the end of 2014. A clean audit was achieved.				
2015 Goal CC3.2.1 – RE actions and cost-effective RE technologies are being promoted and implemented						
Strategic Goal progress update: Significant RE targets are being set by PICs and mitigation initiatives on the ground are successfully being implemented, such as the Cook Islands initiative to produce 100% of its electricity by RE by 2020 is near complete.						
CC 3.2.1 By 2015, all Members are implementing renewable energy technologies and have plans to increase their use	• The number of additional national RE targets or roadmaps adopted by 2015	• The 2013 adoption by the Pacific Leaders of the Majuro Declaration, which sets out RE targets for all PIFS members, was utilized in various forums to bring attention to PICs commitments to reducing emissions, including at the SIDS Conference. Nauru adopted its Energy Road Map in 2014.	90%		Budget	Actual
				Personnel Costs	\$146,575	\$132,821
				Operating Costs	\$1,084,454	\$573,056
				Capital Costs	\$3,000	
				Sub Total	\$1,234,029	\$705,877
				Under expenditure was due to delay of PIGGAREP activities to 2015		

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
	<ul style="list-style-type: none"> <li>The number of new feasibility studies completed by 2015</li> </ul>	<ul style="list-style-type: none"> <li>The majority of PICs had completed their feasibility studies under the PIGGAREP project prior to 2014 (as reported in earlier PMERs) and have now moved into the implementation phase including Solomon Islands, Fiji, Cook Islands, Kiribati and Tonga.</li> <li>The Feasibility Study for the formulation of a Net Metering Policy in Fiji was completed in 2014, outlining the necessary regulatory and legislative steps required by Fiji to implement net metering.</li> <li>Environment Impact Study for solar panel in Ha'apai was completed for Tonga, to ensure that steps can be taken to protect and maintain the solar PV pumps, as well as to prevent water over-pumping</li> <li>Study on Tuvalu Electricity Tariff reform completed and shared to come up with new Tuvalu Electricity Tariff, which is based on actual costs and takes into account socio-economic capacity of users.</li> </ul>		
	<ul style="list-style-type: none"> <li>The number of Members implementing RE technologies developed as a result of SPREP advice</li> </ul>	<ul style="list-style-type: none"> <li>Cook Islands, Fiji, Kiribati, Solomon Islands, Nauru, Niue, Tonga, Tuvalu, Vanuatu and Papua New Guinea currently implementing RE technology such as solar and small-scale hydropower as part of the SPREP managed PIGAREP project.</li> <li>PIGGAREP Plus in 2014 continued to work with the 3 additional countries from the Northern Pacific (Palau, FSM and RMI).</li> <li>PIGGAREP Plus in 2014 also continued to work with six PIGGAREP countries (Solomon Islands; Tuvalu; Samoa; Kiribati; Cook Island and Tonga) to implement additional RE demonstration projects.</li> <li>Improved understanding of the wind regimes with the installation of 4 wind monitoring masts in Solomon Island.</li> <li>Tuvalu outer islands households benefitted from solar technology from the installation of solar panel in the outer Islands of Tuvalu (Nukulaelae and Nui) under EU/Tuvalu programme</li> </ul>		

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"><li>Completion of Wind Atlas in Vanuatu to assist in assessment of wind energy resources for future projects</li><li>Communities reliance on fossil fuels pumps lessen with the installation and commissioning of solar powered water pumping systems in 13 urban and remotes districts in Ha’apai, Tonga.</li><li>Installation and commissioning of 8 power stations in Northern Groups of Cook Islands. Rakahanga is now providing electricity 24 hours per day every day. Rakahanga is now 24/7 on Renewable Energy.</li><li>RE Completion of Tuvalu Energy Efficiency Revolving Fund that will provide loans for energy efficiency measures at the household level.</li><li>Completion of Federated States of Micronesia Home Energy Loan Programme &amp; Republic of Marshall Island’s Energy Efficiency Loan Scheme in joint cooperation with their respective development banks and utilities.</li></ul>				
	<ul style="list-style-type: none"><li>Regional project management systems in place</li></ul>	<ul style="list-style-type: none"><li>The PIGARREP Project management unit at SPREP continued to provide both management and technical support to all PIGGAREP plus countries over the course of 2014. This support included: technical missions, procurement of services, assistance with project management and reporting etc.</li></ul>				
2015 Goal CC 3.3.1 – Green House Gas Inventory and technical needs assessments have been conducted						
Strategic Goal progress update: GHG inventories are being completed by all PICs, but challenges remain for many to complete the necessary analytical work						
CC 3.3.1 By 2015, all Members can refer to accurate emissions inventories and assessments of their technical needs	<ul style="list-style-type: none"><li>The number of new GHG Inventories and Technology Needs Assessments completed by 2015</li></ul>	<ul style="list-style-type: none"><li>All PICs who are signatories to the UNFCCC have received GEF funding to complete GHG inventories through their National Communications since 2010, with some countries having completed their 2<sup>nd</sup> NCs, and some having received funds for their 3<sup>rd</sup> NCs. No requests for assistance were received by SPREP in 2014, however reports have been received regarding on-going challenges in completing the inventories due to lack of continuity in personnel engaged.</li></ul>	60%		Budget	Actual
				Personnel Costs	\$30,973	\$27,033
				Operating Costs	\$10,300	\$67,538
				Capital Costs		
				Sub Total	\$41,273	\$94,571
To be read in conjunction with 1.3.2.1						

## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"><li>Additional to national reports produced by countries, SPREP PIGGAREP team have calculated emissions reduced through his project, since late 2008 to December 2014. To date, emissions have been reduced by about 970. 4 tonnes of CO2 across the region.</li><li>With the recent decisions undertaken at COP 18, PICs like other developing countries are now invited to submit biennial update reports (BUR – updating their NC GHG inventories). No PICs to date have accessed funds to complete BURs.</li><li>2 PICs have officially submitted technology needs assessments (TNAs) to the UNFCCC Secretariat (Samoa and Niue) but none since 2010 (Samoa submitted in 1999 and Niue in 2002).</li><li>Support was provided for a TNA specifically for the Phase II of the Santa Ana Solar PV Installation and Commissioning in the Solomon Islands where communities agreed to a user pay system and this has been noted with the signing of a Commitment Agreement.</li></ul>				
2015 Goal CC 3.4.1 – Members’ capacity and awareness about international carbon offsetting mechanisms is supported						
Strategic Goal progress update: There has been little progress in this area, mainly due to the complexity of international carbon offset mechanisms like the CDM, and the relatively low level of emissions in the region, making CDM projects less attractive with a low global carbon price, given the effort required to comply with international rules and conditions						
CC 3.4.1 By 2015, all Members have designated national authorities under the carbon offsetting mechanism, and are developing projects under the Clean Development Mechanism (CDM) of the Kyoto Protocol	<ul style="list-style-type: none"><li>The number of designated national authorities established and CDM projects proposed under international carbon offsetting mechanism by 2015.</li></ul>	<ul style="list-style-type: none"><li>To date, four PIC’s have officially registered their Designated National Authorities for the CDM (DNA’s) with the UNFCCC website: Fiji, PNG, Samoa and Vanuatu. Some others are now undertaking national consultation processes to establish DNA’s, i.e. Solomon Islands, but no new projects were submitted</li></ul>	20%		Budget	Actual
				Personnel Costs	\$30,973	\$27,033
				Operating Costs	\$600	\$2,234
				Capital Costs		
				Sub Total	\$31,573	\$29,267



## STRATEGIC PRIORITY 1 : CLIMATE CHANGE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$	
	<ul style="list-style-type: none"> <li>Capacity at the regional level to support in-country implementation of mitigation work</li> </ul>	<ul style="list-style-type: none"> <li>SPREP participated in a number of relevant workshops in 2014 that included capacity building. Participants have strengthened knowledge on available support for mitigation work, such as the available guideline for Nationally Appropriate Mitigation Actions that could assist in accessing resources for RE and EE projects.</li> <li>The PIGARREP Project management unit at SPREP continued to provide both management and technical support to all PIGGAREP plus countries over the course of 2014. This support included: technical missions, procurement of services, assistance with project management and reporting etc.</li> <li>SPREP also continues to collaborate with partners on the establishment of the SIDS Dock office for the region.</li> <li>Negotiation is underway on UNIDO Pacific Centre for Renewable Energy and Energy Efficiency (PCREEEE) which SPREP is also interested to host.</li> </ul>			
<b>TOTAL PROGRAMME 1</b>				<b>Budget</b>	<b>Actual</b>
			Personnel Costs	\$1,480,594	\$1,405,971
			Operating Costs	\$7,788,868	\$7,844,582
			Capital Costs	\$155,029	\$54,270
			<b>TOTAL</b>	<b>\$9,424,491</b>	<b>\$9,304,823</b>

## 2. BIODIVERSITY AND ECOSYSTEM MANAGEMENT

- Programme Goals:**
- 1. Members have improved ecosystem management, and are implementing conservation strategies to decrease the rate of terrestrial and marine biodiversity and habitat loss and degradation, including implementation of relevant conservation Multilateral Environmental Agreements and regional activities**
  - 2. Arrest in the decline of key threatened and migratory species populations through targeted planning, management, and active implementation of international conventions in the region**
  - 3. The threat of invasive species has been reduced as a result of policy, legislation, awareness and management, including regional and national targeted prevention and response action**

In 2013 the BEM Division continued to provide technical and advisory assistance to SPREP Members to strengthen capacity of Members on integrated resource management, ecosystem based adaptation, manage stressors on ecosystems, conserve the Pacific's unique natural heritage, build resilience and support sustainable use of the Pacific's valuable natural resources. Expenditure increased by 25%, thanks to additional funding from a variety of sources. Four targets of the BEM strategic priorities of the 2011-2015 Strategic Plan have been 100% achieved, with seven targets 50%-80% achieved.

### Highlights include:

#### *Island and Oceanic Ecosystems*

- First Pacific regional joint preparatory meeting to the CBD COP12, CMS COP11 and Ramsar COP12 was successfully convened in Nadi, Fiji.
- The new Framework for Nature Conservation and Protected Areas in the Pacific Islands region 2014-2020 launched as a platform during the Third UN Conference on Small Islands Developing States in Apia, Samoa. The Framework was subsequently endorsed at the 25<sup>th</sup> SPREP Meeting in Majuro, Republic of Marshall Islands.
- Biodiversity rapid assessment of the terrestrial and marine biodiversity of the Vava'u Island Group of Tonga has been completed and the results have informed conservation recommendations including key sites for conservation, and awareness raising activities and materials.
- The update of National Wetland Inventories for Palau, Kiribati and Vanuatu successfully completed, contributing significantly to updating of the 1993 Pacific region wetland inventory.

- Training successfully completed for Palau, Kiribati and Vanuatu on how to conduct wetland inventories.
- The Sixth Oceania Regional Meeting for Ramsar COP12 (ORM-6) was successfully convened in Nadi, Fiji.
- UNEP-GEF project preparation grant to support the ratification and implementation of the Nagoya Protocol on ABS in Pacific Island Countries approved
- SPREP signed MoUs for cooperation with the following organisations: Secretariat of the Convention on Biological Diversity, Conservation International, CITES, WWF Pacific and IUCN.
- EbA implementation in Solomon Islands, Kiribati, Samoa and Tonga and release of key synthesis reports and guidelines.
- Expansion and coordination of Pacific Marine Spatial Planning, with new projects and co-ordination workshop with current projects and SPREP members.
- A new Integrated Island Management Case Studies and Guidelines document and synthesis brochure has generated widespread interest by stakeholders in applying best practice principles and scaling up of EbM and EbA.
- Facilitated synergies across the EPOG, MACBIO and PACIOCEA projects and with previous work on EBSAs to achieve engagement from a wider set of countries in the use of marine spatial planning information, tools and processes.
- Technical input through the Marine Sector Working Group has led to more comprehensive and timely representation of Pacific region concerns into global negotiations such as the UN process on ABNJ-BBNJ and the UN Sustainable Development Goals, Targets and Indicators.

### *Threatened and migratory species*

- First Lui Bell Memorial Post-graduate Scholarship for Marine Species Conservation awarded to Saras Sharma Goundar, now studying at USP.
- Community Turtle Monitors expanded in Kiribati and Solomon Islands through NZDOC project. This has already improved prospects for more successful turtle breeding and reduced the prospects of local extirpation, but also is increasing the opportunities for local economic benefits through community-based ecotourism opportunities.
- Refresher TREDS training successfully completed for Kiribati, Tuvalu, Tonga, Papua New Guinea, American Samoa and Fiji, training supported by WPRFMC and AUSAID.
- Fiji successfully submitted nine species of manta and devil rays for inclusion on Appendix 1 of the UN Convention on Migratory Species (CMS), which binds all 126 members of CMS (which includes some countries where they are hunted) to complete protection of these species.
- Samoa becomes seventh SPREP member signatory to CMS Migratory Shark MoU.
- Signed an MOU with the CITES Secretariat which resulted in closer collaboration and CITES supporting a regional workshop in 2015 to identify ways to improve the operation of the Convention in the SPREP region, including encouraging new members to join CITES.
- Training courses in management of cetacean strandings and disentanglement of whales implemented in collaboration with NOAA and International Whaling Commission;

- Successfully promoted protection measures for sharks at annual meeting of Western Central Pacific Fisheries Commission. Longline vessels that have traditionally been setting 'shark lines' are now required to either cease their use until a management plan has been approved to provide for sustainability of take or to cease the use of wire leaders on longlines (which make it much harder for hooked sharks to bite through the line to escape). This is a small but significant step towards achieving more sustainable levels of shark catch in commercial fisheries in the region.

### *Invasive Species*

- Implementation of the Regional GEPAS IAS project with major achievements in generating support from the public on invasive species management, developing national invasive species strategies, introduction of biological control agents.
- 20 PILN members from 10 countries trained in the use of the CABI Invasive Species Compendium to help them access up-to-date and accurate information on invasive species.
- SPREP co-hosted a Pacific Invasive Partnership side event at the PIFL meeting- "On the verge of a biological crisis: the state of invasive species in the Pacific".
- Project Identification Form drafted for the proposed GEF6 regional IAS project. Four countries have committed to the project to date: Tonga, Niue, RMI and Nauru.

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

**Component:** BEM 1 – ISLAND AND OCEANIC ECOSYSTEMS

**Strategy:** Promote and support the management and conservation of island, coastal and marine ecosystems and the region's unique biodiversity

