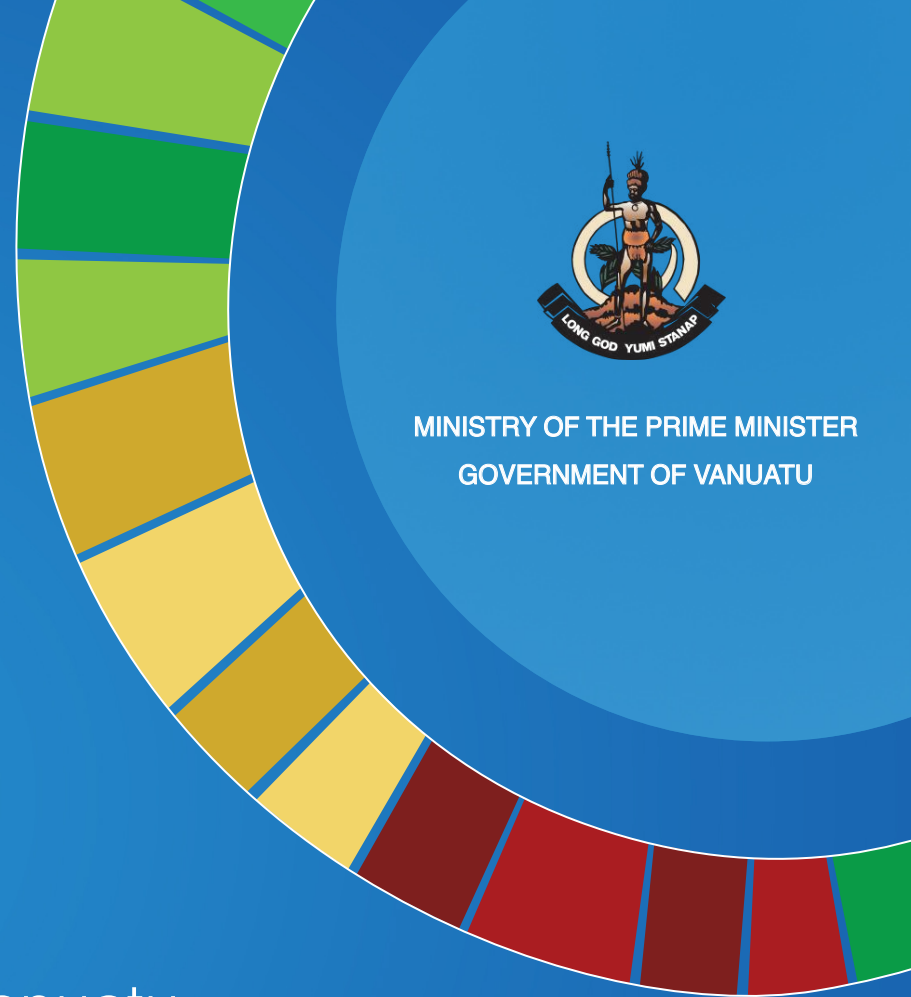


CORPORATE PLAN 2020 - 2022

A stable, sustainable and prosperous Vanuatu

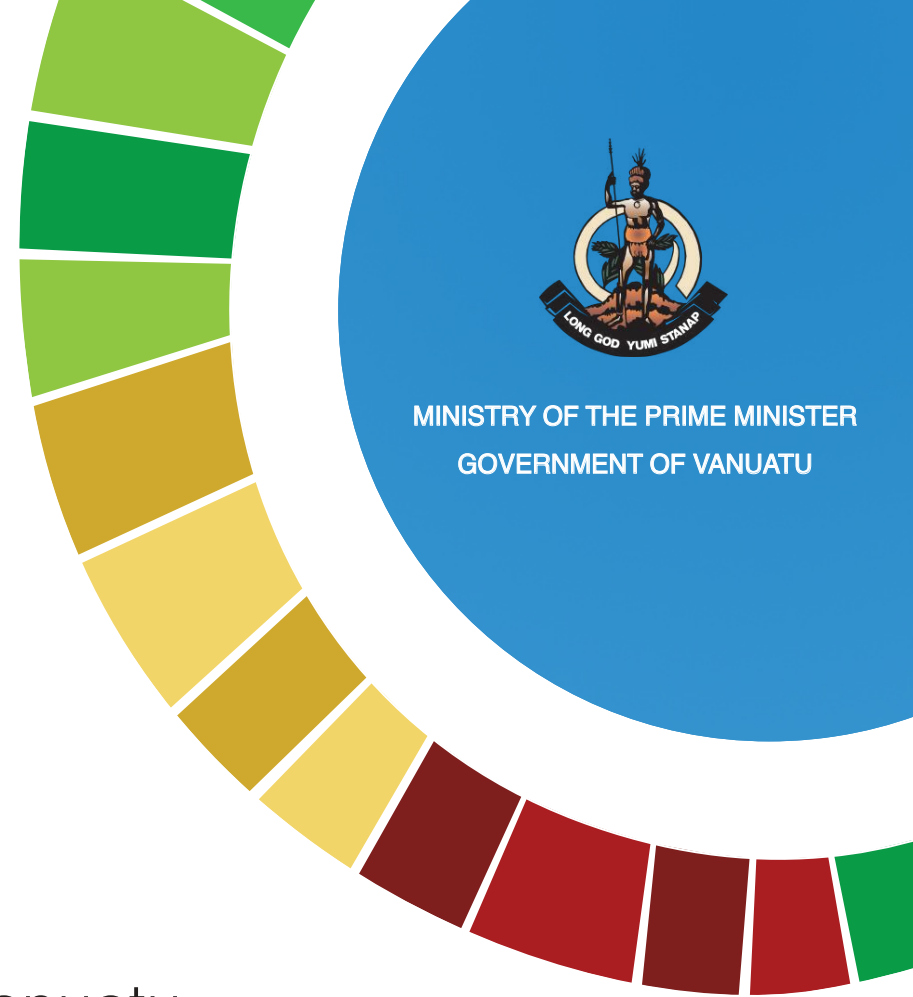


MINISTRY OF THE PRIME MINISTER
GOVERNMENT OF VANUATU



CORPORATE PLAN 2020 - 2022

A stable, sustainable and prosperous Vanuatu



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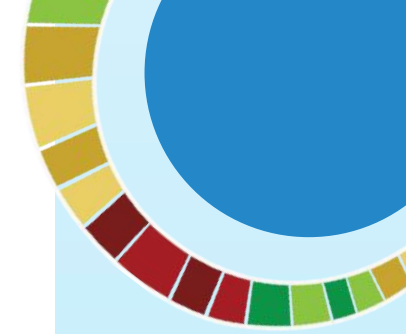
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FOREWORD

FROM THE PRIME MINISTER



“ The Corporate Plan 2019 – 2021 for the Ministry of the Prime Minister provides clear objectives and proposes tangible results to operationalize the broad strategic directions for the Prime Minister’s Office as set out in the National Sustainable Development Plan. ”

The National Sustainable Development Plan is often referred to as “The People’s Plan” because of the very broad consultations undertaken to capture the hopes and aspirations of the people of Vanuatu for the future of our nation. If the people have spoken, then it is our task to ensure that their voices and dreams are translated into reality.

