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# POLICY DIRECTIVES FOR THE NEXT 100 DAYS - 2025

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## SUMMARY

*This policy directive encapsulates the Vanuatu Government's key priority focus for the next 100 days. It contains five key pillars: governance, economic recovery and growth, recovery and infrastructure, education reforms, and foreign relations policy reforms. First and foremost, the public sector needs strengthening to enhance its efficiency and improve service delivery. In line with governance there will be further political reforms aimed at strengthening of the country's governance structure. Continuous reforms are needed to bolster changes already introduced under 17A and 17B. In the economic sector, the Government seeks to address the impacts of natural disasters on the national economy, with a particular focus on revenue collection and growth. The government is also prioritizing the rebuilding of the CBD areas of Port Vila and to support the private sector recover from the aftermath of the December 17<sup>th</sup> 2024 earthquake. Education reforms are also critical in light of the ongoing issues related to the teaching service. Finally, foreign relations policy reforms are also included in the 100-day plan. The government is focused on aligning its development goals with international security cooperation, including initiatives such as the 'Nakamal' initiative. This will ensure that the country's economic and aid development priorities are well-coordinated with security considerations. The Government's mid to long-term plans are also being formulated - to be aligned with the People's Plan 2030 and the SDGs.*

### **PART 1: GOVERNANCE AND REFORM SECTOR ACTION PLAN OVERVIEW**

The Government of Vanuatu is focused on strengthening governance, enhancing public sector efficiency, and improving service delivery. Efforts are underway to refine government structures, review key regulations, and optimize central agencies to ensure a more effective administration. Reforms in electoral processes and political oversight aim to enhance accountability, while measures to streamline public administration, including the management of government resources and public holidays, and seek to improve efficiency.

The establishment of a Health Services Commission, alongside reviews of international medical entitlements and government expenditures, reflects a broader commitment to sustainability and fiscal responsibility. Additionally, steps are being taken to align legal and regulatory frameworks with international standards, particularly in areas such as citizenship, maritime affairs, and environmental management. Through these initiatives, the government is laying the foundation for a more transparent, responsive, and accountable governance framework that supports long-term national development. Below is the matrix for the Governance and Reform action plan.

**1.1: GOVERNANCE AND REFORM SECTOR ACTION MATRIX**

Priority Area	Action Item	Key Activities	Responsible Entity	Expected Outcome
<b>Government Machinery</b>	Review and reestablish	Assess current government structure. Strengthen central agencies. Review need for different employment commissions.	PMO	Optimization of government machinery.
<b>Citizenship Regulations</b>	Review CIIP regulation	Evaluate and amend Citizenship Act and regulations related to CIIP and DSP.	PMO	Updated regulations that reflect current needs.
<b>Santo Hub Concept</b>	Continue with the Concept of Santo Economic Hub	Create Santo economic hub policy.	MTC	Enhancement of trade framework in Vanuatu.
<b>New Investors Initiatives</b>	Establish a Rapid Business and Investment Machinery (One-Stop Shop) Creation of Special Economic Zones (SEZs)	Review approval process for business and investment Develop strategy for digitizing process to eliminate duplication and delays. Propose amendment to constitution. Proposal made to COM.	MTC	Improvement of service delivery to investors.
<b>Health Services</b>	Establish a Health Services Commission (HSC)	Draft and submit COM paper to establish a Health Services Commission.	MOH	Better health services through establishment of HSC.
<b>Medical Insurance</b>		Provide Medical Insurance to citizens Develop Policy.	MOH	COM Decision
<b>Norsup Hospital</b>	Appoint Superintendent	Conduct interviews and selection process. Finalize appointment	MOH	Superintendent appointed
<b>Norsup Hospital</b>	Budget for new maternity ward	Develop a proposal and cost estimates secure parliamentary endorsement. Allocate funds in the national budget.	MOH	Budget for new maternity ward passed by parliament
<b>Vanuatu Hospital Redevelopment Program</b>	Project Investment Plan / Vanuatu Hospital Redevelopment Program	Submission to COM – Vanuatu Health Sector Strategic Investment Plan	MOH	COM Decision and Master Plan produced for redevelopment
<b>Service Contracts for Drs/ Public Private Partnership in Workforce</b>	Service Contracts for Drs/ Public Private Partnership in Workforce	Submission to COM (Options Paper) /Reference to PPP Act	MOH	Concept paper produced. Policy Paper complete and COM decision adopted.