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal BEM 1.1 – Members have improved ecosystem management, and are implementing conservation strategies to decrease the rate of terrestrial and marine biodiversity and habitat loss and degradation, including implementation of relevant conservation Multilateral Environmental Agreements and regional activities						
Strategic Goal progress update:—Member country implementation of National Biodiversity Strategic Action Plans has exceeded target levels, particularly through assisting countries to use the NBSAPs to report against CBD Aichi targets. Training and new guidance materials have led to significant increases in member countries’ capacity in establishing and managing protected areas. Nevertheless, the resource constraints and long lead times associated with establishing new protected areas, developing management plans and implementing effective management regimes in Pacific Islands countries and territories remain ongoing obstacles to fully meeting these targets and this has been reflected in the results of the State of Conservation in Oceania report. The increase in SPREP contributions to ocean related issues and activities under the Regional Oceanscape Framework has helped high level support and establishment of large MPAs. Our focus is also to now promote more effective management of these MPAs. A strategic shift in focus away from establishing new Ramsar sites and parties toward building capacity in wetlands management has proved to be successful. Recent interest from Vanuatu and Nauru to accede to the Ramsar Convention, has been an unexpected additional outcome of this strategy.						
BEM 1.1.1 At least 50% of all Members are implementing National Biodiversity Strategic Action Plan (or equivalent) targets.	• The number of members implementing NBSAP or equivalent targets	• Progress toward Target In the 2013 PMER, this target was reported as having achieved 100% - all of the Pacific Island Countries are implementing their NBSAPs. • Further implementation of the Target occurred in 2014: <ul style="list-style-type: none"><li>Conducted a scoping exercise to assess current biodiversity management and implementation gaps as a basis for providing targeted technical assistance in updating Wallis and Futuna’s Territorial Biodiversity Strategy and Action Plans.</li><li>Convened the first joint preparatory meeting for the CBD COP12, CMS COP11 and Ramsar COP12, the first of its kind globally</li><li>Produced a Brief for the Pacific for CBD COP12</li><li>Completed amid-term review of the GEPAS IIB Project completed with a set of recommendations on the way forward to ensure effective implementation</li><li>Facilitated learning and knowledge sharing opportunities for GEPAS IIB National Project Coordinators at World Parks Congress in Sydney, Australia</li></ul>	100%		Budget	Actual
				Personnel Costs	\$109,414	\$127,344
				Operating Costs	\$235,323	\$477,020
				Capital Costs		\$1,678
				Sub Total	\$344,737	\$606,042
				Additional funding sourced from GIZ and UNEP for the Access Benefit Sharing activities. The expenditures of this output are to be read together with 1.1.4, 1.1.6 and 1.2.1		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"> <li>Completed a BIORAP Survey for Vava'u, Tonga. The survey was for both terrestrial and marine biodiversity, which involved a team of 17 international experts and 19 local staff. An additional 16 staff from government and NGOs in Tonga, received training during the Vava'u socio-economic survey and analysis.</li> <li>Launched the Pacific Islands Protected Area Portal. The portal is now fully operational and providing up-to-date information for SPREP members and the public.</li> <li>Renewed partnership agreement between SPREP and CBD, signed November, 2014</li> <li>Provided TA to Tonga and Nauru for preparation of their Fifth National Reports</li> <li>Launched the State of Conservation in Oceania Report which provides an in-depth assessment of the status of conservation in 22 Pacific island countries and territories.</li> <li>Initiated the formulation of a new GEF regional project to assist PICs ratify and implement the Nagoya Protocol on Access and Benefit Sharing.</li> </ul>				
BEM 1.1.2 By 2015, Members have increased the number and/or extent of terrestrial and marine conservation areas effectively managed compared to the 2010 level and met individually identified targets; for example, through the Programme of Work on Protected areas, of the Convention on Biological Diversity (CBD)	<ul style="list-style-type: none"> <li>The number and extent of conservation areas effectively managed</li> </ul>	<ul style="list-style-type: none"> <li>Completed the State of Conservation in Oceania Synthesis Report which contains key information on the status and trends of conservation at national and regional levels.</li> <li>Launched the Pacific Islands Protected Area Portal, an online platform for accessing and sharing information on protected areas in the Pacific Islands region</li> <li>BIOPAMA project is to utilise the Pacific Islands Protected Area Portal as the host site for the Observatory. The observatory is a hub for data and tools relevant to Protected Areas in the region.</li> <li>Provided advice on MPA management planning and implementation and disseminated key communications products under three Marine Spatial Planning (MSP) projects (MACBIO, PACIOCEA and EPOG.</li> </ul>	40%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$90,355	\$135,194
				Operating Costs	\$268,536	\$293,910
				Capital Costs	-	\$2,242
				<b>Sub Total</b>	<b>\$358,891</b>	<b>\$431,346</b>
				<i>Additional funding were transferred internally from ICCAI to fund activities. The expenditures of this output are to be read together with 1.1.4.</i>		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"> <li>Provided input to the Protected Area Working Group meetings to enhance synergies and outcomes from MSP projects to other member countries.</li> <li>Published and disseminated the Integrated Island Management Case Studies and Guidelines document and synthesis brochure, which promotes best practice principles and scaling up of EbM and EbA.</li> </ul>				
BEM 1.1.3 Each Member has at least one effectively managed Marine Protected Area (MPA)	<ul style="list-style-type: none"> <li>The number of members with an effectively managed MPA</li> </ul>	<ul style="list-style-type: none"> <li>Provided support and technical advice to the New Caledonia – Cook Islands sister site project on MPA management planning and implementation.</li> <li>Provided advice on MPA management planning and implementation and disseminated key communications products under three Marine Spatial Planning (MSP) projects: <ul style="list-style-type: none"> <li>MACBIO – Increased engagement of national stakeholders on EEZ scale MSP in Vanuatu, Solomon Islands, Fiji, Tonga &amp; Kiribati.</li> <li>PACIOCEA – enhanced participation by 21 countries, 2 territories and 10 NGOs in regional scale MSP activities (in collaboration with EMG Division)</li> <li>EPOG – facilitated steps for establishing infrastructure for spatial data management and MSP with Solomon Islands and Kiribati.</li> </ul> </li> </ul>	30%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$26,496	\$23,290
				Operating Costs	\$172,843	\$22,600
				Capital Costs	-	
				<b>Sub Total</b>	<b>\$199,339</b>	<b>\$45,890</b>
				<i>Budget and actual expenditures to be read in conjunction with all outputs from 1.1.1 to 1.4.1.</i>		
BEM 1.1.4 At least one Regional Oceanscape initiative is fully operational	<ul style="list-style-type: none"> <li>The number of regional Oceanscape initiatives fully operational</li> </ul>	<ul style="list-style-type: none"> <li>Provided coordination and technical advice for Marine Spatial Planning (MSP) projects (MACBIO, PACIOCEA and EPOG) to enhance synergies and expansion of MSP capacity to other member countries (Framework for a Pacific Oceanscape (FPO) - Action 3B).</li> <li>Facilitated participatory workshop sessions in regional scale MSP under the PACIOCEA project, building capacity with 23 country representatives and 12 NGO representatives.</li> <li>Provided technical input through Marine Sector Working Group to develop Pacific region input to i) the UN process on ABNJ-BBNJ; ii) the UN Sustainable Development Goals, Targets and Indicators (FPO - Action 3C, 4B).</li> <li>Secured support for a regional Sustainable Oceans Initiative workshop (2016) and provided planning advice (FPO - Action 5D).</li> <li>Facilitated SPREP membership in the newly-formed Islands and Oceans Network (IO Net) and provided advice to this network on regional scale project priorities in sustainable island and oceans management. (FPO – Action 5D)</li> </ul>	75%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$60,340	\$71,365
				Operating Costs	\$301,066	\$37,728
				Capital Costs	\$2,500	-
				<b>Sub Total</b>	<b>\$363,906</b>	<b>\$109,093</b>
				<i>Funding for the MACBIO and PACIOCEA Projects budgeted in this output have been transferred to EMG under output 4.1.1 and 4.1.2</i>		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
					Budget	Actual
BEM 1.1.5 By 2015, at least two additional PICs have joined the Ramsar Convention	<ul style="list-style-type: none"> <li>Number of PICs that are Ramsar members</li> </ul>	<ul style="list-style-type: none"> <li>Technical assistance provided to Tonga and Vanuatu for their accession preparations.</li> <li>Prepared briefing paper on regional priorities and issues for the Oceania regional representative (Fiji) for 47<sup>th</sup> meeting of the Ramsar Standing Committee (SC47).</li> <li>Provided technical support to the Oceania regional representative (Fiji) ahead of the 48<sup>th</sup> meeting of the Ramsar Standing Committee (SC48).</li> <li>Provided technical assistance for the completion and submission of national reports to Ramsar COP12 for Fiji, Kiribati, Marshall Islands, Palau and Samoa.</li> <li>Prepared and disseminated a briefing paper to Pacific Island CPs prior to COP12 and used by Pacific delegates for their preparations.</li> <li>Provided technical and financial assistance to Samoa to plan and carry out awareness activities for World Wetlands Day 2014, and technical assistance provided to 5 Pacific Island Ramsar Parties to plan and carry out awareness activities for World Wetlands Day 2014.</li> <li>Provided technical assistance to RMI for nomination of Lib Island, and to Fiji on the designation process of their nominated Ramsar Sites (Great Sea Reef, Nasoata Island, Lake Tagimoucia).</li> <li>Provided technical assistance to Wallis and Futuna on potential Ramsar Sites and guidance on the process for designating their national wetlands under Ramsar.</li> <li>Assisted Kiribati, PNG and Samoa to develop and finalise their national Ramsar implementation work plans.</li> <li>Successfully convened the Joint Pre-COP meeting for CBD COP12, CMS COP11 and Ramsar COP12.</li> </ul>	65%			
				Personnel Costs	\$45,751	\$45,679
				Operating Costs	\$22,040	\$43,424
				Capital Costs	\$250	-
				<b>Sub Total</b>	<b>\$68,041</b>	<b>\$89,103</b>
				<i>Funding from the core budget were transferred to fund activities for the Ramsar</i>		
BEM 1.1.6 By 2015, implementation of the Regional Wetlands Action Plan coordinated in collaboration with all partners	<ul style="list-style-type: none"> <li>The extent to which the Regional Wetlands Action Plan is implemented</li> </ul>	<ul style="list-style-type: none"> <li>Disseminated key notifications widely through the Pacific Wetlands Listserve and Listserve maintained with a total of 79 regional and international subscribers.</li> <li>Updated national wetland inventories for Palau, Kiribati and Vanuatu.</li> <li>Completed in-country training on how to plan and conduct wetland inventories for 39 government officers from Palau, Kiribati and Vanuatu.</li> <li>Secured US\$20,000 through the Noumea Convention to update the national wetland inventories for another 2 PICTs in 2015</li> <li>Secured €17,000 from the French Pacific Fund to update the national wetland inventory for Wallis and Futuna in 2015.</li> <li>The Sixth Oceania Regional Meeting for Ramsar COP12 (ORM-6) was successfully convened in Nadi, Fiji with assistance from the Government of Australia and the Ramsar Secretariat.</li> </ul>	80%			
				Personnel Costs	\$42,437	\$40,770
				Operating Costs	\$73,012	\$41,437
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$115,449</b>	<b>\$82,207</b>
				<i>Budget for this output is to be read together with output 1.1.1</i>		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal BEM 1.2 – Ecosystem-based adaptation (EbA) is widely recognised and implemented as a key element of climate change adaptation measures						
Strategic Goal progress update:–BEM continues to actively promote and expand EbA and 'natural solutions' with the aim of linking biodiversity conservation, ecosystem services and climate change adaptation in the region. It does this primarily through partnerships, training, communications, production of technical papers and guidelines, technical and policy advice and implementation of in-country projects. The inclusion of the EbA concept in the new Framework for Nature Conservation and Protected Areas in the Pacific Islands region 2014 - 2020 is evidence that the concept of EbA is finding traction. BEM has now engaged in EbA work in four PICs: Solomon Islands (Choiseul), Fiji (Lami Town), Samoa and Tonga. The geographical focus is set to expand further under a new 5 year€5 million German Government funded project to be implemented in Vanuatu and Fiji, with continuation of work in the Solomon Islands. The production and dissemination of communications products continues to be a strength of the programme. While awareness and recognition of the value of EbA as an adaptation option to climate change may be growing, this does not automatically translate into policy traction or on-the-ground implementation by key role-players (relevant government departments, communities, etc.). Key challenges remain to the wide-spread uptake of EbA as an adaption option by governments in region. These include integration of EbA into relevant policies and plans at the national and sub-national levels; paucity of technical skills relating to EbA tools, such as Cost-Benefit Analysis; budgetary constraints; challenges posed by unsustainable economic development activities; need for more high-level political support, the tendency for government departments to work in isolation; and the extent of the geographical region and high number local level sites where climate change adaptation interventions are required.						
BEM 1.2.1 By 2015, five examples of ecosystem-based adaptation (EbA) to climate change being implemented in PICTs	• The number of examples of EbA being implemented	<ul style="list-style-type: none"><li>• Ecosystem based Adaptation was integrated with and widely promoted through the Framework for Nature Conservation and Protected Areas in the Pacific Islands region 2014-2020</li><li>• Training in field assessment, monitoring and implementing EbA options was provided to Lami Town Council (3 staff), WWF Fiji (2) and Fiji Department of Environment (1). In addition, one resource economist from USP received training in developing the Cost-benefit Analysis tool as part of the project 'Cost-benefit analysis of ecosystem based adaptation options, Lami Town catchment and coast, Fiji'.</li><li>• Project on Coastal Management Adaptation to Climate Change using ecosystem-based adaptation strategies successfully completed in 2014, with informational products and methodologies replicated in Samoa, Kiribati and Tonga, in collaboration with SPREP EMG and CC Divisions, with funding from Australian Aid. A total of 36 government officers and community representatives were trained under this project.</li><li>• A Coastal Ecosystem-based Rehabilitation field guide finalised and published in English, Tongan and Samoan in collaboration with SPREP EMG and the University of Tasmania, with funding from Australian Aid. A Kiribati version is currently being finalised through collaboration with CC Division and funding from USAID.</li><li>• Six-monthly erosion monitoring conducted at Samoa EbA site (Vaiula beach, Tafatafa, Upolu Island) and installation of coastal species awareness signage completed.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$185,478	\$162,287
				Operating Costs	\$241,674	\$244,616
				Capital Costs	-	\$1,667
				Sub Total	\$427,152	\$408,570
				Underspent funds under the USAID EbA project was due to EBA officer recruited in June 2014		



## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
		<ul style="list-style-type: none"> <li>Implementation of USAID EbA Project underway at 5 sites in Solomon Islands:               <ul style="list-style-type: none"> <li>Taro Island</li> <li>Choiseul Bay</li> <li>Sasumunga Village – Pirini Catchment</li> <li>Mt Maetambe and Kolombangara River Corridor</li> <li>Rob Roy Passage</li> </ul> </li> <li>Coordination of Choiseul Integrated Climate Change Programme (CHICCAP) through the Partners Advisory Implementation Group (PAIG)</li> <li>Choiseul Integrated Climate Change Programme 2014 Work Plan developed</li> <li>Completion of introductory invasive species training in Taro, Choiseul Province (5 SIG officials, 1 provincial govt and 5 local project officers) which resulted in the formation of a Provincial Invasive Species taskforce.</li> <li>Convened a 'Mount Maetambe and Kolombangara River Watershed Protected and Conservation Area' Conference which was attended by 43 community members representing 10 tribal areas in the catchment, as well as a representative from Lauru Land Conference of Tribal Communities, FAO, Natural Resources Development Foundation, Ministry of Forestry, SPREP and two from Ecological Solutions Ltd. The conference resulted in an agreement between SPREP and local partners to collaborate in the establishment of a Protected Area for Mt Maetambe as well as support for a biodiversity and ecosystem assessment of the area.</li> <li>Completed a rapid biodiversity assessment for Mt Maetambe. This included training for one person from the Ministry of Forests, two people from the Ministry of Environment, Climate Change and Disaster Management and one person from the Choiseul Provincial government. The assessment resulted in updated species inventories for Choiseul Island, including three frog species that were new to science.</li> <li>Agreement signed with German Federal Government for a 5-year €5 million EbA project to focus on Solomon Islands, Fiji and Vanuatu</li> </ul>		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"><li>Communications and Outreach:<ul style="list-style-type: none"><li>UN SIDS 2014 Side Event dedicated to Choiseul and EbA</li><li>Community legal education Fact sheets produced in collaboration with Public Solicitor's Office, Solomon Islands for 1) Protected Areas, 2) Mining Rights, 3) Timber Rights, 4) Community Organisations, 5) EIA, 6) Code of Logging Practice.</li><li>Poster depicting CC threats in Choiseul produced and disseminated</li><li>Promotional poster on USAID/SPREP EbA approach in Choiseul produced and disseminated</li><li>CHICCHAP Briefing Note produced and distributed to highlight partnership/whole of ecosystem approach taken</li></ul></li></ul>				
2015 Goal BEM 1.3 – Improve cooperative partnerships and engagement of all relevant national and regional stakeholders, and strengthen coordinated action on biodiversity conservation consistent with the Action Strategy for Nature Conservation in support of national initiatives and priorities						
Strategic Goal progress update: The Pacific Islands Round Table for Nature Conservation (PIRT) has made considerable progress to strengthen its role as a coordinating mechanism to support the implementation of the Framework for Nature Conservation and Protected Areas in the region 2014-2020. PIRT is a voluntary and self-funded mechanism and its work is mainly supported through organizations own respective activities and through very modest financial contributions from members to support costs of its annual meetings and related activities. This is a challenge for SPREP, which has taken over the role of Secretariat of PIRT. Without adequate financial support, effective delivery of PIRT activities will continue to be a challenge.						
BEM 1.3.1 Roundtable for Nature Conservation working groups are fully functional and providing regional leadership and coordination on key issues	<ul style="list-style-type: none"><li>The proportion of Roundtable for Nature Conservation working groups that are fully functional</li></ul>	<ul style="list-style-type: none"><li>Convened the 17th PIRT Annual Meeting where a process for promoting the Framework and its implementation was agreed. The meeting was held in May, 2014 in Nadi, Fiji, attended by the representatives from 7 NGOs, Government of Fiji and Government of Tonga</li><li>Launched the Framework as a partnership platform at the Third UN Conference for Small Islands Developing States, Apia Samoa</li><li>Partnership agreements were signed between SPREP and PIRT Members: IUCN, CI and WWF-SPP</li><li>Delivered a successful Pacific Mua Voyage at the World Parks Congress in Sydney, Australia, November, 2014. The Mua Voyage presented clear messages from the Pacific focusing on the inter-connection between on Our People, Our Oceans, Our Climate.</li><li>The Pacific Invasive Partnership (PIP) continues to function as an effective mechanism for addressing invasive alien species issues in the region. Currently, there are more than 20 organisations that are members of PIP.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$31,292	\$32,448
				Operating Costs	\$8,102	\$69,648
				Capital Costs	-	-
				Sub Total	\$39,394	\$102,096
				Additional funds were transferred internally from other programmes to implement activities		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal BEM 1.4 – SPREP has used its role as a regional hub to streamline MEA processes and reporting requirements						
Strategic Goal progress update: A milestone achievement was made in 2014 in bringing together for the first time Secretariats of the main biodiversity MEAs (CBD, CMS, Ramsar, CITES and UNEP) in an effort to coordinate and discuss common positions on priority issues of the Pacific in preparation for conferences of the Parties to the CBD, CMS and Ramsar with input from the CITES post COP. The Secretariat (SPREP) has been highly commended and recognised by partners on this significant achievement. The main challenge for the Secretariat (SPREP) is to ensure follow up action builds on the momentum that was built from the joint preparatory meeting. This also requires commitment from the various biodiversity MEAs to provide the necessary support to enable SPREP and Pacific Island Countries to continue to progress towards more streamlined and coordinated implementation at regional and national levels. The Secretariat does not have a specific budget or funding dedicated to support efforts in this area except for project funding if one is available.						
BEM 1.4.1 Members are able to spend less time on meeting MEA reporting requirements	<ul style="list-style-type: none"><li>The number of MEAs that have modified reporting requirements for Pacific Members</li></ul>	<ul style="list-style-type: none"><li>Convened a joint preparatory meeting for CBD COP12, CMS COP11 and Ramsar COP12 in Nadi, Fiji, attended by 13 SPREP Member Countries, Secretariats of the CBD, CMS, Ramsar, CITES and representatives from UN Agencies and conservation NGOs.</li><li>A joint meeting outcome statement was presented and adopted at the 25 SPREP Meeting in Majuro, Republic of the Marshall Islands, September, 2014</li><li>A Pacific Brief was prepared for CBD COP12 which incorporated key issues and recommendations from the joint preparatory meeting. The Brief also provided a basis for issues for the CMS and Ramsar COP meetings</li></ul>	80%		Budget	Actual
				Personnel Costs	\$26,817	\$29,239
				Operating Costs	\$2,849	\$82,113
				Capital Costs	-	-
				Sub Total	\$29,666	\$111,352
				Additional funds were sourced from GIZ for the Access benefit Sharing project activities		
2015 Goal BEM 1.5 – Develop regional knowledge, and consider regional action on oceanic ecosystems in areas within and beyond national jurisdictions, in concert with relevant regional and international organizations and initiatives; and explore the feasibility of a project of the Global Environment Facility (GEF) on this issue						
Strategic Goal progress update: Building on progress made with the CBD process in identifying and understanding Ecologically and Biologically Significant Areas (EBSAs) in the Western South Pacific, SPREP followed up with the CBD Secretariat and partners in 2014 to secure and plan regional and national level workshops to use the EBSA and other information in assessing marine ecosystems values for future coastal and marine planning. SPREP has in 2014 also used these partnerships to seek support for conducting a Pacific region coastal and marine bio-regionalisation process. Understanding the bioregional patterns at ocean and local scales will provide an important strategic foundation to engage political and stakeholder support for coastal and marine planning and management for biodiversity. SPREP Member countries have significant interests in ensuring favourable outcomes from the UN Process to develop a legally binding global Agreement on biodiversity beyond national jurisdiction (BBNJ). As the primary regional agency on biodiversity issues, SPREP has been increasingly called upon to respond to regional and UN requests relating to BBNJ, ABS, area based management, and other issues that have been prominent in UNGA negotiations. In 2014 SPREP also assisted member states through both the UN processes, the MSWG and Office of the Pacific Ocean Commissioner (OPOC) to provide input to reviews of the 2030 Sustainable Development Goals, Targets and Indicators. Additional resourcing will be needed to service the growth in responsibilities and tasks for SPREP on these and other related oceans issues.						
BEM 1.5.1 Identify numbers of Ecologically and Biologically Significant Areas in relation to the CBD, and other relevant organisations and initiatives	<ul style="list-style-type: none"><li>The number of ecologically and biologically significant areas (EBSAs) identified</li></ul>	<ul style="list-style-type: none"><li>Provided technical input through the Marine Sector Working Group and OPOC to develop Pacific region input to i) the UN process on ABNJ-BBNJ and ii) the UN Sustainable Development Goals, Targets and Indicators.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$11,236	\$10,555
				Operating Costs	\$2,602	\$1,399
				Capital Costs	-	-
				Sub Total	\$13,838	\$11,954