The Corporate Plan 2019 – 2021 for the Ministry of the Prime Minister (MPM) provides clear objectives and proposes tangible results to operationalize the broad strategic directions for the Prime Minister’s Office as set out in the National Sustainable Development Plan. These will be further developed via more detailed Business Plans of each Department.

It is critically important that all Departments and Units – the Department of Strategic Policy, Planning and Aid Coordination (DSPPAC), the Department of Language Services, the Office of OGCI, Office of the Government Remuneration Tribunal (GRT), Office of the Citizenship Commission, the Director General’s Office and my Cabinet – bring together their professional commitment and energy to ensure that the Government’s policies and programs are managed responsibly. The Line Ministries may look to this

Corporate Plan as an aspirational model to replicate to align their own strategic planning to the priorities defined by the National Sustainable Development Plan as the people’s national vision. This is a challenging task.

I urge all staff of the all Departments and units under the portfolio of the Ministry of the Prime Minister to work together to implement the strategic objectives articulated in this Corporate Plan 2019 to 2021 to the benefit of the people of Vanuatu and our nation.



Honourable Charlot Salwai Tabimasmas (MP)
Prime Minister
Republic of Vanuatu



“ The NSDP confirms our nation’s commitment to deliver the Sustainable Development Goals of which Vanuatu is a signatory. ”

The recent development of the National Sustainable Development Plan 2016 to 2030 (NSDP), and its complementing documents such as the National Planning Framework and the NSDP Monitoring and Evaluation Framework, provide a timely opportunity for the Ministry of the Prime Minister to align the Ministry’s new Corporate Plan 2019 – 2021 to the development goals and policy objectives of “Vanuatu 2030: The People’s Plan.”

Therefore, the Ministry of the Prime Minister’s Corporate Plan has been predicated on the framework of the three pillars of sustainable development – Society, Environment and Economy - and the NSDP Goals to deliver the National Sustainable Development Plan’s vision of a prosperous yet sustainable future for our nation and its people.

The Ministry of Prime Minister’s Corporate Plan sets out the Ministry’s vision, mission, values, and strategic objectives for the period 2019 to 2021. The Public Service Act (1988) requires Directors General to provide “a corporate plan in a form, content and at a time directed by the Public Service Commission.” However, recently the National Planning Framework (November 2018) has provided guidelines for Government of Vanuatu Corporate Plans and Business Plans to be developed as integrated planning strategies to be aligned to the

National Sustainable Development Plan (NSDP)

“To establish common structures and standards for effective planning by providing guidance that is flexible enough to allow Ministries to have the room to plan as needed but defined enough so that all planning follows a set of core principles.” Excerpt NPF Nov 2018

The Corporate Plan 2019- 2021 therefore reflects the NSDP 2016-2030 launched in January 2017 by Hon. Prime Minister, Charlot Salwai Tabimasmās. The NSDP confirms our nation’s commitment to deliver the Sustainable Development Goals (SDGs) of which Vanuatu is a signatory. The Ministry of the Prime Minister plays a critical role in coordinating the implementation of the National Sustainable Development Plan as well as monitoring and evaluating the outcomes. It is imperative that each government agency, department and Ministry align their Sector Strategic objectives -, Corporate Plan and Business Plan with the NSDP goals.

This Corporate Plan is the product of an effective consultation and cooperation between the Director General’s Office; the Director, Department of Strategic, Policy, Planning & Aid Coordination



OVERVIEW

(DSPPAC); Director, Government Remuneration Tribunal (GRT); Director Language Services Department, heads of all units within the Prime Minister's Office (PMO) and our delivery partner - the Public Service Commission (PSC).

The Corporate Plan of the Ministry of the Prime Minister sets out the strategic directions and priorities of the Ministry for the coming 3 years. These, in turn, provide a solid basis for the development of detailed annual Business Plans by the departments within the Ministry of the Prime Minister (MPM)) that in turn, clearly define the development of sound Budget Narratives.

“There is a broad understanding of the hierarchy of government plans, starting with the NSDP, aligning with sector policies (as relevant) and implemented at the Ministry level through Corporate Plans (medium term 3 year rolling plans) and, at the Department level, via Business Plans (one year plans that operationalise the first year of the corporate plan) at the ministry-level. Alignment of plans, in coordination with clearly articulating the timelines in the planning cycle, establishes both planning alignment and cyclical flow processes so that planning, budgeting and reporting are completed as per standardised timelines.” Excerpt NPF Nov 2018

Our progress against the strategic objectives and expected outputs

of the Corporate Plan is to be measured through Performance Indicators. Some of them will help monitor the implementation of the Plan; other indicators will be used to evaluate the final results of our activities.

I encourage all staff to become familiar with the Plan and to use it to help inform how you operate, what you are doing and why you are doing it. I also ask all Directors to review their Departments' Business Plans to ensure integration, cooperation and consultation to translate the vision of the NSDP into practical, positive, sustainable, on-the-ground and tangible deliverables for the people of Vanuatu whom we serve.



Dr. Gregoire Nimbtik (PhD)

Director General

Ministry of the Prime Minister



High Level Political Forum in New York, 2019 © DSPPAC

This Corporate Plan describes the current position of the Ministry of the Prime Minister (MPM), informed by our National Sustainable Development Plan 2016-2030 (NSDP). It sets out our vision, mission and the strategies we will pursue to achieve our vision of stable, sustainable, and prosperous nation, now and for future generations.

The three-year horizon for the plan outlines the Ministry's medium-term direction to deliver on the mandate of the MPM as outlined by the Constitution and Government Act of 1998. Chapter 7 of the Constitution makes provision for the operation of executive power in Vanuatu.

The primary statement regarding executive power is in Section 39 (1):

“The executive power of the people of the Republic of Vanuatu is vested in the Prime Minister and Council of Ministers and shall be exercised as provided by the Constitution or a law.”

The Government Act (Cap 243) relevantly provides as follows:

1. The Prime Minister is the principal Minister of the Council and responsible for the appointment from amongst the members of Parliament of other ministers to the Council and, may appoint a Deputy Prime Minister from within the Council.
2. The executive power of the people of the Republic of Vanuatu shall be vested in the Prime Minister and the Council and shall be exercised as provided for by the Constitution and by any other enactment not inconsistent with the Constitution.
3. The Prime Minister may by written instrument specify the functions, duties and responsibilities of each minister.