<b>Medicare/Medical Insurance Options</b>	Medicare/medical insurance Options	Options Paper and submission to Finance For a joint submission to COM	MOH	Improve healthcare for citizens
<b>Medical Specialist Retention</b>	Medical Specialists Retention	Medical Specialists Retention Welfare/remuneration – salaries in par with Pacific	MOH	Salaries Reviewed
<b>Service Specialist</b>	Service Contracts for Medical Specialists (PPP)	Service Contracts for Medical Specialists (PPP)/	MOH	Contract Developed
<b>Health Workforce Development Plan</b>	Workforce Development Plan (Nursing, Doctor requirements, costed and timeframe)	Review, consultation and update/finalized Workforce Plan developed and adopted.	MOH	Health Sector Efficiency
<b>Health Workers GRT</b>	GRT submission for Health Workers	Submission of listing for GRT determination for remaining and supporting documents		GRT Evaluation completed
<b>Revenue Collection Mechanisms within Legal Framework</b>	Revenue Collection mechanisms within Legal Framework	Public Health Act ( Sanitation Board)	MOH	Framework Established
<b>Health Training Scholarship</b>	Training Scholarship	Provision of priority key specialist Listing of Scholarships to COM	MOH	Listing Completed
<b>Food Control</b>	Health Service Act / Health Services Commission	Food control Act / Regulation	MOH	Policy Completed
<b>Referral Patients</b>	Reviewing of RFQ Processes for Referral of Patients	Provision of priority key specialist Listing of Scholarships to COM	MOH	Review Completed
<b>Forestry</b>	Gazette Ministerial Order Prohibiting Export of Round Logs	Draft and gazette prohibition order. Awareness on regulations.	MALFB	Better management of timber resources.
<b>Metenesel</b>	Change Board Members of Metenesel and Produce Plan to Rejuvenate Project	Assess board performance and governance gaps. Select new board members with relevant expertise. Develop a sustainability-focused rejuvenation plan for the Metenesel project.	MALFB	Improved governance Sustainable Rejuvenation Plan Focus on long-term environmental and economic viability.
<b>COI</b>	Complete Citizenship Commission of Inquiry (COI)	Complete COI processes with report submitted to COM for review and necessary actions.	MOJYCS	Transparency & Accountability in Citizenship Commission. Public disclosure fosters trust.

<b>VCBN</b>	Enhance VCBN Coordination with Regulators	Review CAP 152 and make recommendations to COM Protect VCBN from regulatory overreach.	MTC	Improved synchronization with regulators.
	National Supply Network Plan	Establish a National Supply Network Plan for VCBN. Submit to COM		Establish a VCBN supply network
<b>Public Holidays</b>	Reduce Number of Public Holidays	Address issue of public holidays that fall on weekends Address issue of Provincial Holidays. Consider removal of some existing Public Holidays.	PMO	Increase government efficiency
<b>International Medical Treatments</b>	Amend OSA to Remove Entitlement to International Medical Treatment	Review current OSA provisions. Draft revised legislation eliminating overseas treatment benefits. Submit to COM.	PMO	Reduced government expenditure on medical evacuation
<b>Government Vehicles</b>	Limit Number of Government Vehicles	- Analyze current government vehicle usage and costs. - Develop fleet caps and guidelines for vehicle allocation. - Implement a tracking system for usage.	PMO	Cost savings and better resource allocation; enhanced accountability in vehicle use.
<b>Electoral Reform</b>	De-register Non-Compliant Political Parties	- Review compliance of registered political parties. - Initiate the deregistration process for non-compliant parties. - Communicate changes to stakeholders.	MOIA	Legislation refined based on feedback.
	Elevate the threshold of electors from 1,000	Facilitate discussions with electoral commission		Strengthened electoral system; increased voter engagement and participation.
	Consider the eventuality of creating close constituencies	Conduct a feasibility study on the implications of close constituencies. Submit proposal to COM		Improved constituency representation; enhanced communication between MPs and their constituents.
	Only 3 <sup>rd</sup> generation will be included to contest elections	Review current electoral laws regarding candidacy. Draft amendments to restrict candidacy to indigenous Ni-Vanuatu.		Strengthened citizenship program governance; enhanced public trust in citizenship processes. Preservation of national identity; strengthened cultural representation in governance.
<b>Political Reform</b>	Grace period to PM	Draft legislative and constitutional amendments Submit to COM	PMO	Ensure government policy is given enough time to roll out
<b>Aviation Vanuatu Limited (AVL)</b>	Improve board composition and oversight	Conduct board and executive performance review Appoint qualified board members with aviation, finance, and governance expertise Establish board subcommittees (audit, risk, safety)	MIPU	Competent board ensuring strategic oversight and accountability