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
		<ul style="list-style-type: none"> <li>Secured funding and technical support from the CBD for a Pacific regional workshop in 2016 under the Sustainable Oceans Initiative, and provided technical advice on harmonizing regional and EEZ scale responses to ocean ecosystems, EBSAs and BBNJ issues into the workshop.</li> <li>Secured support from the CBD for a new national "Values Assessment" workshop for 2015 to assess EBSA and other marine ecosystem values in the Samoa EEZ, to support future marine spatial planning activities.</li> </ul>		
BEM 1.5.2 Support PI Government delegations at UNGA on issues related to Areas beyond National Jurisdiction (ABNJ) and Biodiversity Beyond National jurisdiction (BBNJ)	<ul style="list-style-type: none"> <li>Increased awareness of ABNJ and BBNJ issues for PI delegations at UNGA</li> </ul>	<ul style="list-style-type: none"> <li>Provided technical input through the Marine Sector Working Group and OPOC to develop Pacific region input to (i) the UN process on ABNJ-BBNJ and (ii) the UN Sustainable Development Goals, Targets and Indicators.</li> <li>Provided technical advice and support to PI UNGA delegations and attended BBNJ consultations at UNGA, January 2015</li> </ul>	100%	
BEM 1.5.3 Disseminate relevant information on ABNJ AND CROP agencies	<ul style="list-style-type: none"> <li>PI governments, CROP Agencies and regional CSOs better informed on ABNJ/BBNJ.</li> </ul>	<ul style="list-style-type: none"> <li>Collaborated with PIFS in the organisation of ABNJ/BBNJ regional consultations, May 2015</li> </ul>	90%	

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

**Component:** BEM 2 – THREATENED AND MIGRATORY

**Strategy:** Effective regional coordination of, and support for, threatened and migratory species management and conservation

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal BEM 2.1 – Arrest in the decline of key threatened and migratory species populations through targeted planning, management, and active implementation of international conventions in the region						
Strategic Goal progress update: Strategic Goal progress update:– Significant progress was made towards the 2015 goal in all key species areas. Highlights were the continuing implementation of the NZODA community-based turtle programme; an active role in the CMS/GEF dugong seagrass conservation programme; and important achievements in the conservation of sharks and rays, including Fiji's successful proposal for the listing of 10 mobulid rays at CMS CoP 11, the adoption of a Conservation Management Measure at the Annual Meeting of the Western Central Pacific Fisheries Commission, and a commitment by the Pew Charitable Trusts to collaborate with SPREP, including sponsorship of a Shark and Ray Conservation Officer.						
BEM 2.1.1 Regional marine species action plan reviewed and updated by 2012	<ul style="list-style-type: none"><li>The number of Members implementing NBSAP or equivalent targets</li></ul>	<ul style="list-style-type: none"><li>Although funds were provisionally secured to review the regional marine species action plans as a precursor to the Blue Days conference in 2015 on marine species ecotourism, the funding for the review did not eventuate. This review is now an urgent priority, although the 2014 report of the IWC Scientific Committee on the status and trend of humpback whales in Oceania, and initiatives such as the CMS/GEF dugong programme, the NZODA/DOC/SPREP turtle programme and the global review of green turtles recently published by NOAA are all important information sources.</li></ul>	40%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	\$9,603
				Capital Costs	-	\$1,797
				Sub Total	\$11,400	
			Some funding were sourced from various donors to implement some activities			
BEM 2.1.2 By 2015, at least four additional PIC Members have joined the Convention on Migratory Species (CMS) or its relevant Memoranda of Understanding (MOUs)	<ul style="list-style-type: none"><li>The number of additional PIC Members of CMS / MOUs</li></ul>	<ul style="list-style-type: none"><li>Provided technical assistance to Samoa as SPREP's seventh member to become a signatory to the CMS Shark MoU.</li><li>Provided technical support to Fiji in establishing their Permanent Alternative Representative and their representation of Fiji / PIR at 18th Meeting of the CMS Scientific Council. Historically, it was the first ever representation of the region at the Scientific Council as well as being notable for the manta and sharks proposals tabled by Fiji.</li></ul>	75%		Budget	Actual
				Personnel Costs	\$96,683	\$99,709
				Operating Costs	\$19,597	\$65,477
				Capital Costs	-	\$260
				Sub Total	\$116,280	\$165,446
			The increase in expenditure was due to additional funding sourced from UNEP for the CMS workshop			

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"><li>Coordinated and facilitated a CMS session at the Pacific Regional Joint Preparatory Meeting to raise awareness about CMS amongst non-Parties.</li><li>Convened the first Pacific CMS pre-COP at which all Pacific parties were represented as well as non-Parties (Tonga and Vanuatu) whom SPREP has been working with in relation to their expressed interest to accede to CMS.</li><li>Provided technical and financial support to Fiji who represented the region's interest at CMS COP 11 through the CMS COP 11 Pacific brief and Pacific Voyage side event.</li></ul>				
2015 Goal BEM 2.2 – Marine and terrestrial species protection priorities are mainstreamed into relevant national, regional, and international strategies and programmes						
<b>Strategic Goal progress update:</b> – Iconic marine species such as turtles, sharks and whales are not only culturally significant in many Pacific Island countries, but also feature in the branding of many SPREP member countries as a tourist destination. The impact of fishing on these species is increasingly being viewed across the region as an issue that requires the engagement of SPREP and Environment Ministries, as well as FFA, SPC and Fisheries Ministries. SPREP members are becoming more involved in international fora - e.g. Fiji successfully listed 10 species of mobulid rays on CMS Appendix I, and Samoa became a signatory to the CMS Migratory Sharks MoU. 14 SPREP members are now signatories to this MoU. More local communities across the region are implementing monitoring programmes for turtles and dugong, through programmes implemented by SPREP and others, or of their own volition. Educational material for schools on turtles and whales has been produced and widely disseminated in French Polynesia and New Caledonia.						
BEM 2.2.1 By 2015, regional species priorities are integrated into relevant regional and international policies and programmes	<ul style="list-style-type: none"><li>The number of regional or international policies and programmes that are developed or updated to include regional species priorities</li></ul>	<ul style="list-style-type: none"><li>Provided input into the review of Samoa NBSAP with regard to marine species conservation.</li><li>Provided technical assistance to members in the development of marine species management mechanisms through inter alia: establishment of new in-country community marine turtle monitor networks in the Solomon Islands and Kiribati (NZ DOC); and establishing / reviewing existing sanctuaries to include key marine species;</li><li>Provided technical and financial assistance to members for national implementation of 2013 - 2017 NBSAP</li></ul>	80%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$15,572	\$15,350
				Operating Costs	\$4,901	\$24,686
				Capital Costs	-	\$2,188
				<b>Sub Total</b>	<b>\$20,473</b>	<b>\$42,224</b>
				<i>Funds from various internal sources were used to implement activities</i>		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
BEM 2.2.2 By 2015, two regional and four national species recovery plans developed and implemented	<ul style="list-style-type: none"><li>The number of recovery plans implemented</li></ul>	<ul style="list-style-type: none"><li>Provided input to the development of a action plan for loggerhead turtles in the South Pacific during the technical meeting in Brisbane. The plan was endorsed during the November 2014 CMS COP meeting in Ecuador and will facilitate loggerhead turtle conservation by making available to PI Range States, the skills and expertise of the CMS community and potentially also opening funding opportunities.</li></ul>	50%		Budget	Actual
				Personnel Costs	\$36,588	\$39,309
				Operating Costs	\$43,741	\$4,785
				Capital Costs	-	-
				Sub Total	\$80,329	\$44,094
				The expenditure under this output is to be read together with 2.2.1 and 2.2.3		
BEM 2.2.3 New or updated wildlife legislation enacted	<ul style="list-style-type: none"><li>The number of new or updated pieces of wildlife legislation enacted</li></ul>	<ul style="list-style-type: none"><li>No advice on any wildlife legislation updated or enacted</li></ul>	40%		Budget	Actual
				Personnel Costs	\$22,353	\$24,161
				Operating Costs	\$8,569	\$2,917
				Capital Costs	-	-
				Sub Total	\$30,922	\$27,078
2015 Goal BEM 2.3 – Marine turtle research and monitoring database (TREDS) is maintained and used as a tool for regional and national conservation						
Strategic Goal progress update:–The Marine turtle research and monitoring database (TREDS) continued to be used as a tool for regional and national conservation. TREDS is currently being used in Kiribati, Tuvalu, Tonga, Samoa, American Samoa, Fiji, PNG, Solomon Islands, Vanuatu, CNMI, Cook Islands, New Caledonia, Marshall islands and Palau to manage turtle data. The data in TREDS has been presented in species fora for information/awareness, summarized and sent to PICTs as information reports and input into national/regional and international strategic plans. The challenges faced continue to be the inconsistency of uptake by PICTs (when staff responsible leave and training has to be carried out again) and also the database functionality issues that are not yet fixed. The current major output for TREDS that we are currently working on with Wildlife Conservation Society-Fiji is to publish a paper analysing the TREDS data with the member PICTs so the information can be used for management and conservation of turtles in the region.						
BEM 2.3.1 Members are using TREDS as a standard database	<ul style="list-style-type: none"><li>The number of Members that use TREDS</li></ul>	<ul style="list-style-type: none"><li>Successfully delivered a regional TREDS training with SPREP IT for Tuvalu, Tonga, Kiribati, American Samoa, PNG and Fiji .The training workshop was funded by the Western Pacific Regional Fisheries and Management Council in Hawaii.</li><li>Continued to coordinate and provide database services to Fiji (MES), Kiribati (MELAD), CNMI , American Samoa and Vanuatu and also trouble shooting support with assistance from IT to New Caledonia, Vanuatu (WSB), CNMI (DMW), American Samoa (DMWR) and Fiji (WWF).</li><li>Continued to operate TREDS listserv.</li></ul>	80%		Budget	Actual
				Personnel Costs	\$88,375	\$91,803
				Operating Costs	\$21,433	\$50,288
				Capital Costs	\$1,500	\$1,732
				Sub Total	\$111,308	\$143,823
				New funds sourced from Western Pacific Fisheries to implement additional activities		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"><li>• Distributed 2,175 tags to CNMI (300), Guam (100), Vanuatu (500), Solomon Islands (375), FSM (500), Kiribati (200) and Marshall Islands (200) and 27 applicators were distributed to Fiji (20), Marshall Islands (2), Kiribati (2), Guam (1) and Solomon Islands (2).</li><li>• Distributed 100 turtle posters to Fiji (MES) and Solomon Islands, six turtle tool kits to Fiji, Solomon Islands, Vanuatu and Kiribati. Distributed Turtle videos (4) to Fiji</li><li>• Raised awareness on TREDs via presentation at the Society of Conservation in Suva in July and also sending out press release on the TREDs workshop and two articles on turtle training in the Solomon Islands (SPREP website &amp; Island Sun and Solomon Star).</li><li>• Provided technical assistance to the implementation of the NZDOC project by facilitating the work in the Solomon Islands and Kiribati to implement two turtle training for 25 participants (20 in Kiribati and 25 in Solomon Islands) and also organised the Vanuatu study tour with Wan SmolBag.</li><li>• Provided support to Pre-Cop meeting in Nadi in July – work with dugong range states in collecting information for the legislation review.</li><li>• Prepared brief on loggerhead turtle Action Plan for the CMS COP in Ecuador.</li></ul>				
2015 Goal BEM 2.4 – Status of threatened and endangered species is continually reviewed and updated as a key part of regional biodiversity monitoring						
Strategic Goal progress update:–SPREP engagement in shark and ray conservation was significantly enhanced in 2014, resulting in a much better awareness of the status and trends of several species. Initial steps were taken to develop a programme to assess the extent of by-catch in commercial fisheries for turtles and other threatened species, and to develop mitigation methods. The implementation of the CMS/GEF dugong/seagrass conservation programme will enable a much better assessment to be made of the status of dugongs in the Solomon Islands and Vanuatu. Preparations for the Year of the Whale will result in a better idea of the status and trends of certain species of cetaceans in the region. SPC published a paper on the status of oceanic shark species that are caught in pelagic fisheries indicating that several species are in the steep decline. In an effort to arrest this decline, the Western and Central Pacific Fisheries Commission adopted a Conservation Management Measure to prohibit the use of shark lines or wire traces.						
BEM 2.4.1 By 2015, status reviews of threatened species completed, resulting in a regional assessment of how much the decline in species has been arrested	<ul style="list-style-type: none"><li>• The extent to which a regional status assessment of threatened species is completed; extent to which the decline has been arrested</li></ul>	<ul style="list-style-type: none"><li>• Continued dissemination of funding grant alerts, scientific and interest articles through pi-species listservs. Articles were posted via species listservs for:<ul style="list-style-type: none"><li>○ pi-turtle</li><li>○ pi-cetacean</li><li>○ pi-dugong</li><li>○ pi-shark:</li></ul></li></ul>	60%		Budget	Actual
				Personnel Costs	\$25,961	\$26,543
				Operating Costs	\$9,136	\$20,304
				Capital Costs	-	-
				Sub Total	\$35,097	\$46,847
				Funds from various internal sources were transferred to implement activities		



## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<ul style="list-style-type: none"> <li>Under the NZ ODA / DOC / SPREP community turtle monitoring project: <ul style="list-style-type: none"> <li>Solomon Islands: completed training for 35 participants (Government, NGOs and Communities) in Arnavon islands on turtle conservation. Haevo Khulano Integrated Conservation Area appointed 17 turtle monitors for their nesting beach. Marau Conservation Area appointed a turtle committee to oversee their turtle project. They proposed three islands of Rauhi Island (Pakearivu) – Kosa Island (Tarakau)- Ta'aru Island (Hanua Asuasus) as conservation sites for turtle nesters,</li> </ul> </li> <li>Kiribati: Completed training for 20 government and community members on turtle conservation. The Turtle Monitors held a meeting afterwards and created their turtle monitors network</li> </ul>				
<b>2015 Goal BEM 2.5 – Non-party PICs join Convention on International Trade in Endangered Species (CITES), begin implementing wildlife protection legislation, receive training and develop model laws</b>						
<b>Strategic Goal progress update:</b> —A closer relationship was developed with CITES during the year, leading to a major joint initiative to promote CITES in the region, to be implemented in July 2015. Securing the funding to establish a CITES Pacific Officer at SPREP remains a major challenge, as does increasing the number of SPREP Members who are Parties to CITES. A further challenge will be to effectively implement the recent amendments to the CITES listings for sharks and rays, which will require cooperation between Fisheries and Environment Ministries of CITES members. The proposed collaboration between SPREP and the Pew Charitable Trusts should enable significant progress to be made on these issues.						
BEM 2.5.1 By 2015, at least four additional PICs have joined CITES	<ul style="list-style-type: none"> <li>The number of additional PIC members in CITES</li> </ul>	<ul style="list-style-type: none"> <li>Signed a MOU with the CITES Secretariat in the margins of the World Parks Congress to strengthen joint cooperation, including on efforts to secure a CITES Pacific Officer position at SPREP. Two PIC non-members will be invited to attend a workshop planned for July 2015.</li> </ul>	30%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$14,652	\$14,382
				Operating Costs	\$2,646	\$2,079
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$17,298</b>	<b>\$16,461</b>
BEM 2.5.2 Training completed for scientific authorities to implement CITES article 4 (non-detriment findings)	<ul style="list-style-type: none"> <li>The number of officers trained to implement CITES article 4</li> </ul>	<ul style="list-style-type: none"> <li>Workshop planned for July 2015 with the support of the CITES Secretariat and funding from the Australian Government and the Pew Charitable Trusts.</li> </ul>	25%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$4,601	\$4,997
				Operating Costs	\$1,722	\$661
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$6,323</b>	<b>\$5,658</b>
BEM 2.5.3 A model management plan for corals, dolphins, and other marine species has been developed	<ul style="list-style-type: none"> <li>The extent to which model CITES management plan for corals, dolphins, and other marine species is completed</li> </ul>	<ul style="list-style-type: none"> <li>Proposal to assist Solomon Islands Government with their Dolphin Management Plan as a key project in the Year of the Whale was warmly welcomed by SI Government</li> </ul>	30%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$10,389	\$11,167
				Operating Costs	\$3,977	\$3,405
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$14,366</b>	<b>\$14,572</b>

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

**Component:** BEM 3 – INVASIVE SPECIES

**Strategy:** Provide technical, institutional, and financial support to regional invasive species programs in coordination with other regional bodies

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal BEM 3.1 – The threat of invasive species has been reduced as a result of policy, legislation, awareness and management, including regional and national targeted prevention and response action						
Strategic Goal progress update:–The threat of invasive species has been reduced through the identification of gaps where objectives have not been met in relation to the “Guidelines for Invasive Species Management in the Pacific”. These were monitored whilst completing the “State of Conservation in Oceania” (SOCO) Report, and capacity gaps were monitored whilst completing the “Pacific Invasive Species Capacity Development Strategy” (PISCDS). Large projects that have addressed these objectives since 2010 have been the Critical Ecosystem Partnership Fund’s “Polynesia, Micronesia Hotspot” project and the GEFPAS “Prevention, control and management of invasive alien species in the Pacific islands” project. A further project being developed is a regional invasive species project for submission to GEF6. This goal will consistently require attention. Processes have begun to be put in place on an initiative to constantly monitor the progress at both country and regional levels. The highest level of activity up to the end of 2013 was for the objective “capacity building” with 50% of PICT’s achieving a “medium” level of activity. Other “Guidelines” objectives with a “medium” level of activity of greater than 30% of PICT’s were “Generating Support”, “Legislation, Policy and Protocols”, “Biosecurity” and “Management Action”. The lowest level of activity was for “Restoration”, followed by “Research on Priorities”, “Prioritisation” and “Baseline and Monitoring”. All “Guidelines” objectives require more activity in at least 50% of all PICT’s.						
BEM 3.1.1 By 2013, regional invasives priorities are identified, based on gap analysis of the Guidelines for Invasive Species Management in the Pacific, and coordinated action to address them is undertaken by member agencies of the Pacific Invasives Partnership in collaboration with Members	<ul style="list-style-type: none"><li>The extent to which invasive species gap analysis is completed and is being implemented</li></ul>	Activities addressing the “Guidelines” objectives include: <ul style="list-style-type: none"><li>Generating Support (5 PICTs); [refer to targets 3.1.2, 3.2.1; 3.3.1; 3.4.1; 3.4.2; 3.5.1]</li><li>Building Capacity (3 PICTs); [refer to targets 3.2.1; 3.4.1; 3.5.1]</li><li>Legislation, Policy and Protocols (5 PICTs); [refer to target 3.1.2]</li><li>Prioritisation (2 PICTs); [refer to target 3.1.2]</li><li>Research on Priorities (4 PICTs); [refer to target 3.1.3]</li><li>Biosecurity (0 PICTs); [refer to target 3.1.3]</li><li>Management (7 PICTs);[refer to target 3.6.1]</li></ul>	80%		Budget	Actual
				Personnel Costs	\$72,949	\$72,382
				Operating Costs	\$263,388	\$229,255
				Capital Costs	\$2,000	-
				Sub Total	\$338,337	\$301,637
				Activities deferred to 2015 for GEF UNEP funding. To be read in conjunction with 3.3.1		
BEM 3.1.2 By 2015, five additional Members have National Invasive Species Action Plans, managed by National Invasive Species Committees	<ul style="list-style-type: none"><li>The number of additional Members with National Invasive Species Action Plans</li></ul>	<ul style="list-style-type: none"><li>This target is almost fully achieved with 4 countries having completed NISSAPs and initiated in 5 other countries which are due for completion in 2015.</li><li>NISSAPs now completed for Palau, Tonga, Niue and Vanuatu (4 countries).</li><li>Development of NISSAPs was initiated in 2014 for Kiribati, FSM, RMI, Wallis and Futuna, Cook Islands.</li></ul>	80%		Budget	Actual
				Personnel Costs	\$24,276	\$24,291
				Operating Costs	\$45,078	\$12,053
				Capital Costs	-	-
				Sub Total	\$69,354	\$36,344
				Activities planned for Kiribati and Cook Islands had been deferred to 2015		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
BEM 3.1.3 By 2015, environmental risk assessment is adopted and informs biosecurity and invasive species management programmes in five PICTs	<ul style="list-style-type: none"><li>The number of PICTs using environmental risk assessment to inform biosecurity/invasive species management</li></ul>	<ul style="list-style-type: none"><li>This target has been achieved with Niue, Tonga, Vanuatu, Kiribati and the Cook Islands having completed risk assessments as part of the baseline desktop survey prior to NISSAPs being developed. The baseline surveys provide countries with lists that detail which invasive species are present in neighbouring countries which have transport links to them. This informs the country which invasive species to be aware of when ships and aircraft arrive. The desktop survey provides information on the Pacific Islands Ecosystem at Risk (PIER) risk assessment system where available. Three further risk assessments are due for completion in early 2015.</li><li>In 2014 risk assessments were completed for Kiribati and the Cook Islands.</li><li>Risk assessments have now been completed for Niue, Tonga, Vanuatu, Kiribati and the Cook Islands.</li><li>Development of risk assessments was initiated in 2014 for FSM, RMI and Wallis and Futuna.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$23,592	\$23,656
				Operating Costs	\$44,493	\$13,882
				Capital Costs	-	-
				Sub Total	\$68,085	\$37,538
				To be read in conjunction with 3.1.2		
2015 Goal BEM 3.2 – The Pacific Invasives Partnership and Pacific Invasives Learning Network (PILN) are maintained as regional coordinating, capacity-building, and monitoring mechanisms and there is cooperation among relevant regional bodies						
Strategic Goal progress update:—The two regional networks (PIP and PILN) continue to assist member countries in the areas of capacity building, awareness raising and resource mobilization. Both networks continue to expand in membership, as well as being able to accommodate sub-national and sub-regional initiatives and needs. PIP in particular has been at the forefront in raising the profile and attention of Pacific leaders on the importance of commitments to address invasive species, as reflected in Leaders communiqués in 2012, 2013 and 2014. PILN teams continue to be strengthened through targeted training, learning exchanges and up-skilling. Members of the networks are championing and advocating, developing and implementing globally significant initiatives such as the Biosecurity Plan for Micronesia and Hawaii, and inclusion of invasive species at the Small Islands Development States (SIDS) Samoa Pathway as a stand-alone cross-cutting issue. To-date invasive species cross-sector and multi-agency country teams span the entire Pacific Ocean including Micronesia, Melanesia and Polynesia. Nineteen teams from 16 countries and territories have already been established, with five countries and territories to be consulted. While this progress is remarkable, it is important to note that the PILN model functions only when a country/territory is ready or agree to set up a team. Outstanding countries are either not ready or have expressed their desire to delay the process until in-house systems are in place to assist with the process. An additional challenge for this target is funding support to cover the 19 PILN teams. An important component of this target is ensuring that PILN teams once established are continuing to function and undertaking invasive species activities. Some teams remain effective, however, activities in many of the countries are driven by key sectors such as Parks & Reserves, Environment, Agriculture or research and non-governmental organisations. These have contributed to accelerating actions on the ground and building a cadre of invasive species workers.						
BEM 3.2.1 By 2015, PILN achieves comprehensive membership by PICTs	<ul style="list-style-type: none"><li>The number of PICT members of PILN</li></ul>	<ul style="list-style-type: none"><li>Funding was secured under the Noumea Convention to assist with establishing two teams in Noumea Convention countries (which happens to include countries and territories that are yet to be part of the PILN network). Two countries (Cook Islands and Tuvalu) are being targeted, and initial discussions include dates for national consultations have been agreed to. The Invasive Species team was able to visit a total of 12 PILN teams. 19 PILN teams established including sub-regional and sub-national teams, covering all the Pacific Islands, except Nauru, Tuvalu, Cook Islands and Papua New Guinea.</li></ul>	90%		Budget	Actual
				Personnel Costs	\$34,681	\$34,455
				Operating Costs	\$18,876	\$46,398
				Capital Costs	-	-
				Sub Total	\$53,557	\$80,853
				Additional funding sourced for the CABI Invasive Species Compendium workshop		

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal BEM 3.3 – Invasive species issues are incorporated into public awareness programmes, formal and adult education programmes, and targeted social marketing campaigns						
Strategic Goal progress update:–Most PICTs include invasive species public awareness as part of their environment programmes, some of these have strategies. Some countries are introducing invasive species into the school system and there is a regional targeted social marketing campaign planned for 2015. This target is progressing in most countries. The next step is to provide comprehensive guides for effective campaigns.						
BEM 3.3.1 By 2015, there are high-quality examples of invasive species awareness/education campaigns tailored to the region	<ul style="list-style-type: none"><li>The number of Pacific invasive species awareness/education campaigns completed</li></ul>	<ul style="list-style-type: none"><li>Schools in 3 countries included invasive species components and strategies for awareness campaigns were developed for Samoa and Vanuatu.</li><li>Initiated development of the little fire ant social marketing campaign for 2015 as part of the “Invasive Species-Everyone’s Responsibility” Regional Campaign. In 2015 the regional campaign will be launched consisting of an animated television commercial with a focus on the little fire ant. A school challenge will involve as many schools across the region as possible.</li></ul>	70%		Budget	Actual
				Personnel Costs	\$34,805	\$34,727
				Operating Costs	\$2,910	\$51,245
				Capital Costs	-	-
				Sub Total	\$37,715	\$85,972
				To be read in conjunction with 3.1.1		
2015 Goal BEM 3.4 – Knowledge of the economic impacts of invasive species is substantially improved						
Strategic Goal progress update:–Quantifying the actual economic cost of invasive species remains one of the key challenges for the region, as many social and environmental factors need to be considered. Existing figures point out the serious economic impacts relating to trade loss, income deficits and costly export processes if regulated pests are confirmed for a Pacific country. The economic cost to the environment and communities requires valuation of biological resources, including ecosystem services. Progress has been made in addressing this aspect working with partners to build capacity of its members to undertake economic assessment of invasive species. A template for assessment has been developed and case-studies of five serious invasive species in Fiji completed. Further work to develop this and to encourage countries to undertake economic assessments of their serious invasive species will be the focus for the Secretariat in the next phase.						
BEM 3.4.1 By 2013, a case study pilot demonstrating actual and potential economic costs of specific invasive species and the economic benefits of successful responses has been carried out	<ul style="list-style-type: none"><li>Completion of a case study pilot on the economic cost of invasive species</li></ul>	<ul style="list-style-type: none"><li>This target has been accomplished through the training completed for 17 Pacific Island participants from 6 countries in Economic analyses of invasive species in the Pacific and the following assessments of five invasive species: African tulip tree, Asian mongoose, taro beetle, Merremia vine and Red-vented Bulbul. The results were disseminated via the PILN network and at relevant forums.</li><li>The economic impacts of the little fire ant in French Polynesia were included in the overall assessment and Fonds Pacifique management of little fire ants project.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$19,401	\$18,742
				Operating Costs	\$2,338	\$2,485
				Capital Costs	-	-
				Sub Total	\$21,739	\$21,227

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
BEM 3.4.2 By 2014, a social marketing campaign has been undertaken based on the case study to lift invasive species up the political agenda and increase financial support for control measures	<ul style="list-style-type: none"><li>Completion of a social marketing campaign on invasive species</li></ul>	<ul style="list-style-type: none"><li>Progress toward target has been steady with campaigns targeted towards political leaders including “On the verge of biological crisis”, which provides a summary of some of the most urgent actions required.</li><li>The 2014 contribution consisted of printing and disseminating the summary document “On the verge of biological crisis”, and compiling information for the development of the 2015 regional social marketing campaign “invasive species - everyone's responsibility”. The campaign will highlight the little fire ant as a serious driver for economic loss, and what people can do to prevent it arriving or limit its spread.</li></ul>	70%		Budget	Actual
				Personnel Costs	\$10,536	\$10,683
				Operating Costs	\$176	\$2,728
				Capital Costs	-	-
				Sub Total	\$10,712	\$13,411
				Television Commercial initiated earlier than predicted		
2015 Goal BEM 3.5 – Improved information on the status and distribution of invasive species, and objective prioritization methods, underpins management in the region						
Strategic Goal progress update:—Information on the distribution of invasive species has become more readily available through desktop surveys of available information and new baseline surveys. The compilation of recorded species, their pathways, impacts and other factors has provided the opportunity for PICTs to objectively prioritize the management actions within their National Invasive Species Strategy and Action Plans. The region consists of approximately 30,000 islands so there are still areas that require baseline surveys. Baseline information has a secure repository with the Invasive Species Specialist Group to ensure data is not lost.						
BEM 3.5.1 By 2015, there is evidence of increased regional coordination to share information on the status and distribution of invasive species	<ul style="list-style-type: none"><li>Evidence of regional coordination to share information on invasive species</li></ul>	<ul style="list-style-type: none"><li>Information shared via the State of Conservation in Oceania Report, country-specific desktop baseline studies, via the PILN Network, the Pacific Island Ecosystems at Risk (PIER) Website, and the Pacific Islands Pestlist Database. Global information available via the Global Invasive Alien Species Information Pathway, Invasive Species Compendium, and the Island Biodiversity and</li></ul>	80%		Budget	Actual
				Personnel Costs	\$43,724	\$43,792
				Operating Costs	\$5,968	\$15,221
				Capital Costs	-	\$1,026
				Sub Total	\$49,692	\$60,039

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
		<p>Invasive Species Database.</p> <ul style="list-style-type: none"><li>Developed National Invasive Species Strategy and Action Plans (NISSAP) in Niue and Vanuatu</li><li>5 Taxa specific IAS management plans developed in Kiribati, Niue, Tonga and Samoa</li><li>5 Surveys in Kiribati, Niue, Tonga, and Samoa.</li><li>Database management systems were created (3 types: weed-led, site-led restoration, rodent bait-take) designed and in use in Niue, Tonga and Samoa.</li></ul>		<i>More desktop studies with funding from GEF-PAS</i>		
BEM 3.5.2 A large-scale invasive species project is included in the GEF-5 programme	<ul style="list-style-type: none"><li>US\$ millions of value, and number of actions, for Pacific invasive species included in the GEF-5 programme</li></ul>	<ul style="list-style-type: none"><li>Replaced with the development of a regional proposal for GEF6.</li><li>Project Identification Form drafted in 2014. Nauru, Niue, Tonga and RMI have committed to the project.</li></ul>			<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$6,979	\$7,070
				Operating Costs	-	\$859
				Capital Costs	-	-
				<b>Sub Total</b>	\$6,979	\$7,929
<b>2015 Goal BEM 3.6 – The region places greater emphasis on eradication and biological control as means to manage invasives</b>						
<b>Strategic Goal progress update:</b> – Increased number of biocontrol projects with assistance from Australia and Hawaii experts. New agents have been researched and many existing agents introduced to targeted countries. Eradication methods are used in many PICTs to manage low incidence invasive species, with several success stories. Eradication of invasive plants can take many years depending on the seed viability of the species, and methods and materials available for control. The often relatively small size of many valued biodiversity sites and the existence of many invasive species determines that ongoing control is an important management aspect in areas where eradication is not feasible, a site-led approach to management is recommended. There were approximately 85 recorded mammal eradications up until 2013 in member countries. Eleven biocontrol agents were available for 11 weed species in 2010. New biocontrol introduction has been provided for by ACIAR in conjunction with Biosecurity Queensland, Landcare NZ and the Hawaiian Department of Agriculture.						
BEM 3.6.1 By 2015, demonstration biocontrol and eradication projects have been carried out within the GEF-PAS programme and complementary initiatives	<ul style="list-style-type: none"><li>The number of demonstration biocontrol and eradication projects carried out</li></ul>	<ul style="list-style-type: none"><li>New biocontrol species were progressed for 6 species and existing agents were shared between further countries. Invasive plant control in Niue, Cook Islands and Tonga; pig management initiated in Niue; Biocontrol programmes initiated in Cook Islands, FSM, Palau, Vanuatu; Site-restoration projects (weed control, rodent control and introductions were initiated in Tonga and</li></ul>	80%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$41,417	\$40,514
				Operating Costs	\$397,821	\$192,326
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$439,238</b>	<b>\$232,840</b>