INTRODUCTION

Under the Act, the Prime Minister has the principal responsibility for:

1. Strategic policy, planning and significant administrative decisions;
2. Coordinating the activities of Government;
3. Determining the fundamental direction of foreign policy;
4. Ensuring observance of the rule of law in public affairs;
5. Overseeing the implementation of Government policy beginning with the implementation of the Comprehensive Reform Program;
6. Reviewing the machinery and structure of Government; and
7. Tendering advice to the President.

The Government Act also provides for a Secretary to the Council of Ministers (Section 7(1)).

The Prime Minister as Head of Government is responsible for policy making and ultimately accountable for ensuring that it is implemented properly. A formal legislative exception to this general rule relates to fiscal policy, which is the responsibility of the Minister for Finance and Economic Management.

Therefore the Corporate Plan is a central part of the Ministry's strategic and business planning, providing a clearly defined and targeted performance framework to deliver its Constitutional obligations and organisational role specified by the Government Act (2006), the Public Service Act of 1998. The National Planning Framework and of course the National Sustainable Development

Plan or People's Plan 2016 - 2030 sets the country's vision and overarching policy framework for achieving a "Stable, sustainable and prosperous Vanuatu" within the next fifteen years and in doing so sets out the national priorities incorporating also the new global Sustainable Development Goals over the same period.

The national vision and the framework for action outlined in the NSDP have been informed by the priorities voiced by the Ni-Vanuatu people, communities and elected representatives, the private sector and civil society over the course of a three-year consultation programme undertaken across the whole country. These united voices articulate what we want for ourselves, our children, future generations and our country.

The National Sustainable Development Plan is an ambitious plan. The government is committed to its implementation and monitoring and to reporting on its progress. Success, however, is dependent on the collective ownership of the NSDP and collaborative partnerships between the people, government, community leaders, businesses and civil society. Our development partners will also need to ensure their programmes are aligned to the national vision, goals and policy objectives with the NSDP.

In addition, and very importantly, the Corporate Plan will translate the NSDP into a delivery framework for the Prime Minister's Office driven also by our Vision, Mission and Values statements.

VISION

The vision of the Ministry of the Prime Minister is to provide leadership and direction for a united, stable, sustainable, prosperous and well-governed nation.

MISSION

The Mission of the Ministry of the Prime Minister is to provide strong, accountable and transparent leadership in the government, to set and manage strategic directions, government policy, resource allocation and to uphold the Constitution, the rule of law and good governance principles.

VALUES

The Ministry of the Prime Minister recognises that in order to fulfill the Mission and Vision the following values have to become an integral feature to strengthen the culture of our working environment:

Leadership: Promoting strong leadership for result and innovation and most importantly providing sound policy and planning advice to the Government;

Teamwork and Cooperation: Valuing team spirit and cooperation as foundation for success and therefore teamwork is encouraged in all aspect of MPM activities;

Effectiveness and Efficiency: Using policy and planning frameworks

to demonstrate efficient responses to needs and effective results while managing budgets, risk and challenges in the work place environment;

Integrity: Ensuring a working environment that promotes networking, team spirit and sound relationships, honesty and strong moral principles;

Accountability: Delivering accountability , for the success and decisions of the Ministry while jointly celebrating successes and rewarding excellence;

Transparency: Fostering effective communication, meetings, openness and honest decisions taken at all levels as a cornerstone of MPM's credibility;

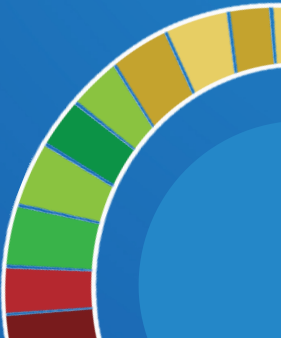
Equity: Striving for equality and ensuring equity in all the administrative operations;

Responsiveness: Building a Ministry that is responsive to the needs of Vanuatu;

Punctuality: Ensuring timeliness of attendance and delivery of services and tasks is a critical part of the MPM workplace culture;

Reliability: Performing reliably and consistently in the policy and planning advice provided, delivery of targets and professional relationships;

Respect: Respecting each other's rights and privileges to promote unity and team work.





The Ministry of the Prime Minister Complex in Port Vila, 2019 © Keith Ezekiel, OGCI

CORPORATE SERVICES UNIT

The Corporate Service Unit (CSU) is an operational arm of the office of Director General that plays an important function to administer the following:

- Finance and Utilities management
- Human Resource Management
- Travelling logistics for the Prime Minister
- Management of the Prime Minister's Office compound
- Coordination of the official functions under Prime Minister's Office
- Support to Council of Ministers (COM) & Development Committee of Officials (DCO)

As an operational unit, the CSU also manages other ad hoc activities that are directed by the Office of Prime Minister. The CSU assists the office of the Director General to provide an effective and efficient administrative support to the Office of Prime Minister and the agencies, units and department under the Ministry of the Prime Minister. Whilst the CSU focusses on operations and administration support, the Office of the Director General manages strategic policy and planning directions by providing sound policy advice to the office of Prime Minister.

DEPARTMENT OF STRATEGIC PLANNING, POLICY & AID COORDINATION

The Department of Strategic Planning, Policy and Aid Coordination (DSPPAC) exists to support the Prime Minister (and by extension the Council of Ministers) to make policy and ensure that it is made operational. In practice policy is usually made collaboratively through deliberations and decisions of the Council of Ministers and subsidiary committees, notably the Ministerial Budget Committee. The Prime Minister's responsibility for policy frames DSPPAC's role and requires the Department to provide support at all stages in policy development and implementation process, in close cooperation with the MPM Director General. Therefore, DSPPAC is the technical office within the Prime Minister's Office. The office functions to assist and enable the Prime Minister to develop, implement and monitor the vision of the government and to provide strategic leadership for cross-sectoral policies or programmes, both government and donor.

OFFICE OF THE GOVERNMENT'S CHIEF INFORMATION OFFICER

The Office of the Government's Chief Information Officer was established by the Council of Ministers 23rd November 2011, COM Decision # 109 of 2011. The OGCIO's role to support all Government of Vanuatu ministries and agencies in the area of ICTs is pursued through innovation, awareness, outreach and provision of advice and services. The OGCIO is recognised regionally for benchmark innovation.

The OGCIO has four main goals:

1. Reliable and affordable access to Government services;
2. Effectiveness and Efficiency in the delivery of Government Services
3. Transparency and Accountability in the delivery of Government Services
4. Adhere to Good Governance always

GOVERNMENT REMUNERATION TRIBUNAL GOVERNMENT REMUNERATION TRIBUNAL

The Government Remuneration Tribunal (GRT) was established in 1998 as a statutory body independent in its functions, as part of a program of governance and institutional reforms, the Comprehensive Reform Program (CRP). The enabling legislation for the Tribunal is the Government Remuneration Tribunal Act Cap. 250. Under the Act, the Tribunal is established with the purpose of reviewing and determining the remuneration payable to those persons employed by or appointed to positions by, the Government or by an agency of Government (Section 1). The GRT is mandated by the GRT Act #20 1998 to "consider and determine the remuneration payable to those persons employed by or appointed maximum to positions by, the Government or by an agency of Government."