	Ensure compliance with aviation standards	Conduct regulatory compliance assessment.		Improved compliance with aviation safety and security standards
<b>Fisheries</b>	Develop an Integrated Oceans & Fisheries Policy	Review existing policies and align them with sustainable development goals (SDGs), climate resilience, and economic growth. Engage stakeholders, including fishermen, industry players, conservation groups, and customary landowners. Establish a National Ocean Council for multi-sectorial coordination.	MOFMA	A comprehensive governance framework guiding sustainable ocean management is created.
	Strengthen Fisheries	Develop a monitoring, control, and surveillance (MCS) strategy to combat illegal, unreported, and unregulated (IUU) fishing.	MOFMA	Improved fisheries sustainability, increased government revenue, and stronger enforcement against IUU fishing.
<b>Water Tariff Review</b>	Review Tariff	Conduct Port Vila water concession tariff review	MOL	Review Tariff
<b>Renewable Energy</b>	Geothermal energy	Continue exploration	MOL	Potential sites on Efate and Tanna Approve licenses
<b>Antigua Convention</b>	Ratification of Antigua Convention	Develop COM paper Significant importance for Vanuatu fisheries	MOFMA	Parliamentary ratification
<b>VMSA Act</b>	<b>Pass VMSA amendment Act</b>	Ensure full compliance with international maritime conventions Develop COM paper		Parliamentary amendment

## PART 2: ECONOMIC RECOVERY & GROWTH SECTOR ACTION PLAN OVERVIEW

The Economic Recovery & Growth Action Plan focuses on strategic initiatives to support Vanuatu's economic recovery and long-term growth. The Ministry of Finance and Economic Management (MFEM) will review and the Price Control Act to encourage fair competition and ensure consumer protection, while also exploring new revenue sources to strengthen government finances. The Ministry of Tourism and Culture (MTC) will implement targeted marketing campaigns with trade partners and international airlines to raise awareness of Vanuatu as a tourism destination, aiming to increase visitor arrivals and stimulate economic activity. The COM 8 of 2024 stimulus package will be rolled out to support short-term recovery, with a cash transfer system to assist affected communities, subject to COM approval. These efforts are designed to create a more resilient and balanced economic environment, fostering sustainable growth for the future.