## STRATEGIC PRIORITY 2: BIODIVERSITY & ECOSYSTEM MANAGEMENT | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$	
		Samoa. • In 2015 and 2016 these projects will be disseminated as case-studies		<i>The decrease in expenditure is due to deferment to 2015 of some of the GEF-PAS Invasive Project activities.</i>	
<b>TOTAL PROGRAMME 2</b>				<b>Budget</b>	<b>Actual</b>
			Personnel Costs	\$1,257,152	\$1,315,904
			Operating Costs	\$2,224,817	\$2,064,552
			Capital Costs	\$6,250	\$12,590
			<b>TOTAL</b>	<b>\$3,488,219</b>	<b>\$3,393,046</b>

### 3. WASTE MANAGEMENT AND POLLUTION CONTROL DIVISION

**Programme Goal:** By 2015, all Members have national waste management and pollution control policies, strategies, plans and practices in place for minimisation of terrestrial, atmospheric and marine pollution, hazardous waste, solid waste and other land-based sources

Pollution and waste management remained a priority focus for SPREP in 2014 as waste and pollution are key contributors to regional ecosystem degradation and to the socio-economic costs that impede sustainable development. SPREP continued to assist countries to address pollution, and to improve management of hazardous chemicals and waste in 2014 through provision of technical advice as well as assistance programmes and institutional support. A major highlight for 2014 was the completion of comprehensive hazardous waste management surveys across the region. Eight of the thirteen targets of WMPC strategic priorities of the 2011-2015 Strategic Plan have been 100% achieved. Five of the thirteen strategic priorities are between 0 and 80% achieved. Other highlights for the year included:

**Highlights included:**

***Solid waste management***

- A pilot project to improve climate change adaptation planning in the waste management sector was completed in Fiji
- Solid waste, landfill and hazardous waste management “train the trainer” teaching resources developed and delivered to 54 Pacific islanders from 14 Pacific island countries
- Disaster waste management guidelines completed for Fiji
- Waste management status and best practice options investigated for the Republic of Marshall Islands
- Thirteen waste and pollution focussed presentations submitted to the Pacific Environment Forum held in the Republic of the Marshall Islands.
- Solid waste management support provided for ‘greening’ of the 3rd International Conference on Small Island Developing States held in Samoa

***Hazardous waste management***

- Surveys on the quantity, location and status of E-waste, asbestos and healthcare waste completed across the region
- Surveys of the quantity, location and status of used oil completed across the region
- Activity reporting and business planning completed for the SPREP Basel/Waigani Centre (Pacific Regional Centre)
- Waigani Scientific and Technical Advisory Panel (STAC) and Council of Parties (COP) meetings coordinated

***Marine pollution management***

- Technical assistance and support provided to PICTs in the development of national guidelines for disposal of waste at sea through the development of Waste Assessment Guidelines
- IMO marine pollution legislation booklet updated
- Regional marine plastic management priorities determined for the Pacific and intervention Action Plan completed and part funded
- Regional assessment of the status of marine litter, asbestos, healthcare waste and E-waste completed
- Regional Port Waste Reception Facilities Plans completed for 5 priority ports
- Provided technical assistance and support by updating and disseminating shipping pattern information to all PICTs focusing on the effects of cruise lines on small island nations
- Marine pollution response support provided for ‘greening’ of the 3rd International Conference on Small Island Developing States in Samoa



**Component: WMPC 1 – BEHAVIOURAL CHANGE**

**Strategy 1.1:** Support Member countries with legislation, regulation, and financial instruments, that lead to changes in behaviour for minimising pollution, and effectively managing wastes and hazardous chemicals through education and communication

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
<b>2015 Goal WMPC 1.1 – Strengthened awareness in communities of the need for, and advantages of, effective waste and hazardous chemical management and pollution control measures, resulting in reduced litter and healthier living environments</b>						
<b>Strategic Goal progress update:</b> A comprehensive data set describing the distribution, type and quantities of priority hazardous wastes including used oil, asbestos, E-waste, healthcare waste has been collected for the Pacific region. Comprehensive disaster waste management guidelines have also been prepared and issued for regional guidance. This information has been used to develop ongoing workplans and work programmes for the Pacific Waigani/Basel Centre and to allow Pacific communities to be better informed about the risks and management interventions available for the waste.						
WMPC 1.1.1 By 2015, increase in proportion of waste and hazardous chemicals appropriately managed by all Members	• The proportion of waste and hazardous chemicals appropriately managed	<ul style="list-style-type: none"><li>Completed regional survey of asbestos distribution in 13 Pacific island countries.</li><li>Completed regional survey of the status of E-waste management in 5 Pacific island countries.</li><li>Completed regional surveys of the status of healthcare waste management in 14 Pacific island countries.</li><li>Completed regional survey of used oil management in 11 Pacific island countries.</li><li>Provide technical assistance and support improved solid waste management practices in Labasa, Fiji</li><li>Waigani/Basel Regional Centre Business Plan developed for 2015-2016.</li><li>Waigani/Basel Regional Centre STAC and COP meetings coordinated and completed.</li><li>Provided technical assistance and support to PICTs in the development of national guidelines for disposal of waste at sea through the development of Waste Assessment Guidelines (WAG's).</li><li>Updated IMO marine pollution legislation booklet.</li></ul>	100%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$221,700	\$307,466
				Operating Costs	\$2,134,284	\$772,761
				Capital Costs	-	\$2,295
				<b>Sub Total</b>	<b>\$2,355,984</b>	<b>\$1,082,522</b>
				<ul style="list-style-type: none"><li>Progress toward Target</li><li>2014 contribution</li></ul>		
				Other relevant results		
<i>The significant variance is due to the deferment of the purchase of Medical Waste Incinerators to 2015.</i>						

## STRATEGIC PRIORITY 3 : WASTE MANAGEMENT AND POLLUTION CONTROL | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
WMPC 1.1.2 By 2015, improvement in coastal marine water quality and reduction in number of pollution incidents demonstrated by at least five PICT Members	<ul style="list-style-type: none"><li>Regional marine water quality status and number of pollution incidents</li></ul>	<ul style="list-style-type: none"><li>Regional marine plastic management priorities determined for the Pacific and intervention Action Plan completed and part funded.</li></ul>	2014 - Working towards target on an annual basis through pollution prevention work, unable to measure actual Strategic Plan target		Budget	Actual
				Personnel Costs	\$47,871	\$48,858
				Operating Costs	\$83,930	\$104,120
				Capital Costs	-	-
				Sub Total	\$131,801	\$152,978
			Additional funds were sourced funded under the Noumea Convention to fund additional Noumea Convention Protocol activities.			
WMPC 1.1.3 Waste minimization programmes based on 'refuse, reduce, reuse, recycle' principles are implemented at five high-profile regional sporting /cultural events and lessons learned disseminated widely	<ul style="list-style-type: none"><li>The number of waste minimization programmes implemented at high-profile events</li></ul>	<ul style="list-style-type: none"><li>Support provided for 'greening' of the 3rd International Conference on Small Island Developing States in Samoa. This included provision of improved waste management infrastructure and planning advice to the Government of Samoa and to the tourism industry. Assistance was also provided with marine pollution response equipment and training in the following areas:<ul style="list-style-type: none"><li>a. Implementation of the Marine Debris Demonstration Project in Samoa that consisted of procurement of 120m litter booms, installation of 40 community trash stands and several riverine and coastal clean-up activities;</li><li>b. Completion of waste audits of conference venue, accommodation sits, all ports of entry;</li><li>c. Completion of the Apia Port for the Pacific Jewel gap waste reception facility assessment by the Australian Maritime Safety Authority (AMSA);</li><li>d. Waste training for all accommodation sites and distribution of trash bins;</li><li>e. Arrangement for oil spill response equipment from Australian Maritime Safety Authority and deployment for the Pacific Jewel; and</li><li>f. Completion of oil spill response training.</li></ul></li></ul>	40%		Budget	Actual
				Personnel Costs	\$5,682	\$4,288
				Operating Costs	\$1,430	\$8,623
				Capital Costs	-	-
				Sub Total	\$7,112	\$12,911
			This output/target is to be read with 4.1.1.2 and 4.1.1.2.2.			

## STRATEGIC PRIORITY 3 : WASTE MANAGEMENT AND POLLUTION CONTROL | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
WMPC 1.1.4 Waste management communications toolkit developed by 2012 and in use by at least five PICT Members by 2014	<ul style="list-style-type: none"><li>The extent to which waste management communications toolkit is finalised; number of Members using the toolkit</li></ul>	<ul style="list-style-type: none"><li>Waste management communications toolkit to be completed under the PacWaste project in 2015.</li><li>Disaster waste management guidelines completed for Fiji.</li><li>Hazardous waste information factsheets completed for healthcare waste, E-Waste and asbestos management.</li></ul>	50%		Budget	Actual
				Personnel Costs	\$5,682	\$4,288
				Operating Costs	\$1,980	\$6,787
				Capital Costs	-	-
				Sub Total	\$7,662	\$11,075
WMPC 1.1.5 Pilot schemes addressing waste, hazardous chemicals, and pollution operating and being monitored in selected Members by 2013	<ul style="list-style-type: none"><li>The number of Members implementing pilot schemes on waste, hazardous chemicals, and pollution</li></ul>	<ul style="list-style-type: none"><li>Climate proofed landfill site rebuilt in Labasa, Fiji.</li><li>Waste management status and best practice options investigated for the Republic of Marshall Islands.</li><li>Training provided to 54 waste management workers from 14 PICs to improve solid waste management practices.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$175,600	\$158,933
				Operating Costs	\$315,650	\$347,093
				Capital Costs	-	-
				Sub Total	\$491,250	\$506,026
Additional funds were sourced funded under the PacWaste Project for activities.						

## STRATEGIC PRIORITY 3 : WASTE MANAGEMENT AND POLLUTION CONTROL | 2014

### Component: WMPC 2 – KNOWLEDGE, DATA, PLANNING AND RESEARCH

**Strategy 2.1:** - Enable and encourage Member countries to collect, analyse, interpret, and disseminate waste, hazardous chemical, and pollution data to enable improved management by 2015

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
<b>2015 Goal WMPC 2.1 – Comprehensive waste management, hazardous chemical, and pollution control strategies and plans based on sound technical data developed for Members and priority actions implemented by 2015</b>						
<b>Strategic Goal progress update:</b> Ongoing provision of hazardous waste management support through the Pacific Regional Centre (SPREP) continues. Development of standard methods for assessment of hazardous wastes and presentation of collated waste and pollution management data at the 2014 Pacific Environment Forum (PEF) has improved understanding of and will improve future management of solid and hazardous wastes in the region.						
WMPC 2.1.1 Standard methods for collection, storage, analysis, and interpretation of pollution and waste management data are established and disseminated and are used by at least six PICT Members	<ul style="list-style-type: none"><li>The extent to which standard methods for pollution and waste management are finalized and adopted.</li><li>The number of Members using the standard methods</li></ul>	<ul style="list-style-type: none"><li>Provide ongoing support to PICs to monitor importation of potentially hazardous substances through Pacific Regional Centre (SPREP).</li><li>Provided standard methods to assess used oil, asbestos and healthcare waste stockpiles.</li><li>Provided technical advice and support to PICTs in the development of Coastal Resource Mapping.</li><li>Provided technical assistance and support to PICTs in the development of places of refuge for maritime incidents.</li></ul>	100%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$30,442	\$31,637
				Operating Costs	\$5,500	\$29,373
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$35,942</b>	<b>\$61,010</b>
			<i>Additional funds were sourced from IMO for additional activities</i>			
WMPC 2.1.2 Increase in the number of relevant articles published in regional and international scientific journals, proceedings, and other publications	<ul style="list-style-type: none"><li>The number of Pacific waste/pollution articles published</li></ul>	<ul style="list-style-type: none"><li>Database of Pacific pollution and waste articles updated and article made available on the SPREP web site.</li><li>PACPOL website development completed.</li></ul>	100%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$17,546	\$15,927
				Operating Costs	-	\$5,830
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$17,546</b>	<b>\$21,757</b>
WMPC 2.1.3 By 2015, a regional overview of the status of waste and hazardous chemical management and pollution control issues published	<ul style="list-style-type: none"><li>The extent to which a regional overview of waste, chemical, and pollution control is finalised</li></ul>	<ul style="list-style-type: none"><li>Thirteen waste and pollution focused presentations submitted and presented to the Pacific Environment Forum (PEF) held in Republic of the Marshall Islands to enhance regional understanding of waste and pollution related issues.</li><li>The status of marine litter, asbestos, healthcare waste and E-waste collated and documented for the region using data collected under Indicator 1.1.1.</li><li>The status of regional solid waste management presented to international meetings held in Guam and Indonesia.</li></ul>	80%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$49,539	\$46,427
				Operating Costs	-	\$28,994
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$49,539</b>	<b>\$75,421</b>
			<i>Additional funds were sourced from NZ for the presentation of the status of solid waste management.</i>			

## STRATEGIC PRIORITY 3 : WASTE MANAGEMENT AND POLLUTION CONTROL | 2014

**Component:** WMPC 3 – CAPACITY BUILDING, AND GOOD PRACTICE GUIDANCE

**Strategy 3.1:** Identify and address Members' capacity gaps to enable implementation of waste and hazardous chemical management and pollution control activities by 2015

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
<b>2015 Goal WMPC 3.1.1</b> Significantly enhanced capacity within Members to develop and implement waste and hazardous chemical management and pollution control programmes and activities by 2015						
<b>Strategic Goal progress update:</b> Development of guidance on best practice management arrangement for hazardous waste and delivery of comprehensive training in hazardous and solid waste management has increased the capacity of a core group of Pacific island waste management professionals.						
WMPC 3.1.1 Baseline analysis of capacity for waste and hazardous chemical management and pollution prevention completed, in cooperation with existing work such as that of the Food and Agriculture Organization, in 2011 and reviewed in 2015	<ul style="list-style-type: none"><li>The extent to which a baseline analysis of capacity for waste and hazardous chemical management is completed</li><li>When the analysis is reviewed</li></ul>	<ul style="list-style-type: none"><li>Pacific islands waste management training database (PIDOC) updated with Pacific islander training records.</li></ul>	50%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$11,614	\$10,107
				Operating Costs	\$16,500	\$31,294
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$28,114</b>	<b>\$41,401</b>
			<i>This output/target is to be read with 3.1.1.1</i>			
WMPC 3.1.2 At least one core regional activity that addresses fundamental capacity gaps is implemented by 2012	<ul style="list-style-type: none"><li>The number of core regional activities addressing waste/pollution capacity gaps</li></ul>	<ul style="list-style-type: none"><li>Delivered hazardous waste management training to 54 waste management workers (AFD/GEFPAS). This training programme is ongoing in 2015-2016 with funding through GEFPAS.</li></ul>	100%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	\$96,925	\$94,533
				Operating Costs	\$330,660	\$104,629
				Capital Costs	-	-
				<b>Sub Total</b>	<b>\$427,585</b>	<b>\$199,162</b>
			<i>The Chemical Training (GEF-PAS) has been deferred to 2015. The cost of the other trainings under AFD/GEF-PAS were not as high as anticipated.</i>			