This formulation provides the GRT with power to set remuneration exactly and to establish maximum limits for categories of persons subject to it (in effect all public sector employees). It is noteworthy that the Tribunal assumes part of the pay and conditions role normally played by a public service regulatory body.

CITIZENSHIP OFFICE AND COMMISSION

The Citizenship Office and Commission is a constitutional body established under the Constitution of Vanuatu. The Citizenship Office and Commission is a Constitutional body under the Citizenship Act Cap 112, and came into force in 1980. The Citizenship Office administers the Citizenship Act and provides secretariat support to the Citizenship Commission. The Commission ensures that both the provisions of the national Constitution (Chapter 3) related to Citizenship matters and the provisions of the Citizenship Act [Cap 112] are implemented and enforced.

The Commission has the general (legal) powers to:

1. Consider and approve or differ or reject applications for Vanuatu citizenship,
2. Revoke a citizenship if it was not granted according to the provisions of the Citizenship Act [Cap 112] and/or the national Constitution
3. and other powers as specified or implicated by the Act.

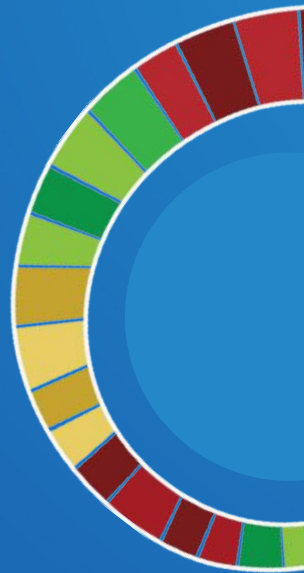
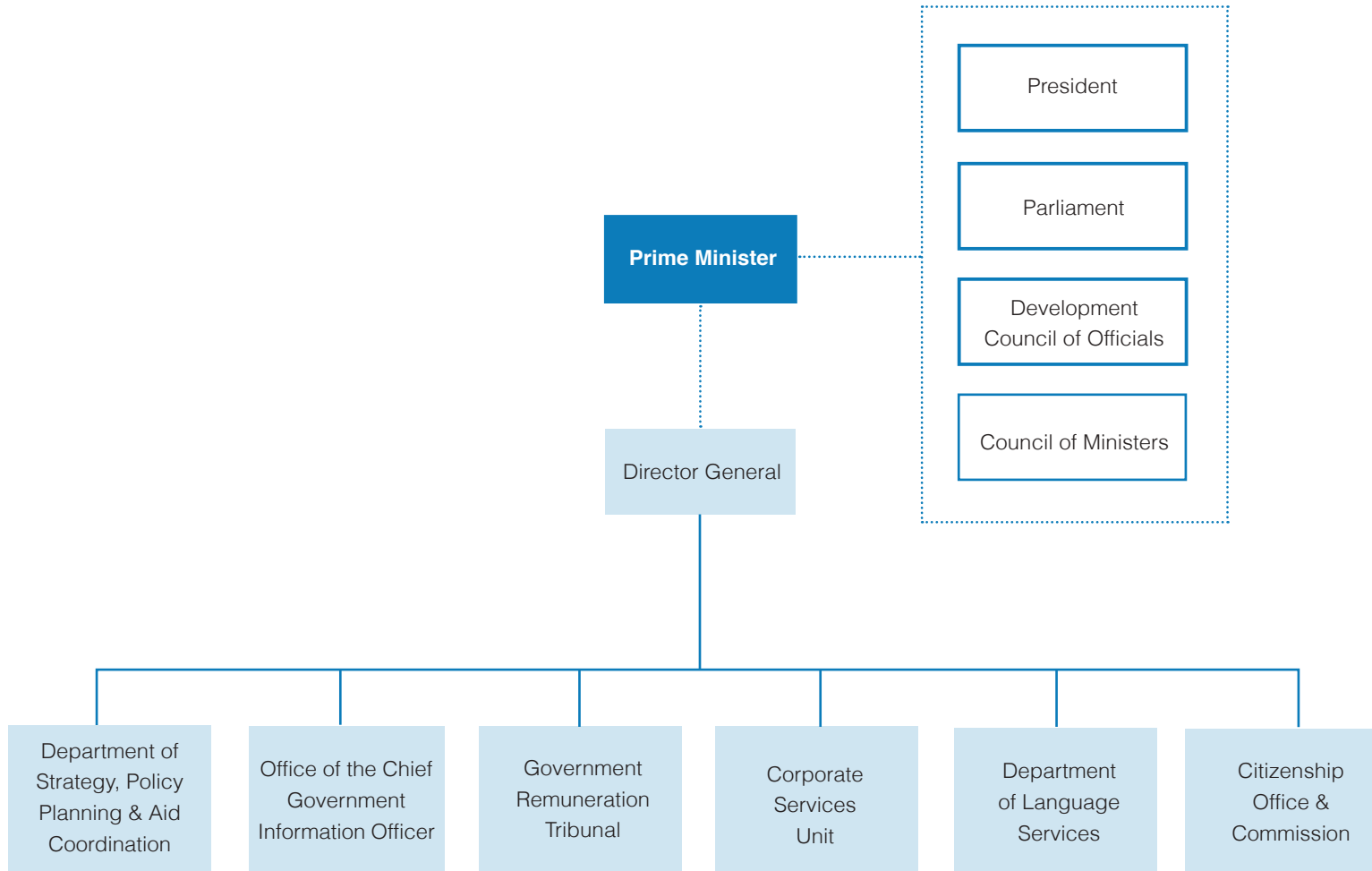
Although the Citizenship Office is a constitutional body, it currently operates within the Ministry of the Prime Minister.

GOVERNMENT LANGUAGE SERVICES DEPARTMENT

The Government Language Services Department provides services by virtue of Order No.1/PM/79 of 17th January 1979. The Language Services Department (DLS) is established and placed under the responsibility of the Ministry of the Prime Minister to assist the Government of the Republic of Vanuatu in implementing Section 3 of the Constitution. Article 3(1) stipulates that the national language of the Republic of Vanuatu is Bislama. The official languages are Bislama, English and French. The principal languages of education are English and French. In addition, Section 64.1 of the Constitution stipulates the right of a Vanuatu citizen to “obtain, in the official language he uses, the services which he may rightfully expect from the Republic’s administration.”

Therefore, the Department of Language Services provides an important role for both government and its citizens by ensuring that their fundamental rights stipulated in chapter 1 of the Constitution, Article 3(1) are observed in all domains of government administrations and services through access to documents available in the official languages.