**2.1 ECONOMIC RECOVERY AND GROWTH MATRIX**

Priority Area	Action Item	Key Activities	Responsible Entity	Expected Outcome
<b>Price Control</b>	Review the Price Control	Review the Price Control Act Draft amendments to promote fair competition and consumer protection. Seek COM approval.	MFEM	Fair pricing regulations that enhance market competition and protect consumer rights, leading to a more balanced economic environment.
<b>Government Revenue</b>	New Sources of Revenue	Develop a plan for implementing new revenue sources and necessary legal changes	MFEM	Improve government revenue
<b>Tourism</b>	Destination Marketing	Undertake tactical campaigns with trade and international airline partners to grow consumer awareness about Vanuatu as a destination for tourism.	MTC	Improved connectivity to grow trade and commerce.
	Development to boost trade and commerce activities.	Cruise Port Plans for the Luganville and Santo port of call. Plans for the resumption of the Port Vila Port of Call to aid recovery of businesses in the Port Vila CBD vicinity.	MTC	Enhance economic growth through increased visitor arrivals
	Tourism Destination Marketing	Undertake tactical campaigns with trade and international airline partners to grow consumer awareness about Vanuatu as a destination for tourism.	MTC	Visitor arrivals increase to the destination with visitor spend and yield into the economy.
<b>Fuel</b>	Introduce another fuel company	Address fuel monopoly and better fuel prices	MOCC	Lower fuel price
<b>Stimulus Package</b>	Enforce COM 8 of 2024	Finalize package details. Coordinate with relevant stakeholders. COM to enforce implementation rollout	MFEM	Short-Term: Stimulates spending and prevents economic contraction. Long-Term: Supports economic recovery, growth, and resilience.
<b>Activate cash transfer system</b>	COM Approval of CTB Decision	Prepare CTB proposal and documentation. Present to COM for approval.	MFEM	COM approval on recovery efforts
<b>Teacher Licenses</b>	Ensure compliance with Act	Establish implementation plan for compliance Teacher Licenses Act	MOE	Improve education quality and have a clear demarcation in Teacher levels

**PART 3: RECOVERY SECTOR PLAN OVERVIEW**

The Post-Disaster Infrastructure Recovery initiative aims to enhance public safety, optimize government office locations, and ensure continuity of essential services. A key action is the demolition of condemned buildings, which involves assessing structural risks, developing a demolition plan with safety protocols, hiring certified contractors, and conducting post-demolition inspections. This will create safer urban spaces, eliminate hazardous structures, and boost community morale by fostering a secure environment.

Additionally, the plan includes identifying and securing state-owned land in collaboration with VNPF to strategically relocate government offices, improving accessibility and operational efficiency. To address immediate space constraints, the convention center will be repurposed as temporary office space. This involves reviewing its management contract, planning logistics for office relocations, and establishing a management team to oversee operations. These efforts will ensure cost savings on rentals, provide immediate office solutions, and maintain uninterrupted government services for displaced staff.

In response to urgent recovery needs, a comprehensive road assessment and rehabilitation plan is also being implemented, prioritizing key routes based on economic and community impact. Immediate repairs, drainage improvements, and bypass construction will restore connectivity and mitigate further deterioration. Infrastructure upgrades, including the Efate Ring Road and Santo East Coast Road, will strengthen transportation networks. Additionally, drainage and sewage system enhancements in Port Vila will improve sanitation and resilience against flooding.

Land acquisitions for critical projects, including the Eratap Cemetery, Lakatoro Subdivision, Tanna Whitegrass Airport, and Norsup Airport, are being finalized to support urban expansion, aviation services, and business activity. These initiatives collectively reflect the government’s commitment to sustainable development, resilience, and efficient public service delivery.

**3.1 RECOVERY AND INFRASTRUCTOR ACTION PLAN MATRIX**

Priority Area	Action Item	Key Activities	Responsible Entity	Expected Outcome
Demolition		Assess buildings for structural safety and prioritize risks.	MOIA	Safer urban spaces that are free from hazardous buildings, leading to improved public safety and community morale.