## STRATEGIC PRIORITY 3 : WASTE MANAGEMENT AND POLLUTION CONTROL | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
WMPC 3.1.3 By 2015, five models of good waste management and pollution-prevention practices identified and disseminated to all Members and at least one model replicated in selected Members	<ul style="list-style-type: none"><li>The number of models of good waste and pollution practices disseminated and replicated</li></ul>	<ul style="list-style-type: none"><li>Regional best practice in asbestos, health care waste and E-waste management identified including management options, policy and prioritized interventions (EDF10).</li><li>Provided technical assistance and support by updating and disseminating shipping pattern information to all PICTs focusing on the effects of cruise lines on small island nations.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$72,011	\$74,540
				Operating Costs	\$105,010	\$105,291
				Capital Costs	-	\$650
				Sub Total	\$177,021	\$180,481
WMPC 3.1.4 Training in best practice waste and hazardous chemical management and pollution prevention guidelines made available to all Members through a dissemination program	<ul style="list-style-type: none"><li>The number of guidelines on best practice waste and hazardous chemicals management disseminated</li></ul>	<ul style="list-style-type: none"><li>Guidelines on best practice asbestos, E-waste and healthcare waste management available on the SPREP website.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$19,202	\$16,683
				Operating Costs	\$114,330	\$21,975
				Capital Costs	-	-
				Sub Total	\$133,532	\$38,658
<i>The work on asbestos was completed in 2015.</i>						
2015 Goal WMPC3.1.2 – Members are better equipped to prevent, prepare for, and respond to, ship-sourced marine pollution						
Strategic Goal progress update: Preparation of Port Reception Facility Plans have provided comprehensive guidance on the minimum infrastructure requirements necessary to minimize the deliberate loss of marine pollutants to the ocean from shipping.						
WMPC 3.2.1 Strategy for the Pacific Ocean Pollution Prevention Programme (PACPOL) 2010–2014 achieves its objectives	<ul style="list-style-type: none"><li>PACPOL successful</li></ul>	<ul style="list-style-type: none"><li>Regional Port Waste Reception Facilities Plans completed for 5 priority ports utilising shipping movement data acquired under Indicator 3.1.3.</li><li>PacPOL strategy review completed and revised strategy produced and released for endorsement.</li><li>MarPOL Annex 6 workshops completed in Samoa.</li></ul>	100%		Budget	Actual
				Personnel Costs	\$37,492	\$39,765
				Operating Costs	\$38,500	\$159,123
				Capital Costs	-	-
				Sub Total	\$75,992	\$195,888
<i>Additional funds were sourced from IMO for additional activities.</i>						
TOTAL PROGRAMME 3			Budget	Actual		
		Personnel Costs	\$791,306	\$853,452		
		Operating Costs	\$3,147,774	\$1,725,893		
		Capital Costs	-	\$2,945		
		TOTAL	\$3,939,080	\$2,582,290		

#### 4. ENVIRONMENTAL MONITORING AND GOVERNANCE DIVISION

**Programme Goal:** By 2015, all Members will have the capacity to respond to develop and implement transparent and robust frameworks and processes for improved environmental governance, planning, monitoring and reporting, and the Secretariat will be producing regional State of Environment Assessments

The Environmental Monitoring and Governance (EMG) Division is a new Division formed in 2012 as a result of the Strategic Plan 2011-2015. It provides cross-cutting support in the areas of capacity development; policy; legislation, compliance; planning, monitoring, reporting and access to finance, enabling countries to meet Multilateral Environmental Agreements (MEA) obligations and sustainable development goals.

The main vehicle for delivery of activities is the EU funded ACP MEAs Project. The first phase of this project was completed by SPREP in 2013 and second phase of the project commenced in 2014. The second phase of the project was designed to fully integrate the delivery of the EMG Strategic Priorities under the strategic plan through project activities.

The Third International Conference for Small Island Developing States was hosted by Samoa. The EMG Division was closely involved to support the preparatory process primarily through the Sustainable Development Working Group, coordinating SPREP participation and providing technical assistance to Samoa primarily in the area of waste management at venues, accommodation providers and at the ports of entry.

##### **Highlights Included:**

##### **Enabling Frameworks**

- Completing Regional EIA Guidelines – on track to submit for endorsement at 26SM.
- Continued development of EIA frameworks for deep sea minerals (DSM)
- Conducting Environmental law review for 5 countries
- Progressed GEF Nagoya Protocol proposal
- Supported Pacific Climate Change Roundtable, preparations for the World Parks Congress and submission to IMO on regional arrangements for port waste reception.
- Supported the preparatory process for the 3<sup>rd</sup> International Conference for Small Islands Developing states including technical support to Samoa as the host country.

##### **Mainstreaming**

- Final draft of NEMS delivered to Cook Islands and Fiji, and started NEMS formulation for Vanuatu and Tuvalu;
- Supported Niue, Kiribati and Tonga's development of GEF-5 proposals, and engaged and updated all PICs on the GEF-6 replenishment meetings.
- Supported Kiribati and Fiji with GEF Familiarisation and National Prioritization Formulation Exercise;
- Women's groups participated in NEMS and SOE formulation workshops
- CEDAW and Gender reporting included as part of regional streamlining reporting framework

##### **Building Capacity**

- Approved work programme for ACP-MEAs Project phase 2
- Formulation of GEF MEA Capacity Building Project Document started
- Capacity building as part of SOE formulation in Fiji (final draft), and started in the Cook Islands (first draft);
- EIA training piloted in Tonga, and assisted with EIA guidelines development for Kosrae State, FSM;
- Training for environmental monitoring and database management in Samoa and Tonga;

##### **Monitoring and Reporting**

- National SOE data added to regional National Minimum Development Indicator (NMDI) database
- Regional framework for SoE being implemented through national SOE formulation, ACP MEA phase II, and proposed GEF MEA Capacity Building Project
- Regional SoE - PECCO (Pacific Environment and Climate Change Outlook) launched at FCCC COP in Doha.

## Component: EMG 1 – ENABLING FRAMEWORKS

**Strategy:** 1.1 - Strengthen national frameworks, policies and processes for – and implementation of – environmental governance including Environmental Impact Assessment (EIA), monitoring and reporting, and related institutional arrangements

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal EMG 1.1 – Formalised adoption and utilisation of Strategic Environmental Assessment (SEA) and Integrated Environmental Assessment (IEA) as key planning tools in all countries						
Strategic Goal progress update: This goal was too ambitious and not directly linked to its targets – even in developed countries there are only a few that have adopted SEA and none have adopted IEA as key planning tools. Instead EMG has concentrated on strengthening legislation, policies, planning processes and capacities for EIAs and MEA implementation and introduced SEA as a concept and approach that can be adapted into existing national processes such as NEMS, SoE, regional plans, sector plans and urban planning schemes. Targets will be achieved but the goal is a longer term one.						
EMG1.1.1 By 2015, Pacific-related models for regulatory framework including EIA, IEA, and SEA developed	<ul style="list-style-type: none"><li>The number of regulatory framework models (EIA, IEA, and SEA) developed</li></ul>	<ul style="list-style-type: none"><li>Completing drafting of Regional EIA Guidelines and piloting training in 3 countries incorporating lessons learnt into the guidelines. Guidelines will be submitted at 26 SM</li><li>Partner with SPC in the formulation of EIA Guidelines for Deep Sea Minerals development.</li><li>Consultations on the formulation of EIA Guidelines on Coastal Tourism Development</li><li>Provided EIA technical assistance on request to 5 members with preparation of terms of reference, guidelines, and report review.</li></ul>	80%		Budget	Actual
				Personnel Costs	91,433	115,865
				Operating Costs	102,739	30,663
				Capital Costs		
				Sub Total	194,172	146,528
				Funds expected from the MEA Phase II project were delayed		
EMG1.1.2 By 2015, integrated framework of enabling policies and regulations based on models in place in at least five PICT Members	<ul style="list-style-type: none"><li>The number of Members that have put in place integrated regulatory frameworks based on the Pacific models</li></ul>	See EMG.1.2.2	50%		Budget	Actual
				Personnel Costs	17,274	18,867
	<ul style="list-style-type: none"><li>Level of compliance with national environment laws</li></ul>	<ul style="list-style-type: none"><li>PIF on GEF ABS regional project completed and approved</li><li>Assisted with other Regional Frameworks including those on climate change, nature conservation and the Pacific Meteorological Council.</li><li>Provided policy/legal advice on DSM</li><li>Questionnaire regarding status of enforcement and compliance of national laws drafted for circulation to Members.</li><li>Preparation of proposal for compliance and enforcement training.</li><li>Supported the preparatory process for the 3<sup>rd</sup> International Conference for Small Islands Developing states including technical support to Samoa for waste management and marine debris pilot project.</li></ul>		Operating Costs	23,980	115,523
				Capital Costs		
				Sub Total	41,254	134,390
				New funding sourced from UNEP for the Marine debris pilot project. To be read in conjunction with 2.1.2, 3.1.1, 3.1.2 and 4.1.1		



## STRATEGIC PRIORITY 4 : ENVIRONMENTAL MONITORING AND GOVERNANCE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
EMG1.1.3 By 2015, needs analysis conducted in the region by means of a survey to ensure that all significant issues are canvassed	<ul style="list-style-type: none"> <li>The completion of a needs analysis survey</li> </ul>	<ul style="list-style-type: none"> <li>NCSA Regional Synthesis Report completed. Report findings incorporated in Project Documents and Work Plan for ACP MEA phase 2 and Proposed GEF MEA Capacity Building Project Document</li> </ul>	100%		<b>Budget</b>	<b>Actual</b>
				Personnel Costs	-	-
				Operating Costs	-	1,527
				Capital Costs	-	-
				<b>Sub Total</b>	-	<b>1,527</b>

**Strategy 1.2: Staged 5-year strategy for strengthening environmental legislation at the national level, with a specific focus on adaptation and mitigation measures concerning climate change**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$			
2015 Goal EMG 1.2 – Members have passed key legislation in order to meet obligations of major Multilateral Environmental Agreement (MEA) and national environmental priorities							
Strategic Goal progress update: All members have legislation to implement MEAs however MEAs and implementation modalities are continuously evolving and needs continued revision and strengthening of national policy and legal instruments. Facilitating access to finance in particular through the GEF is a key component for MEA implementation provided to all members.							
EMG 1.2.1 By 2012, national reviews of environmental law that were conducted in the 1990s are updated and published	<ul style="list-style-type: none"><li>The number of Members whose environmental law review has been updated</li></ul>	<ul style="list-style-type: none"><li>Update of environmental legislative reviews for 5 countries completed</li><li>Samoa's Environmental Law Handbook published</li><li>Launch of "Multilateral Environmental Agreement Negotiators Handbook: Pacific Region"</li></ul>	60%		Budget	Actual	
				Personnel Costs	64,400	65,901	
				Operating Costs	22,000	12,215	
				Capital Costs			
				Sub Total	86,400	78,116	
EMG 1.2.2 National legislation in place and officers trained to implement MEA obligations (such as CITES law enforcement and awareness materials)	<ul style="list-style-type: none"><li>The number of Members with legislation to implement MEA obligations</li></ul>	<ul style="list-style-type: none"><li>Provided advice to Samoa's Environmental Management &amp; Conservation Bill</li></ul>	80%		Budget	Actual	
				Personnel Costs	36,936	40,373	
	<ul style="list-style-type: none"><li>The number of Members with officers trained to implement MEA obligations</li></ul>	<ul style="list-style-type: none"><li>Two training workshops for PICS in relation to ABS</li><li>Joint negotiations training and pre-CoP for 5 biodiversity-related MEAs</li><li>Provided EIA training to Tonga</li></ul>		Operating Costs	138,545	24,473	
				Capital Costs			
				Sub Total	175,481	64,846	
				Funds expected from UNCCD were transferred to countries GIZ funds for this output to be read in conjunction with output 2.1.1 under BEM programme			

## STRATEGIC PRIORITY 4 : ENVIRONMENTAL MONITORING AND GOVERNANCE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
EMG 1.2.3 MEA signatories in the region propose further priorities for support from MEA conferences of parties or potential donors	<ul style="list-style-type: none"><li>The number of proposals from PIC MEA signatories for priorities for future support</li></ul>	<ul style="list-style-type: none"><li>Secured approval for the Medium Size Project Enhancing Capacity to Develop Global and Regional Environmental Projects in the Pacific.</li><li>Completed national consultations for the Solomon Islands, Niue, Tonga, Vanuatu, Fiji, Tuvalu, FSM, Palau and Marshall Islands for the GEF MEA Capacity Building Project.</li><li>Provided support to Constituency Representative and Members at the 47th GEF Governing Council Meeting, and the 5th GEF Assembly.</li><li>Supported the preparatory process for the 3<sup>rd</sup> International Conference for Small Islands Developing states including technical support to Samoa for waste management and marine debris pilot project.</li></ul>	60%		Budget	Actual
				Personnel Costs	101,125	108,136
				Operating Costs	150,001	58,503
				Capital Cost		
				Sub Total	251,126	166,639
				Funds expected from UNEP for project formulation were delayed		

## STRATEGIC PRIORITY 4 : ENVIRONMENTAL MONITORING AND GOVERNANCE | 2014

### Component: EMG 2 – MAINSTREAMING

**Strategy 2.1:- Support mainstreaming of environmental governance policies and initiatives related to climate change, sustainable biodiversity and ecosystem management, invasive species, and waste management across the programmes and in national development and budgetary planning processes**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal EMG 2.1 – Increased engagement of economic and social sectors, national research and education institutions in environmental planning						
Strategic Goal progress update: The reformulation of National Environment Management Strategies was chosen as the vehicle to consolidate environmental priorities and have them ready for integration into National Sustainable Development Strategies. Target of completing NEMS in at least 5 members will be exceeded.						
EMG 2.1.1 All key economic sectors, research and education institutions in at least five PICT Members are engaged in national environmental planning	• The number of Members with economic, research, and education sectors engaged in environmental planning	• Covered in EMG.2.1.2	80%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	19,628
				Capital Costs	-	5,451
				Sub Total	-	25,078
				Actual expenditures for this output to be read in conjunction with 1.1.1, 1.1.2, 1.2.1, 1.2.2 and 1.2.3		
EMG 2.1.2 By 2015, regionally agreed priorities for international targets in MEAs, Millennium Development Goals and other international frameworks are mainstreamed in national policy and strategies by at least five Members	• The number of Members that include regionally agreed priorities for international targets in their national policy and strategies	• National Environment Management Strategies (NEMS), to fully integrate and mainstream national implementation plans for MEAs (NBSAPs, NAPs, NAPAs etc) into a single national planning document was piloted in 2013 for Kiribati and Cook Islands. • NEMS formulation process started in Tuvalu, Fiji, and Vanuatu.			Budget	Actual
				Personnel Costs	84,871	104,725
				Operating Costs	86,555	60,309
				Capital Costs	1,500	-
				Sub Total	172,926	165,035
EMG 2.1.3 Gender issues are factored into environmental planning	• Evidence that gender issues are factored into environmental planning	• Integrated gender indicators as part of NMDI • Address gender issues as part of NEMS formulation in EMG.2.1.2	50%		Budget	Actual
				Personnel Costs	4,698	5,149
				Operating Costs		85
				Capital Costs		
				Sub Total	4,698	5,233

## STRATEGIC PRIORITY 4 : ENVIRONMENTAL MONITORING AND GOVERNANCE | 2014

### Component: EMG3 – BUILDING CAPACITY

**Strategy 3.1:- Strengthen capacity at the national and regional levels to implement effective environmental monitoring and assessment processes or EIA, SEA, and IEA, and for reporting on the State of the Environment**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal EMG 3.1.1 – Strengthened national and regional capacity (both technical and human resources) for monitoring and reporting on the SoE on a regular basis						
Strategic Goal progress update: Regional approach and template for national SoE is in place and piloted SoE for Fiji and the Cook Islands. Building national capacity through undertaking the formulation of SoEs through a consultative and participatory national process.						
EMG 3.1.1 By 2012, a standardised regional program and guideline for training and development of human resources with technical competencies for environmental monitoring, assessment, and reporting developed and tested	<ul style="list-style-type: none"><li>The date on which a regional environmental monitoring training program is finalised</li></ul>	<ul style="list-style-type: none"><li>Piloted Coastal Ecosystem-based Rehabilitation guidelines in Tonga, Samoa and Kiribati</li><li>Urban Adaptation to Climate Change Pilot Project carried out in Lami Town, Fiji including baseline and CBA</li><li>Successful bid to host the BIOPAMA Pacific portal led to Grant Partnership Agreement with IUCN-ORO signed in September. Inception phase for a regional Protected Areas portal and reference information system development completed.</li><li>Regional Marine Spatial Planning training involving 18 PICTs completed in October.</li><li>Open-source GIS training carried out in Samoa</li></ul>	50%		Budget	Actual
				Personnel Costs	38,685	49,843
				Operating Costs	26,400	23,253
				Capital Costs	-	-
				Sub Total	65,085	73,096
EMG 3.1.2 By 2015, environmental monitoring training program is established, and ‘train-the-trainer’ courses delivered, in at least nine PICT Members	<ul style="list-style-type: none"><li>The number of Members in which environmental monitoring training has been established</li></ul>	Addressed in EMG.3.1.1	75%		Budget	Actual
				Personnel Costs	110,672	111,875
				Operating Costs	96,565	37,960
				Capital Costs	-	-
				Sub Total	208,737	149,835
				Funds expected from the MEA Phase II project were delayed.		
EMG 3.1.3 By 2015, a network for environmental assessment and planning professionals in the Pacific established	<ul style="list-style-type: none"><li>The number of environmental assessment and planning professionals that have subscribed to a network</li></ul>	<ul style="list-style-type: none"><li>Started to establish regional network of environmental assessment and planning professionals and link to the NZAIA and other relevant professional networks. This will be carried out in conjunction with 4.1.1.1 and 4.2.1.2</li><li>Website framework developed for the Pacific Network for Environmental Assessment Practitioners</li></ul>	60%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	23,033
				Capital Costs	-	-
				Sub Total	-	23,033
				To be read in conjunction with 3.1.2		