ORGANIZATIONAL STRUCTURE



STRATEGIC DIRECTIONS

The two day workshop at the Vanuatu Convention Centre on Corporate Plan identified five Strategic Directions for the Ministry of the Prime Minister. The Vanuatu National Planning Framework provided guidance in the development of these Strategic Directions:

“Strategic Directions include the central forces that move the Ministry toward intended objectives. This aligns the vision, mission and core values so that strategies can be designed to reach the desired goals outcomes. A well designed strategic direction establishes the structure for internal responsibilities while providing a clear line of sight regarding Ministry objectives. Strategic Directions have a broad focus, with at least two but no more than six directions for a Corporate Plan.” Excerpt National Planning Framework

With this as the basis, representatives of the agencies of the Ministry of the Prime Minister undertook group work to develop the following Strategic Directions:

1. Promote effectiveness and efficiency of institutions for improvement of service delivery;
2. Set policy & legislative directions for the Government;
3. Build institutional & human resource capacity;
4. Progress availability & accessibility of information for all;
5. Provide and enable a framework for a safe, secure, inclusive & equitable Vanuatu.

STRATEGIC OBJECTIVES

The Ministry of the Prime Minister has the following Strategic

Objectives to deliver the Strategic Directions. These are implemented by each agency, department and unit that are part of the Ministry of the Prime Minister’s portfolio. The implementation details of each objective will be operationalised in the respective Business Plan of each department, agency and unit.

The 10 Strategic Objectives of the Ministry of the Prime Minister are:

- 1 to coordinate and support the alignment and implementation of government policies and programs with the National Sustainable Development Plan (NSDP);
- 2 to provide administrative and management support to the Ministry of the Prime Minister and Council of Ministers (COM);
- 3 to provide strategic policy and planning support to the Prime Minister, administrative support to the Central Agencies Committee (CAC), National Recovery Committee (NRC) and the Development Committee of Officials (DCO), policy advice and coordination to line ministries;
- 4 to monitor government policy and program implementation and evaluate impact of policies and programs;
- 5 to negotiate, coordinate and align development partner resources with government policy priorities;
- 6 to coordinate implementation of the right to access information for all and voluntary disclose of information by government agency or relevant private entity;
- 7 to provide language services to the Government and to raise awareness of the use of official languages;
- 8 to administer the Citizenship Act and provide secretariat support to the Citizenship Commission;
- 9 to provide policy advice and coordinate the implementation of the national Information Communication Technology (ICT) policy, and lead the Integrated Government Initiative;
- 10 to implement the Government Remuneration Tribunal (GRT) Act and provide secretariat support to the GRT.

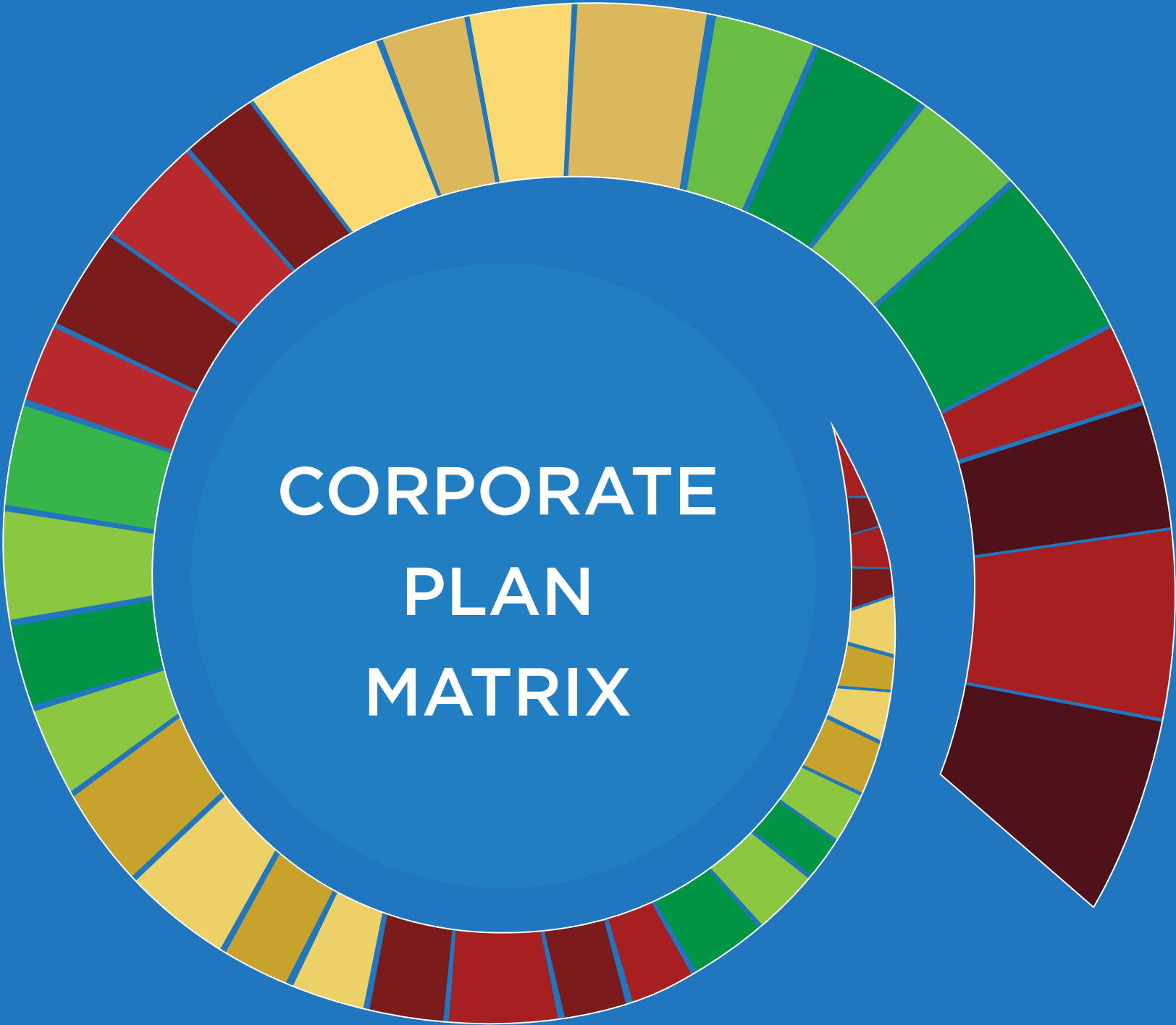


Of the 15 NSDP Goals, 6 relevant goals associated with the MPM strategic objectives are shown in color.