	Demolish Condemned Buildings	Develop a demolition plan with safety protocols and community notifications. Hire certified contractors and execute demolition safely. Conduct post-demolition inspections for hazardous materials and assess community impact		
<b>Government Offices</b>	Engage VNPF funding for construction of new Government Offices	Present land options to VNPF and secure funding.	MOIA	Enhance government operations
<b>Convention Center</b>	Utilize Convention Centre for Displaced Offices	Review management contract Plan to repurpose the convention center as office space. Create logistics for relocating offices. Establish a management team for operations.	PMO	Cost savings on government office rentals, immediate availability of office space, and seamless continuity of government services for displaced staff.
<b>Malekula mini solar electrification grids</b>	North and South Malekula solar electrification	Finalize site selection for the five solar mini-grid installations in Malekula.	MOCC	Improve electrification in Malekula using renewable energy
<b>Road Assessment &amp; Planning</b>	Conduct damage assessment of roads, bridges, and drainage.	Survey affected areas, document damage, and categorize severity.	MIPU	Comprehensive report on road conditions and priority areas.
	Prioritize roads based on economic and community impact.	Identify key roads for repair based on accessibility, trade, and population needs.	MIPU	Ranked list of priority roads for repair and reconstruction.
	Develop a cost estimate and funding strategy.	Assess required resources and engage with development partners for funding.	MIPU	Clear financial roadmap for road recovery efforts.
	Secure emergency procurement approvals.	Fast-track procurement process and award contracts to contractors.	MIPU	Approved contracts and allocated resources for execution.
	Restore access to critical roadways.	Mobilize contractors and construction teams for emergency repairs.	MIPU	Safe, temporary access restored on key routes.

<b>Immediate Repairs &amp; Rehabilitation</b>	Upgrade temporary road access in high-need areas.	Repair damaged sections, install temporary bridges, and improve detours.	MIPU	Communities regain essential connectivity for transport and services.
	Implement drainage and landslide mitigation measures.	Clear blocked culverts, stabilize slopes, and repair drainage systems.	MIPU	Reduced risk of further road deterioration due to weather conditions.
	Repair and upgrade drainage and sewage systems in Port Vila.	Unblock and reinforce drainage, repair sewage lines, and improve water flow systems.	MIPU	Reduced flooding and improved sanitation in Port Vila.
<b>Bypass Construction &amp; Land Acquisition</b>	Identify locations for bypass roads.	Conduct feasibility studies for alternative routes to reduce congestion and enhance access.	MIPU	List of viable bypass locations identified.
	Acquire land for bypass construction.	Engage landowners, conduct valuations, and initiate land purchase agreements.	MOL	Secured land for bypass road development.
	Construct temporary and permanent bypass roads.	Develop temporary bypasses for immediate relief and plan long-term infrastructure.	MIPU	Improved traffic flow and alternative routes established.
<b>Port Vila Drainage and Sewage</b>	Assess drainage and sewage infrastructure in Port Vila.	Develop report drainage systems, blockages, and assess sewage network to COM for decision.	MOCC	Improvement of drainage and sewage on Port Vila
<b>Efate Ring Road</b>	Tender Awarded and Contract	Issue tender. Evaluate bids. Award tender and sign contract.	MIPU	Improve road infrastructure on Efate
<b>Santo East Coast Road</b>	Tender Awarded and Contract	Issue tender. Evaluate bids. Award tender and sign contract.	MIPU	Improve Santo East Coast Road
<b>Eratap Cemetery</b>	Acquisition Completed and in Use	Finalize land acquisition. Obtain necessary approvals. Open cemetery for use.	MOL	Improvement in cemetery conditions in Port Vila
<b>Lakatoro Subdivision</b>	Review plan	Provide for more commercial lots	MOL	Provide for more commercial lots to assist business activity in Lakatoro
<b>Tanna Whitegrass Airport</b>	Complete acquisition	Acquisition payment completed but land not surveyed. Approve surveys of acquired land	MOL	Improve services in Whitegrass Airport

<b>Norsup Airport &amp; road</b>	Complete acquisition	Acquisition payment completed but land not secured. Approve surveys of acquired PRV state land	MOL	Improve Norsup Airport Services
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#### PART 4: EDUCATION & TEACHING SERVICES COMMISSION REFORM

The Government of Vanuatu is committed to strengthening the education sector through governance reforms, improved resource management, and long-term sustainability measures. In response to recent Vanuatu Teachers Union strikes, a review of the Teaching Services Commission is underway to enhance efficiency, accountability, and responsiveness to teacher concerns. The introduction of a teacher licensing system aims to standardize qualifications and streamline recruitment, ensuring a more effective workforce. A financial audit will improve transparency in education funding, while a review of scholarship programs seeks to align them with national human resource needs. Efforts to secure funding for school repairs and expand online learning will support education continuity, particularly in times of disruption. Addressing teacher shortages through collaboration with development partners remains a priority, contributing to a more stable and well-supported teaching environment. These initiatives reflect the government's commitment to fostering a resilient and high-quality education system.