## STRATEGIC PRIORITY 4 : ENVIRONMENTAL MONITORING AND GOVERNANCE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal EMG 3.1.2 – National capacity to implement national policy frameworks/ legislation is strengthened						
Strategic Goal progress update: The ACP MEAs project is designed based on the findings of the National Capacity Self Assessments and seeks to strengthen national policy and legal frameworks and address the identified capacity gaps not only in legal and policy areas but also in planning, development control, monitoring and reporting.						
EMG 3.2.1 By 2015, capacity needs assessments completed and action taken to fill gaps	<ul style="list-style-type: none"><li>The proportion of capacity gaps that are being addressed</li></ul>	<ul style="list-style-type: none"><li>All EMG activities implemented through the ACP MEAs project address identified capacity gaps.</li><li>Additional activity: Survey of environmental assessment capacity and knowledge carried out for 8 Members.</li></ul>	100%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	17,250
				Capital Costs	-	-
				Sub Total	-	17,250
				To be read in conjunction with 3.1.1, 3.1.2 and 3.1.3		

**Component: EMG4 – MONITORING AND REPORTING**

**Strategy: 4.1 - Develop national and regional priority environmental indicators and a regionally appropriate State of the Environment (SoE) reporting programme**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal EMG4.1 – Standardised regional and national State of the Environment reporting system measuring environmental baselines and changes developed and widely utilised						
Strategic Goal progress update: Regional approach and template for national SoE is in place and piloted SoE for Fiji and the Cook Islands. Will continue formulation of national SoEs and formulating GEF MEA Capacity Building Project proposal to establish network of national environment databases to enable regular SoE reporting. The target of 5 national SOEs by 2016 will be met.						
EMG 4.1.1 By 2012, a framework for conducting regular regional SOE assessment and reporting together with data access and sharing arrangements established	<ul style="list-style-type: none"><li>The date by which a regional SoE framework is established</li></ul>	<ul style="list-style-type: none"><li>Regional template for national SoE developed</li><li>Final SOE draft for Fiji submitted, and SOE for Cook Islands started</li><li>Baseline indicators developed and starting to populate NMDI database expanded to include 1000 new lines of data</li><li>Developed Spatial Data Infrastructure ( Environmental Spatial Information System – <a href="http://gis.sprep.org">http://gis.sprep.org</a>)</li></ul>	100%		Budget	Actual
				Personnel Costs	179,383	217,832
				Operating Costs	130,687	163,895
				Capital Costs	-	-
				Sub Total	310,070	381,727
				Additional funds were sourced from EU and IUCN for the PACIOCEA and BIOPAMA projects		
EMG 4.1.2 Baseline of key regional environmental indicators established, including headline indicators for climate change, biodiversity and waste and pollution, regular monitoring implemented, and a 2015 report on regional biodiversity status produced	<ul style="list-style-type: none"><li>The date by which the baseline of key regional environmental indicators is finalised</li></ul>	Covered in EMG.4.1.1	50%		Budget	Actual
				Personnel Costs	-	24,570
				Operating Costs	-	6,914
				Capital Costs	-	1,866
				Sub Total	-	33,350
				Additional funds were sourced from EU and IUCN for the PACIOCEA and BIOPAMA projects		
EMG 4.1.3 By 2015, a first report on the region's SoE developed and disseminated	<ul style="list-style-type: none"><li>The number of Members that have provided input on SoE indicators</li><li>The extent to which the regional SoE report is complete</li></ul>	Covered in EMG.4.1.1	50%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	-
				Capital Costs	-	-
				Sub Total	-	-

## STRATEGIC PRIORITY 4 : ENVIRONMENTAL MONITORING AND GOVERNANCE | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
EMG 4.1.4 By 2015, national and regional database systems for environmental inventories and monitoring established	<ul style="list-style-type: none"><li>The extent to which national and regional inventory systems are finalised</li></ul>	Covered in EMG.4.1.1	40%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	20,619
				Capital Costs	-	-
				Sub Total	-	20,619
				Additional funds were sourced from EU and IUCN for the PACIOCEA and BIOPAMA projects. To be read in conjunction with 1.2.3		
EMG 4.1.5 By 2015, procedures for data and information management and reporting established	<ul style="list-style-type: none"><li>The number of Members with data management procedures in place</li></ul>	Covered in EMG.4.1.1	25%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	-
				Capital Costs	-	-
				Sub Total	-	-
EMG 4.1.6 By 2015, at least five PICT Members have produced national SoE reports	<ul style="list-style-type: none"><li>The number of Members that have produced SoE reports</li></ul>	Covered in EMG.4.1.1	70%		Budget	Actual
				Personnel Costs	-	-
				Operating Costs	-	53,672
				Capital Costs	-	-
				Sub Total	-	53,672
TOTAL PROGRAMME 4				Budget	Actual	
			Personnel Costs	729,478	863,261	
			Operating Costs	777,472	669,394	
			Capital Costs	3,000	7,317	
			TOTAL	1,509,950	1,539,973	

## 5. EXECUTIVE MANAGEMENT AND CORPORATE SUPPORT

**Programme Goal:** To ensure that effective policies and services are in place to support delivery of Secretariat strategic programmes and an efficient and effective organisation

The Executive Management provides leadership, vision and strategic direction to the Secretariat. Corporate services is the “engine room” that provides the necessary services for the efficient and effective delivery of the Secretariat’s four strategic pillars under the SPREP 2011-2015 Strategic Plan, as well as providing administrative and financial advice to the Executive management.

### Highlights included:

- Successful third United Nations Conference on Small Island Developing States (UNSIDIS) with SPREP playing a key role including through involvement in more than 50 partnerships
- Successful 25th annual SPREP and Ministerial Meetings held in Majuro, Republic of the Marshall Islands in September 2014
- Clean audit of Accounts and Financial Statements was obtained for 2014 Accounts
- Internal Audit Committee strengthened and functioning
- New Payroll System successfully implemented
- New Finance system successfully implemented
- New paperless performance development system (developed in-house) successfully implemented
- Increase support for learning and development of staff, including successful SPREP advance and mentoring programme for senior management
- Director Generals' Excellence award established for recognition of exceptional and exemplary performance
- Database roster of regional experts for the Regional Technical Support Mechanism (RTSM) developed in-house.
- Significant increase in requests for information and publications relating to environmental issues
- SPREP's social media activity grew significantly in 2014. Facebook followers grew by over 200% - from just over 10,000 in January 2014 to more than 30,000 by the end of 2014 - from 3,000 in January 2013 to more than 10,000 at the end of the year
- A range of media and communications training was delivered throughout 2014 to over 120 Pacific islanders, over 60 of whom worked in Pacific media and the remainder as environment practitioners and communicators.
- Signing of the Agreement between SPREP and UNEP for the establishment of the new UNEP sub-regional office for the Pacific to be based at SPREP. .



## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

**Component:** CS –EXECUTIVE MANAGEMENT

**Strategy 5.1:-** Support Members through the effective delivery of services

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CS 1.1 – The Secretariat to be effectively led and commanding sufficient financial and human resources to deliver on the strategic priorities of the 2011-2015 plan						
Strategic Goal progress update:– Significant progress has been made in the governance functions of SPREP through the strengthening of the monitoring and evaluation function with the recruitment of the Monitoring and Evaluation Adviser and the establishment of the Project Review and Monitoring Group. Finance and Human resources have been strengthened through the introduction of two new on-line platforms to cater for the increased financial requirements of Members and improve efficiency and strengthen the workflow process for the performance review and development process. Financial reporting is still a challenge given the different requirements of donors.						
CS 1.1.1 Assess the effective delivery of corporate services to ensure that the Secretariat can achieve the priorities of the 2011- 2015 Strategic Plan	<ul style="list-style-type: none"><li>The Secretariat is well resourced and supported resulting in the achievement of the strategic priorities of the 2011-2015 Plan</li></ul>	<ul style="list-style-type: none"><li>Capacity within corporate support services were further strengthened especially in Finance, Human Resources and Information Technology and Communications with the recruitment of new staff</li><li>New finance, payroll and performance development systems developed and implemented</li><li>Internal Audit function strengthened with annual meetings of the Audit Committee</li><li>Review of the organisational risk management plan completed.</li><li>Results, performance monitoring, evaluation and reporting systems strengthened with the recruitment of the Monitoring and Evaluation Adviser</li><li>Establishment of the Project Review and Monitoring Group (PRMG) to strengthen the work on project design and formulation as well as monitoring and evaluation.</li></ul>	90%		Budget	Actual
				Personnel Costs	774,853	827,434
				Operating Costs	556,530	903,636
				Capital Costs	3,000	4,036
				Sub Total	1,334,383	1,735,106
				Increase in actual expenditure than the budget was due to high costs for the review of the Strategic Plan and Corporate reviews. Executive officer position was also recruited in 2014.		

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
CS 1.1.2 Ensure the effective planning and servicing of the SPREP meeting and other related high level meetings for which SPREP is responsible for.	<ul style="list-style-type: none"> <li>Annual SPREP meeting is conducted in a professional manner, and all members are able to attend and participate</li> </ul>	<ul style="list-style-type: none"> <li>Members provided with all relevant documentation for the 25<sup>th</sup> SPREP Meeting.</li> <li>Working Papers were sent electronically to all Members.</li> <li>Members noted with approval the 2013 Performance Monitoring and Evaluation Report (PMER).</li> <li>SPREP Meeting report was published and printed both in print and electronic form in English and French and distributed on time to Members</li> <li>2013 Annual Report was produced in a very high standard and circulated to Members in time for the 25<sup>th</sup> SPREP Meeting.</li> </ul>	95%	
CS 1.1.3 Ensure effective and regular consultation with Members	<ul style="list-style-type: none"> <li>Members are consulted and informed of important decisions</li> </ul>	<ul style="list-style-type: none"> <li>25 out of 26 Members(except for CNMI) have been visited by the Executive for in-depth consultations and Members have been kept up to date with the Chair regularly informed of key issues.</li> <li>SPREP Chair Troika (SPREP's past, present and future chairs and deputy chairs) kept regularly informed of key management issues at SPREP, including through circulation of minutes of the Senior Management Team.</li> <li>Regular briefings by the Secretariat of Members at key international meetings such as the UNFCCC, GEF, CBD etc</li> </ul>	95%	

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

**Component: CS – INFORMATION AND COMMUNICATIONS**

**Strategy 5.2: Information Technology and Communications**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CS 2.1 – Secure and useable information and communication systems provided						
Strategic Goal progress update:- ICT infrastructure has been up-graded and capacity increased to cater for increased in internet broadband usage and other IT services such as programme databases managed on stable technical platforms. The main ICT challenge is the need to constantly improve and upgrade systems in support of services to Members.						
CS 2.1.1 Corporate and programme database managed	<ul style="list-style-type: none"><li>Corporate programme databases are available to users, are regularly maintained on an appropriate and stable technical platform</li></ul>	<ul style="list-style-type: none"><li>Improved SPREP website browsing experience by minimising page load times, training and ensuring content contributors adhere to best practices and standards</li><li>Enhanced the corporate intranet by integrating office web applications and information from corporate information systems</li><li>developed Web based Performance Management system</li><li>developed online regional databases, the Regional Technical Support Mechanism, Pacific Mangroves and Projects database</li><li>provided technical advice and assistance in implementing the new Financial system Technology One Finance One</li><li>provided technical support and training to project database applications such as TREDs</li><li>completed rollout of Microsoft Office 2010/2013 Suite</li></ul>	60%		Budget	Actual
				Personnel Costs	816,883	886,080
				Operating Costs	202,440	269,694
				Capital Costs	63,400	18,042
				Sub Total	1,082,723	1,173,816
			Increase in actual expenditure than the budget was due to additional funding sourced from PACMAS to implement additional activities for communications.			
CS 2.1.2 ICT services support for the Secretariat provided	<ul style="list-style-type: none"><li>ICT services are available to SPREP staff and are maintained on a stable technical platform</li><li>Disruptions to ICT services are communicated to SPREP staff and are designed to minimise disruption of Secretariat activities</li></ul>	<ul style="list-style-type: none"><li>upgraded ICT infrastructure – increased storage capacity, 100% increase in internet broadband services</li><li>provided training to staff on IT services and common software applications</li><li>provided ICT support to SPREP Meeting</li><li>provided ICT support to SPREP organised meetings and conferences – SIDS Events, PCCP Technical Advisory Group Meetings</li><li>provided technical advice and support to project websites and portals – PCCP, PIPAP, PACWASTE and JPRISM</li><li>developed New project websites – PIPAP and PACWASTE</li></ul>	80%			

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
		<ul style="list-style-type: none"> <li>provided technical support and ICT capacity building training to PICT's MET Services staff through FINPAC project</li> <li>provided technical support to PICT's after successfully installed SMARTMET in Solomon Islands, Fiji, Samoa and PNG</li> <li>increased collaboration with USP – successfully hosted PCCP mirror site at USP</li> <li>upgraded Video Conferencing equipment with new ClearOne Chat speaker phones, Logitech Cameras and PA system</li> </ul>		
CS 2.1.3 ICT risk management process developed and maintained	<ul style="list-style-type: none"> <li>ICT risk management processes are developed and deployed that enable retrieval of up-to-date information in the shortest possible time in the event of an ICT disaster</li> </ul>	<ul style="list-style-type: none"> <li>revised and tested the SPREP ICT Disaster Recovery Plan – successfully tested and implemented High Availability for PCCP</li> <li>completed revision of IT policies, standards and procedures</li> <li>revised and updated systems, security and risk management documentation</li> </ul>	70%	

**Component: CS – Information and Communications**

**Strategy 5.2: Library and Information Resource Unit**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
<b>2015 Goal CS 2.2 – Secure and useable information and communication systems provided</b>				
<b>Strategic Goal progress update:</b> – Corporate information more widely made available in usable form both electronic and hardcopy for Members through increased availability of SPREP publications, materials and information. The challenge is the need to regularly review and ensure that information systems are up to date and effectively maintained				
CS 2.2.1 Archive system developed and maintained	<ul style="list-style-type: none"> <li>System for archiving information that enables easy retrieval developed and deployed</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing cataloguing and digitization of SPREP vital records into the Archive system.</li> <li>Catalogued 50 MOUs into the archive database</li> </ul>	80%	
CS 2.2.2 Access to library services provided, maintained and facilitated	<ul style="list-style-type: none"> <li>Requests for research services and document delivery actioned successfully within identified time frames</li> <li>Library bibliographic databases maintained and accessible. Relevant materials identified, catalogued and entered into library database and made available in usable form.</li> <li>Increased availability of SPREP publications, promotional materials and corporate information in both hard copy and digital formats</li> <li>Breadth, depth and currency of library collection in core area of Pacific environment information meets SPREP user needs and needs of regional stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Responded to 533 requests for environment information</li> <li>Disseminated 32 publications to Focal Points and 96 of PEIN depository libraries</li> <li>Catalogued 206 new resources to the repository of which 150 are available in full text. Total items in collection at end of year - 39,941.</li> <li>Uploaded 102 new publications/resources to website</li> <li>Served 514 walk-in visitors including visits from 3 schools in Samoa</li> <li>Developed IRCA brochure</li> <li>Target audience for the SPREP/PEIN Facebook page increased. 10k in 2013 and increased to 30k by end 2014</li> <li>Maintained subscriptions to both e-journals on OARE, HINARI &amp; AGORA</li> <li>Updated all PEIN country virtual libraries with the latest environment related reports</li> <li>Continued running the Staff Seminar Series with 25 staff from all divisions presented on key topics. Linked in with the HR Learning and Development Programme</li> </ul>	90%	

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
		<ul style="list-style-type: none"> <li>Continued the "Give me Library" highlights monthly</li> <li>Maintained and uploaded 45 radio interviews to the SPREP Podcasts resource page</li> <li>Continued active role in the PIMRIS working group i.e. USP Marine Information Portal.</li> <li>Provided training for staff on information resources literacy</li> </ul>		
CS 2.2.3 Records Management systems maintained and services provided	<ul style="list-style-type: none"> <li>Records Management systems are in place and regularly reviewed and updated to reflect current best practice</li> <li>Registry services are provided</li> </ul>	<ul style="list-style-type: none"> <li>Registry/Records provided ongoing services and support to staff, members and stakeholders</li> <li>Sent 100 circulars to members and focal points</li> <li>Uploaded to the website and processed 38 tenders</li> <li>Processed and disseminated 518 inward &amp; 186 outward official correspondences</li> <li>Provided training on records management for staff</li> <li>64 new registry files requested and created</li> </ul>	80%	