Department / Unit	Strategic Objectives Alignment	NSDP Goals Alignment
Corporate Services Unit	1	SOC 6
	2	SOC 6
	3	SOC 5 SOC 6 ENV 3
Department of Strategic Policy Planning and Aid Coordination	1	SOC 6
	3	SOC 6 ENV 3 ECO 1
	4	SOC 6
	5	SOC 6
Right to Information Unit	6	SOC 6
Language Services Department	7	SOC 1 SOC 6
Citizenship Commission	8	SOC 6 ECO 1
Office of the Government's Chief Information Officer	9	SOC 6 ECO 2
Government Remuneration Tribunal	10	SOC 6



**CORPORATE
PLAN
MATRIX**



CORPORATE SERVICES UNIT (CSU)

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



STRATEGIC OBJECTIVE **1** to coordinate and support the alignment and implementation of government policies and programs with the National Sustainable Development Plan.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective
1.1 Support National Summit	National Summit held	GoV recurrent budget and donor agency funding; TA support	DG, Director DSPPAC	2020 (date to be confirmed)	Soc 6.3, Soc 6.4
1.2 Support NSDP alignment and implementation workshops annually	Outcomes Reports for 6 Provincial Workshops per annum	GoV recurrent budget and donor agency funding	DG, Director DSPPAC; M&E Unit; Policy Unit	Annually 2020-2022	Soc 6.1, Soc 6.5
1.3 Support production of ADR annually	Annual Development Report	GoV recurrent budget and donor agency funding	DG, Director DSPPAC; M&E Unit	April 2020-2022	Soc 6.9
1.4 Support the preparation by DSPPAC of the Annual Performance Report for all Line Ministries against service targets (Vol 3 of the budget) aligned to NSDP	Annual Performance Report	GoV recurrent funding	M&E Unit Officers; Sector Analysts, MFEM Expenditure Analysts; VNSO	December, Annually, 2020-2022	Soc 6.1
1.5 Support implementation across all 13 Ministries, private sector, CSOs/NGOs of the National HRD Strategy to build human resource & institutional capacity	MPM Training Plan for all MPM departments & agencies	GoV recurrent budget and donor agency funding	DG; MPM Directors & agency heads	July 20	Soc 6.1, Soc 6.4
1.6 Investigate revitalisation of Central Agencies Committee to address bottlenecks in NSDP service delivery	CAC re-established	GoV recurrent budget	DG; Central Agency DGs; DCO & COM	Q2 2020	Soc 6.1, Soc 6.4
1.7 Progress work of Machinery of Government Program to facilitate reform and NSDP targets	Machinery of Government Phase I Review	GoV recurrent budget and donor agency funding; GfG TA support	DG; MoG Working Group, DCO/COM	March 2020	Soc 6.3
1.8 Prepare a Human Resources Development Plan for the Ministry based on National HR Development Plan (2020 – 2030)	MPM Human Resources Development Plan	GoV recurrent budget and donor agency funding; GfG & VaVAC TA support	DG, PSC	December 2020	Soc 6.1
1.9 Utilise VBTC radio contract to conduct regular radio programs for awareness and advocacy	Regular radio broadcasts	Gov Funds	All MPM agencies & VBTC	On-going 2020	Soc 6.7

STRATEGIC OBJECTIVE **2** To provide administrative and management support to the Ministry of the Prime Minister and Council of Ministers.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective
2.1 Provide secretariat and administrative support to the Council of Ministers	Council of Ministers operates effectively	GoV recurrent budget	DG., MPM; Secretary COM; CSU staff	Weekly 2020-2022	Soc 6.1
2.2 Investigate restructure and reform of COM Secretariat	MoG Discussion/Options Paper, Restructure Submission	GoV recurrent budget, GfG	Prime Minister; DG (MPM); SLO	2nd Q 2020	Soc 6.1
2.3 Undertake COM Compliance Audit on implementation of previous COM Papers by responsible Ministry/Ministries	COM Compliance Audit received and provided to PM	GoV recurrent budget	DG, M&E Unit DSPPAC	April annually, 2020-2022	Soc 6.1, Soc 6.4
2.4 Organise Management Meeting to improve management coordination across all MPM agencies	Management Meetings	GoV recurrent budget, GfG TA	DG; EO; FAO; HRO; all MPM Managers	Monthly	Soc 6.1
2.5 Review and revise MPM Corporate Plan to meet emerging priorities & slippage	Corporate Plan reviewed & revised as needed	GoV recurrent budget, TA	DG, M&E Unit.	Dec annually 2020-2022	Soc 6.1
2.6 Lead drafting and delivery on time of MPM Annual Report, clearly reflecting achievements of NSDP targets and Business Plan activities	Annual MPM Report	GoV recurrent budget	DG, Director DSPPAC, M&E Unit	February annually, 2020-2022	Soc 6.4
2.7 Investigate restructure needs for MPM agencies as needed	Restructures undertaken: DSPPAC; COM, OGCIO	GoV recurrent budget, TA (GfG)	DG; HRO, CSU; PSC	By 2nd Q 2020	Soc 6.4
2.8 To secure annual budget allocation in the Ministerial Budget Committee (MBC) for the effective operations of the Departments & agencies of the Ministry of the Prime Minister	MBC Submission with NPPs, analysis of Budget Narratives and policy drivers ie NSDP developed & submitted on time	GoV recurrent budget	DG, All Agency Heads and Sector Analysts; MFEM Expenditure Analysts	July annually or as per MBC Calendar	Soc 6.4
2.9 Provide administrative and budget support for the effective operations of the Prime Minister's Office & Cabinet	PMs Cabinet & Office Budget Submission	GoV recurrent funding	DG; FAO CSU; HRO CSU	Annually 2020-2022	Soc 6.4

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
2.10	Oversee and support capacity building in the Ministry through development and delivery of the MPM Institutional Strengthening & Capacity Building Program	MPM Institutional Strengthening & Capacity Building Program implemented	GoV recurrent funding, EDF 11 (VaVAC) funds; GfG; WB	DG, all Agency Heads, TAs	2020-2021	Soc 6.4
2.11	Strengthen Performance Management System to promote efficiency and accountability of officials	PSCs PMS Cycle delivered on time	GoV recurrent funding,	DG; PSC; HRO; TA	Annually 2020-2022	Soc 6.1, Soc 6.4
2.12	Strengthen HR management procedures	PSC Manual Procedures compliance	GoV recurrent funding, TA support	DG; EO HRO; FAO. PSC	Ongoing	Soc 6.4
2.13	Strength administrative and financial reporting & management	Monthly Reports	GoV recurrent budget	DG, EO; FAO, MPM agency heads	Monthly	Soc 6.4