##### 4.1 EDUCATION ACTION PLAN MATRIX

Priority Area	Action Item	Key Activities	Responsible Entity	Expected Outcome
<b>Teacher Grievances</b>	<b>Review the Teaching Services Commission (TSC) and amend</b>	Review existing governance frameworks and make recommendations for improvements to enhance effectiveness and accountability.	MOE	Streamline and improve efficiency of Teaching Services
<b>Teacher Licenses</b>	<b>Implements Teacher Licensing System</b>	COM paper for recommendation implementation of Licensing Act.		Standardize teacher standards Streamline hiring processes
<b>Repair to Schools</b>	<b>Repair damaged by earthquake to schools</b>	Seek Donor funding for damaged schools	MOE	Secure funding for affected schools
<b>Online Learning</b>	<b>Online Learning and ICT Use in Schools</b>	Secure funding for purchasing necessary technology.	MOE	Enhance flexible learning in schools to ensure continuity in learning in times of disasters.
<b>Teacher shortage</b>	<b>Address Shortage of Qualified Teachers</b>	Work with development partners to acquire teaching personal	MOE	Teacher student ratio conducive to positive learning environment
<b>Audit</b>	<b>Financial Audit of Education</b>	Undertake Full Financial Audit Report to COM developed	MFEM	Review of Education financial framework

Scholarships	Review and find long term solution.	Streamline scholarship issues	MOE	Streamline scholarship processes
	Link scholarships with National Human Resource Development Plan			

## PART 5: FOREIGN RELATIONS & POLICY SECTOR PLAN

The Foreign Relations & Policy Reform aims to strengthen Vanuatu’s global standing by fostering strategic diplomatic partnerships, enhancing economic cooperation, and safeguarding national sovereignty. Key initiatives include reinforcing regional and international alliances, advocating for climate change action, and securing foreign investment that aligns with national development goals. The reform also focuses on improving trade agreements, strengthening diplomatic missions, and ensuring that foreign policies reflect Vanuatu’s cultural and economic interests. Additionally, measures will be taken to regulate foreign influence in critical sectors and prioritize diplomatic engagement that benefits local communities. Through these efforts, Vanuatu seeks to position itself as a resilient, influential, and self-reliant nation in global affairs while promoting peace, sustainable development, and economic growth

### 5.1: FOREIGN RELATIONS & POLICY SECTOR ACTION PLAN MATRIX

Priority Area	Action Item	Key Activities	Responsible Entity	Expected Outcome
Indian High Commission	Appoint High Commissioner to India		MOFA	Conduct a thorough selection process to identify a qualified candidate for the role.
BBNJ Treaty	Ratify BBNJ Agreement under UN Law of the Sea		MOFA	Assess and amend existing laws to align with the BBNJ Agreement provisions.

#### Rationale:

##### 1. Appoint High Commissioner to India:

- **Importance:** India is a key regional player and an important partner for economic and strategic cooperation. Strengthening ties with India can lead to enhanced trade opportunities and greater regional stability.
- **Collaboration Areas:** Possible areas for collaboration include technology transfer, education exchange programs, and cultural initiatives that promote people-to-people connections.

##### 2. Ratify BBNJ Agreement under UN Law of the Sea:

- **Significance:** The BBNJ (Biodiversity Beyond National Jurisdiction) Agreement is critical for the protection and sustainable use of marine biodiversity in areas outside national jurisdiction. It addresses pressing global challenges, including overfishing and habitat destruction.
- **International Commitments:** Ratifying the agreement positions the country as a responsible global citizen committed to preserving marine ecosystems, aligning with international efforts to combat climate change and promote sustainable development.