**Component: CS –Information and Communications**

**Strategy 5.2: Communication, Publications & Education**

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
<b>2015 Goal CS2.3 – National Communication and Education capacity, strengthened an supported</b>				
<b>Strategic Goal progress update:</b> – Awareness of the achievements of SPREP and member countries in addressing environmental challenges with the support of partners has increased through a growing audience receiving SPREP information including the SPREP Tok newsletter and educational resources, and strengthened relations developed with media and communicators across the region. National capacity has also increased through a series of training and the development of communications guides on how to better share environment messages. Communications support for Pacific members has also broadened to strengthen the abilities of national broadcasters to remain ‘on-air’ in times of disasters. SPREP must now ensure this continues to grow in line with the emerging communications and media issues, with support from donor partners.				
CS 2.3.1 National environmental education and communication programmes strengthened to support behaviour change at all levels	<ul style="list-style-type: none"> <li>Number of countries with communication strategies</li> <li>Number of outreach, education and advocacy tools and resources available and accessible by members through SPREP</li> </ul>	<ul style="list-style-type: none"> <li>Developed the communications strategy to strengthen the FINPAC Project</li> <li>Kiribati Integrated Communications Strategy for the ECD endorsed and implementation commenced</li> <li>SPREP education materials (Climate change storybook, Turtle education kit) accessed online and copies continued to be distributed and used at national level</li> </ul>	60%	
CS 2.3.2 Technical and scientific issues effectively communicated at all levels – community action through to policy development	<ul style="list-style-type: none"> <li>The number of reports/technical papers repackaged for non-technical audiences</li> <li>Level of understanding at regional level on key environment issues</li> </ul>	<ul style="list-style-type: none"> <li>Organised public event to launch the 5<sup>th</sup> Report of the Intergovernmental Panel on Climate Change in Samoa. The one day event featured lead authors of the report as well as local experts who participated in a series of discussion panels. 300 participants attended through the one-day event.</li> <li>Support provided for a side event to prepare for the UNSIDS Conference during the WMO GFCS Conference in the Cook Islands.</li> </ul>	80%	
CS 2.3.3 Engagement of youth and young professionals in environmental action and decision-making strengthened	<ul style="list-style-type: none"> <li>PEEL Initiative established</li> <li>Number of activities developed through the network</li> <li>Mentoring system established to support PEEL fellows</li> </ul>	<ul style="list-style-type: none"> <li>PEEL network member funded to attend the World Parks Congress in Sydney, Australia and to provide support to the SPREP Media Team.</li> <li>Workshop on Sustainable Development run at the Youth Congress during the Third UN Small Islands Developing States Conference in Samoa with approximately 50 Samoa school students attending.</li> </ul>	90%	

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
CS 2.3.4 Outreach and education work of all SPREP programmes is carried out in a coherent and coordinated manner with an emphasis on use of ESD principles		<ul style="list-style-type: none"> <li>• Coordination of special education and awareness campaign on Pacific Biodiversity at the World Parks Congress in Australia, consisting of a range of events and activities featuring Pacific islands people and well as distribution of outreach and education materials.</li> <li>• Implemented a waste awareness programme in Samoa in the lead up to the Third UN Conference on Small Islands Developing States, consisting of educational visits and clean-up activities of key sites in Apia.</li> <li>• International guidelines and policies developed to encourage coordinated approach to cross-programme work.</li> </ul>		
CS 2.3.5 Awareness of SPREP and its work in the member countries is enhanced through the media.	<ul style="list-style-type: none"> <li>• Increased contacts with media outlets and maintain and enhance relationships with media</li> <li>• Media provided with SPREP news and developments on regular and timely basis as per SPREP Media Engagement Policy</li> <li>• SPREP staff better equipped to build media relationships to raise awareness.</li> </ul>	<ul style="list-style-type: none"> <li>• The SPREP Media distribution list increased by over 150 new media contacts. Regular news items on SPREP activities including specific coverage of the 12<sup>th</sup> Conference of the Parties to the Convention on Biological Diversity, Third UN Conference on Small Islands Developing States, 20<sup>th</sup> Conference of the Parties to the UNFCCC and the Pacific Adaptation to Climate Change Multiparty Review</li> <li>• Ongoing monthly article in the islands Business Monthly Magazine</li> <li>• Regular input to Radio Australia Pacific Beach International</li> <li>• Internal staff training on media engagement and strengthening media skills</li> </ul>	70%	
CS 2.3.6 Pacific media capacity to report on environmental issues to raise awareness and understanding is strengthened.	<ul style="list-style-type: none"> <li>• Production of resources for Pacific media to assist with factual news reporting.</li> <li>• Training available for Pacific media to strengthen environment reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Coordinated training for national and regional media to prepare them for coverage of the Third UNSIDS conference in Samoa. Over 20 Pacific island reporters were equipped with the skills to confidently report on issues addressed during the conference.</li> <li>• Conducted one day media training on climate change and related environment issues for 32 students of the Media and Journalism School of the National University of Samoa, resulting in over 25 news items developed for planned launch in an NUS Media and Journalism School Journal.</li> </ul>	70%	



## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
CS 2.3.7 SPREP members have access to support for public relations and media components in their national communications strategies.	<ul style="list-style-type: none"> <li>• Production of resources for members to enhance work with national media.</li> <li>• Media is considered in national planning and task force committees for environment projects.</li> <li>• The number of communications strategies at national level that consider public relations and media</li> <li>• Training available for SPREP member countries and technical officials to enhance work with national and regional media.</li> </ul>	<ul style="list-style-type: none"> <li>• Launched the Pacific Media and Climate Change Toolkit</li> <li>• Held training with the Cook Islands, Niue and Tuvalu Meteorological Service to strengthen their national media relations as part of the FINPAC Project – resulting in over 60 staff of SPREP island members benefitting from these training events.</li> <li>• Developed draft media strategies for the Cook Islands and Niue Meteorological Service to continue ongoing relations with national media</li> <li>• Coordinated media skills and communications training for Pacific islands delegates and participants in preparation for the CBD COP 12, CMS COP 11 and the Ramsar COP 12 resulting in over 80 staff of SPREP island members benefitting from strengthened media skills training and communications planning.</li> <li>• Three National Broadcast Climate and Disaster Resilience Plans were developed for two broadcast stations in Samoa, one broadcast station in Tuvalu and one broadcast station in Palau. This is part of the BCDRP Project funded by the Pacific Islands Media Assistance Scheme (PACMAS) implemented in partnership with SPC to equip broadcasters with training and a plan they can implement in times of disasters to ensure they remain on air as long as possible to share information with the public.</li> </ul>	85%	

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
CS 2.3.8 Support provided to SPREP and Members for communications and media activities at regional and international events	<ul style="list-style-type: none"> <li>News reports on activities and events at regional and international environment conferences are distributed</li> <li>Development of strategies for targeted regional and international meetings to raise the voice of Pacific members</li> </ul>	<ul style="list-style-type: none"> <li>Media coverage was provided at the PACC Multipartite Review Meeting, the 12<sup>th</sup> Conference of the Parties to the CBD as well as the 20<sup>th</sup> Conference of the Parties to the UNFCCC. Resulting in daily stories developed and distributed via SPREP networks including the <a href="http://www.sprep.org">www.sprep.org</a>, SPREP Channel Twitter and the SPREP Facebook page.</li> <li>For the CBD COP 12 and UNFCCC COP 20, communication strategies were developed under the Pacific Voyage Campaign in partnership with the island members and implemented by SPREP. These included a side event at each MEA conference, a Pacific island booth as well as a range of materials provided for distribution during bilateral meetings.</li> </ul>	80%	
CS 2.3.9 The awareness of SPREP and its work in member countries is enhanced both regionally and internationally.	<ul style="list-style-type: none"> <li>Public Relations materials produced as per the SPREP visibility and identity guidelines under the SPREP integrated communications strategy.</li> </ul>	<ul style="list-style-type: none"> <li>A range of materials produced detailing Secretariat and member achievements and activities.</li> <li>A series of promotional materials in line with SPREP's environment ethic were also produced such as reusable cloth bags and USB's (to reduce printed publications)</li> <li>Greater visibility achieved as evidenced by hits on website, FB page and uptake of the publications in both electronic and hard copy.</li> </ul>	80%	
	<ul style="list-style-type: none"> <li>SPREP website contains up to date and relevant information that has undergone a quality control check in line with the SPREP integrated communications strategy.</li> </ul>	<ul style="list-style-type: none"> <li>SPREP website regularly updated with a wide range of news and other articles covering all priority areas.</li> </ul>		

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
<p>CS 2.3.10</p> <p>Development and dissemination of publications and materials on issues and work conducted at SPREP</p>	<ul style="list-style-type: none"> <li>All SPREP publications (including print, website and audio-visual material) are of high quality, in line with SPREP Visibility and Publications Guidelines and widely distributed to target audiences</li> <li>SPREP Social Network programme established and underway</li> <li>Secretariat staff and in-country personnel have access to clear guidance on publications processes and suitable service providers</li> </ul>	<ul style="list-style-type: none"> <li>The 2013 SPREP Annual Report was published to a high standard and delivered to Members and other stakeholders well in advance of the SPREP Meeting.</li> <li>A range of SPREP Publications USB's was developed, clearly showcasing the SPREP logo/SPREP website and containing electronic versions of SPREP materials which are in line with the SPREP visibility.</li> <li>Visibility of SPREP was evident during the Third UN SIDS conference via a special exhibition booth, SPREP partnership side events and SPREP materials on display and distribution</li> <li>SPREP TOK Newsletter was developed and distributed to SPREP members and others on the SPREP distribution networks on a monthly basis.</li> <li>A range of SPREP banners were all are in line with SPREP visibility guidelines, and have been used at numerous regional and international events.</li> <li>SPREP has over 40,000 'likes' on its facebook page indicating a high level of regional and international interest in issues raised on the page.</li> </ul>		

Component: CS 5.3 – FINANCE

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CS 3.1 – Transparent, accountable and timely financial information and reporting provided						
Strategic Goal progress update:– Accurate and timely financial reports to donors and Members have been improved through the introduction of a new online finance system which enables SPREP to meet the increasing volume of transactions taking place and streamlining processes for efficiency. The challenge is the need for constant and regular training for staff on the new system to ensure that it is being implemented effectively.						
CS 3.1.1 Accurate and timely financial statement presented to SPREP meeting	<ul style="list-style-type: none"><li>Annual financial statements receive unqualified audit opinion and approved</li></ul>	<ul style="list-style-type: none"><li>Provide financial reporting responsibilities under the financial regulations through:<ul style="list-style-type: none"><li>production of financial data and financial statements for the organization for the year 2014 to the external auditors.</li><li>monitoring and reporting of the organisation’s cash balances.</li></ul></li><li>Unqualified audit opinion was received for the 2014 financial statements.</li><li>Prepare and deliver budget estimates and documentation in an accurate and timely manner</li></ul>	100%		Budget	Actual
				Personnel Costs	549,201	557,092
				Operating Costs	421,706	456,870
				Capital Costs	43,000	40,278
				Sub Total	1,013,907	1,054,240
			Provided advice and financial information for the EU 7 Pillar audit.  <i>'Decrease in expenditure than what was budgeted was due to delay in implementation of some of the FMIS modules to 2015</i>			
CS 3.1.2 Accurate and timely financial reports provided to donors	<ul style="list-style-type: none"><li>Donor financial reporting requirements met</li></ul>	<ul style="list-style-type: none"><li>Supports the donors to deliver its agenda particularly its financial plans and operations on donor requirements by providing high quality advise and services</li><li>Provide appropriate financial reports to support donor requirements</li></ul>	85%			
CS 3.1.3 Accurate and timely management financial reports provided to directorate and programmes	<ul style="list-style-type: none"><li>SPREP executive and programmes have access suitable financial information that enables efficient and effective operation of the Secretariat</li></ul>	<ul style="list-style-type: none"><li>Continue the development and implementation of reforms to the financial and governance framework as part of the new Financial Management Information system (FMIS), including implementing the Tech One system to replace the ACCPAC with the operational provisions and new framework commencing from July 2014</li><li>Train and encourages staff on the use of the new FMIS to increase productivity, efficiency and effectiveness</li><li>Advise Senior Management team and staff on financial and policy matters so they can make informed resource allocation decisions</li></ul>	95%			

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$
CS 3.1.4 Integrated financial risk management processes provided	<ul style="list-style-type: none"> <li>Financial risk factors regularly assessed and risk mitigation measures developed and regularly updated</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate the review of the procurement policy and manages the significant number of procurement activities</li> <li>Provide policy advise and support the staff on procurement policy and related operational matters</li> <li>Manage and improve the whole of SPREP's procurement arrangements</li> </ul>	90%	
CS 3.1.5 Property management and administration	<ul style="list-style-type: none"> <li>Sustainable infrastructure and assets plan and systems are in place and are regularly reviewed and updated</li> </ul>	<ul style="list-style-type: none"> <li>Promotes efficient property and land management practices</li> <li>Manages properties to maintain their conditions to agreed standards and meet legal requirements including health and safety obligations through adoption of best practice property management</li> <li>Develop, deliver and provide advise on significant landscaping project leading to the SIDS conference.</li> <li>Provide SMT and official guests with car-with-driver and associated ground transport services</li> </ul>	98%	

Component: 5.4– Human Resources Management & Administration

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$		
2015 Goal CS4.1 – Effective and timely Human Resource Management and Administration advice, policies and procedures provided						
Strategic Goal progress update:– The introduction of new on-line systems have strengthened human resource processes and improved efficiency in a number of areas such as the human resource information system (HRIS), a paperless system which strengthens the work-flow process for the performance review and development process. The main challenge is ensuring that the systems are flexible to meet unforeseen issues, and adaptable to the need of the organization.						
CS4.1.1 Strategic HRM advice and planning	<ul style="list-style-type: none"><li>Strategic Policy advice on HRM issues is provided</li></ul>	<ul style="list-style-type: none"><li>Strategic HR advice is provided to the Senior Management Team on all HR matters of the Secretariat. Some examples include:</li><li>Staff Performance reviews and rewards versus budget availability – new Salary Scales for both EPAIs and EPALs</li><li>EPAI Staff issues – SDR maintained and COLDA Index updated</li><li>PPCR case – mediation and court case</li><li>EU Audit</li><li>Revisiting of Job Evaluations for SPREP with Strategic Pay</li></ul>	100%		Budget	Actual
				Personnel Costs	223,063	248,339
				Operating Costs	101,500	142,465
				Capital Costs	6,000	2,966
				Sub Total	330,563	393,770
			'Increase in expenditure is due to increase in consultancy costs for Learning & Development programmes			
CS 4.1.2 Staff Regulations and HRM policies and procedures	<ul style="list-style-type: none"><li>Staff Regulations is reviewed and regularly updated</li><li>Relevant HRM policies are in place and are regularly reviewed and updated to reflect current best practise<ul style="list-style-type: none"><li>a. Recruitment &amp; Selection</li><li>b. Remuneration</li><li>c. Retention</li><li>d. Induction</li><li>e. Staff Terms &amp; Conditions</li><li>f. Occupational Health &amp; Safety</li><li>g. Employment Relations</li></ul></li><li>Job analysis and evaluations carried out to reflect Organisation Structure</li></ul>	<ul style="list-style-type: none"><li>The organisation structure is regularly updated and posted on the website to reflect changing needs and priorities</li><li>Priority staffing issues addressed including additional staff recruited and vacant positions filled</li><li>Shift of Payroll functions from Finance to HR</li><li>Appointment of first sub-regional staff in RMI, Solomon Is and FSM</li><li>Internship Programme with Yale School of Forestry &amp; Environmental Studies</li><li>Revamped Induction Programme as a formal 2 day learning programme including a Session for families</li><li>Policy advice and services continued to be provided for all Human Resource Management issues in the organisation</li></ul>	90%			

## STRATEGIC PRIORITY 5 – CORPORATE SERVICES | 2014

Strategic Plan Target	Strategic Plan Indicators	2014 Results	Progress to Meeting Strategic Plan Target (%)	Budget Estimates US\$	
		<ul style="list-style-type: none"> <li>Continued active role in the CROP Harmonisation Working Group</li> <li>Online version of the Performance Development System went live starting with the Mid-Year Reviews</li> <li>Continued to work collaboratively with the Staff Committee and Senior Management Team to create a conducive working environment for all staff</li> <li>Monthly HR Newsletter continued to receive positive feedback from staff</li> <li>Winding downs PIGGAREP and PACC projects</li> </ul>			
CS 4.1.3 Performance Development System (PDS) and Learning & Development	<ul style="list-style-type: none"> <li>The PDS is implemented across the organisation and is linked to remuneration</li> <li>Learning &amp; Development Plans are addressed</li> </ul>	<ul style="list-style-type: none"> <li>Different levels of Learning and Development programmes carried out including 2 day off-site for SMT, 3 day for Middle Management staff and 1 day for All Staff.</li> <li>Regular refresher programmes on staff policies, procedures and new systems were carried out.</li> <li>SMT completed the Mentoring Programme under the Pacific Leadership Programme</li> <li>Four staff received the Director General's Excellence Award</li> <li>The DG's assessment was successfully carried out by the Troika (past Chair, current Chair and future Chair of the SPREP Meeting) and signed off by the SPREP Meeting.</li> </ul>	90%		
<b>TOTAL PROGRAMME 5</b>				<b>Budget</b>	<b>Actual</b>
			Personnel Costs	2,364,000	2,518,945
			Operating Costs	1,302,176	1,772,664
			Capital Costs	115,400	65,322
			<b>TOTAL</b>	<b>3,781,576</b>	<b>4,356,931</b>