STRATEGIC OBJECTIVE

3

To provide strategic policy and planning support to the Prime Minister, administrative support to the Central Agencies Committee, National Recovery Committee and the Development Committee of Officials, policy advice and coordination to line ministries.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective
3.1 Support the Machinery of Government (MoG) Working Group to improve institutional effectiveness across GoV	Discussion Papers on critical issues to DG and PM	GoV recurrent budget, Donor partners, GfG	DG; Director, DSPPAC; MoG Secretariat	On-going 2020-2022	Soc 6.1, Soc 6.3
3.2 Oversee the preparation of a Whole of Government report on service delivery blockages	Discussion Paper to PM collating reports from 13 Ministries with blockages & Ways Forward	GoV recurrent budget, Donor partners, GfG	DG, DGs of all Ministries, CAC	Mid December annually	Soc 6.4
3.3 Re-establish Central Agencies Group (CAG) to remove blockages to reform & performance efficiencies	Central Agency Committee re-established and functioning with Issues Papers identifying & providing solutions provided as needed	GoV recurrent budget, Donor partners	DG MPM; DG MFEM; DG MoFA	Q2 2020, & on-going 2020-2022	Soc 6.4
3.4 Develop National Disaster Recovery Framework (NDRF)	National Stakeholder workshop and Provincial consultations	GoV recurrent budget; World Bank funds	DG; Director DSPPAC; WB TAs	Nov-20	Env 3.1, Env 3.3
3.5 Provide support to the NRC	Chairman of NRC	GoV recurrent budget	DG	On-going 2020-2022	Env 3.3
3.6 Support consultations and drafting of a National Security Policy	National Security Policy Approved by COM	GoV; DFAT	DG; Director DSPPAC	Jun-20	Soc 5.3
3.7 Support consultations and drafting of a National Health Insurance Policy	National Health Insurance Policy approved by COM	GoV recurrent budget; Donor funding	DG; PSC; VNPF	Jun-22	Soc 3.4
3.8 Support consultations and drafting of an overarching ESSF for a Whole of Government approach	Environment & Social Safeguards Framework Policy developed and validated by COM for GoV agencies	GoV; GIZ	DG, Director DSPPAC	2021	Soc 6.1
3.9 Investigate strategies to establish a National Security Council integrated within MPM's CSU	NSC Bill gazetted as Act and implemented	GoV recurrent funding; DFAT	DG; VPF/VMF, FIU, MoJ&CS	Apr-20	Soc 5.3, Soc 6.3

DEPARTMENT OF STRATEGIC POLICY, PLANNING AND AID COORDINATION (DSPPAC)

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



STRATEGIC OBJECTIVE **1** to coordinate and support the alignment and implementation of government policies and programs with the National Sustainable Development Plan.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective
1.1 Support alignment and implementation of the NSDP to programs through coordination of government strategic policy, planning and budgeting	National NSDP Alignment Summit	GoV recurrent budget; GFG; TA	DG; Director, DSPPAC; Sector Analysts; M&E Unit Officers	Jan-20	Soc 6.1, Soc 6.9
1.2 Undertake annual outreach and training programs on NSDP	Provincial Outreach Program on NSDP Alignment	GoV recurrent budget; DFID TA	Director DSPPAC; Sector Analysts; M&E Unit Officers	Ongoing annually 2020-2022	Soc 6.1, Soc 6.4
1.3 Lead the coordination, collection and collation of the Annual Development Report annually.	Annual Development Report	GoV recurrent budget;	Director DSPPAC; Sector Analysts; M&E Unit Officers Ministry Focal Point Officers & ADR Working Groups	April annually, 2020-2022	Soc 6.9
1.4 Undertake Vanuatu Peer Review on NSDP	Vanuatu Peer Review	GoV recurrent budget; TA PIFS/UN	Head M&E Unit	Timing tbc	Soc 6.9
1.5 Organise an annual M&E Focal Point Forum with Focal Point Officers and Ministry Working Groups from each Ministry to build capacity and to harmonise reporting	Focal Point Forum	GoV recurrent budget; donor support	Head M&E Unit; Ministry Focal Point Officers; Ministry Working Groups, VNSO	Annually 2020-2022	Soc 6.9
1.6 Undertake analysis of Sector Strategies, Corporate Plans and Business Plans from Line Ministries (LMs) to promote alignment to NSDP	Reviews of LM Sector Strategies, Corporate Plans and Business Plans	GoV recurrent budget; GfG	Sector Analysts, TA	January February annually	Soc 6.9
1.7 Support completion of NSDP Baseline Survey	NSDP Baseline Survey	GoV recurrent budget; Donors partners, TAs	DSPPAC Officers, VNSO	By March 2020	Soc 6.9

STRATEGIC OBJECTIVE **3** To provide strategic policy and planning support to the Prime Minister, administrative support to the Central Agencies Committee, National Recovery Committee and the Development Committee of Officials, policy advice and coordination to line ministries.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
3.1	Provide Discussion Papers and Advisory Notes based on research on strategic issues to PM, DG and Central Agencies Committee	Discussion/Research Papers and Advisory Notes for PM, DG and CAC as requested	GoV recurrent Budget	Director DSPPAC DSPPAC Sector Analysts; MFEM Expenditure Analysts, SLO Officers; VNSO	On-going 2020-2022	Soc 6.1, Soc 6.9
3.2	Progress Machinery of Government (MoG) initiatives arising from Phase 1 to deliver improvements to efficiency and service delivery within the public service	Machinery of Government Phase I Report	GoV recurrent budget; GfG; TAs	DG; Director DSPPAC; TA	Q 1 & 2 2020	Soc 6.3
3.3	To provide secretariat and administrative support to the Development Committee of Officials (DCO)	Development Council of Officials operates effectively	GoV recurrent Budget	DSPPAC Sector Analysts; DSPPAC Secretary/Filing Officer	Weekly 2020-2022	Soc 6.1
3.4	Improve standards and procedures to be used in preparing DCO Submissions of high quality, factually correct and compliant research and implications assessment, using Six Step Approval Process with deadlines, thorough analysis and financial & legal implications assessed	Evidence based, policy based, fully compliant DCO Papers	GoV recurrent Budget, TAs	DSPPAC Sector Analysts; MFEM Expenditure Analysts, SLO Officers; VNSO	On-going 2020-2022	Soc 6.1, Soc 6.9
3.5	Provide Secretariat support to the NRC	NRC Meetings well organised	GoV recurrent budget	DSPPAC	On-going 2020-2022	Soc 6.1, Env 3.3
3.6	Ensure high quality reporting on impact of disaster recovery programs by establishing and operationalising a Recovery Unit in DSPPAC	Recovery Unit in DSPPAC established through a restructure	GoV recurrent Budget, World Bank & other donor partners funding, TAs	Recovery Unit, DSPPAC, NDMO	On-going 2020-2022	Env 3.3, Soc 6.9
3.7	Support the development of the Budget Policy Statement based on policy analysis, NSDP alignment, budget research, ministry trends in close consultation with Expenditure Analysts DoF&T	Budget Policy Statement	Budget Policy Statement	Director; DSPPAC SAs, MFEM Expenditure Analysts (DoF&T)	May Annually 2020-2022	Eco 1.1, Eco 1.2, Soc 6.4, Soc 6.8

DSPPAC

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
3.8	Support national budget research and evaluation aligned to strategic planning & policy with LM Budget Narratives developed to align with NSDP and fiscal space	Budget Narratives appraised annually	GoV recurrent Budget, Donor partner funding, TAs	DG; Director; DSPPAC SAs, MFEM Expenditure Analysts	May annually, 2020-2022	Eco 1.1, Eco 1.2, Soc 6.9
3.9	Support Ministerial Budget Committee and GoV Ministries with high quality evaluation of NPP and Budget Submissions from each Ministry in MBC Budget Submission Briefing/s	LM MBC Budget Submissions Briefings	GoV recurrent Budget, Donor partner funding, TAs	DG; Director; DSPPAC Sector Analysts	May – July annually, 2020-2022	Eco 1.1, Eco 1.2, Soc 6.9
3.10	Sector Briefing for incoming Government	Sector Briefing for Incoming Government	GoV recurrent Budget, GfG; TAs	DG; Director; DSPPAC Sector Analysts	Mar-20	Soc 6.1, Soc 6.9
3.11	Ensure effective operations of the DSPPAC through securing of appropriate budget for effective service delivery	DSPPAC operates effectively and efficiently with appropriate budget	GoV Recurrent budget	Director DSPPAC PSC, MFEM Expenditure Analysts	On-going, 2020-2022	Soc 6.1
3.12	Build capacity of all of the units in DSPPAC through filling of vacancies, staff appraisals, capacity building training plan and PMR	DSPPAC operates professionally through HR strategies	GoV Recurrent budget	Director DSPPAC PSC	On-going, 2020-2022	Soc 6.1
3.13	Ensure reporting and planning on the activities of all DSPPAC units by the Director DSPPAC according to PSC Reporting & Planning Cycle: Business Plan, Six Monthly Report, ADR, PMS Appraisals,	PSC Reporting & Planning Cycle compliance	GoV Recurrent budget	Director DSPPAC PSC	On-going, 2020-2022	Soc 6.1, Soc 6.4, Soc 6.9

STRATEGIC OBJECTIVE **4** To monitor government policy and program implementation and evaluate impact of policies and programs.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
4.1	Establish common structures and standards for effective monitoring and evaluation to improve efficiency, effectiveness and resilience of service delivery	M&E Policy Guidelines SOP	GoV recurrent funding	M&E Unit;	June 2020	Soc 6.9
4.2	Develop Standard Policy Impact Evaluation Guidelines	Standard Policy Impact Evaluation Guidelines	GoV recurrent funding	Principal M&E Impact Evaluation Officer	June 2020	Soc 6.9
4.3	Develop Standard Policy Audit Guidelines	Standard Policy Audit Guidelines	GoV recurrent funding	Principal M&E Audit Officer	June 2020	Soc 6.9
4.4	Implement the M&E Policy Framework	M&E Policy Framework delivered	GoV recurrent funding	M&E Unit;	On-going 2020-2022	Soc 6.1, Soc 6.9
4.5	Ensure the ADR is drafted and delivered on time	Annual Development Report (ADR)	GoV recurrent funding; donor partners; TA	All M&E Unit officers; Focal Point Officers, Ministry Working Groups VNSO	April annually, 2020-2022	Soc 6.1, Soc 6.9
4.6	Ensure Six Monthly Report (SMR) x 2 collated and delivered on time	Six Monthly Reports	GoV recurrent funding	M&E Unit Policy Monitoring Officer, Focal Point Officers, Ministry Working Groups VNSO	June and December annually, 2020-2022	Soc 6.1, Soc 6.9
4.7	Undertake the compilation and delivery of the Annual Performance Report for all Line Ministries against service targets (Vol 3 of the budget)	Annual Performance Report	GoV recurrent funding	M&E Unit Officers; Sector Analysts, MFEM Expenditure Analysts; VNSO	December Annually, 2020-2022	Soc 6.1, Soc 6.9
4.8	Provide assessment & appraisal of draft and validated policy to line Ministries	Policy Audit annually	GoV recurrent budget	M&E Unit; Policy Audit Officer	August annually 2020-2022	Soc 6.4
4.9	Undertake policy impact evaluation	2020 NSDP Impact Evaluation Report	GoV recurrent budget	Policy Impact Evaluation Officer	Q4 2020	Soc 6.4, Soc 6.9
4.10	Provide briefings and research on key issues for the Prime Minister	MP Briefings, Advisory Notes and Research Papers	GoV recurrent budget	Sector Analysts	As required 2020-2022	Soc 6.4, Soc 6.9
4.11	Provide training to build capacity of M&E Focal Point officers and LM Working Groups	Training Plan for M&E Focal Point officers and LM Working Groups	GoV recurrent budget, donors and TAs	M&E Unit officers; M&E Focal Point officers and LM Working Groups	On-going 2020-2022	Soc 6.1

STRATEGIC OBJECTIVE **5** To negotiate, coordinate and align development partner resources with government policy priorities.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective
5.1 To support an effective coordination environment between GoV and bilateral development partners through provision of support for high level consultations, sector level & thematic level meetings	Annual calendar of meetings negotiated and agreed with aid sector stakeholders	GoV recurrent budget, donors and aid sector stakeholders	Head, Aid Coordination Unit; DSPPAC: MoFA	By Jan/Feb annually 2020-2022	Soc 6.8
5.2 To coordinate donor resources to align with national objectives	Minutes of agreed Donor Partner meetings circulated to encourage harmonisation	GoV recurrent budget, donors and aid sector stakeholders	Aid Coordination Unit Officers	On-going, 2020-2022	Soc 6.8
5.3 Support up-to-date information entry and availability on the Aid Project Management System (APMS) of information arising from meetings, project submissions, project completion and allocated GIP numbers	Aid Project Management System (APMS) up-to-date	GoV recurrent budget, donors and aid sector stakeholders	Head Aid Coordination, M&E Unit Data Officer, MFEM Expenditure Analysts, MoFA	On-going 2020-2022	Soc 6.9
5.4 To track all grant funded initiatives within DSPPAC to deliver results-in-line to donor partners and MFEM ie EDF 11	Compliant Acquittal Reports provided on time	GoV recurrent budget, donors and aid sector stakeholders, TAs	ACNU Officers MFEM Expenditure Analysts, MoFA	On-going 2020-2022	Soc 6.8
5.5 Implement Vanuatu Aid Management Policy, undertaking awareness programs with stakeholders, donors Line Ministries ie MoFA on new processes & procedures	Vanuatu Aid Management Policy implementation	GoV recurrent budget, donors and aid sector stakeholders, TAs	DG Director DSPPAC ACNU Officers; MoFA	Dec-20	Soc 6.1, Soc 6.8

RIGHT TO INFORMATION UNIT (RTI)

Of the 15 NSDP Goals, strongly associated goals for this unit is shown.



STRATEGIC OBJECTIVE 6 To coordinate implementation of the right to access information for all and voluntary disclose of information by government agency or relevant private entity.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective
6.1 To guarantee the public's right to information by undertaking national & provincial level awareness visits and programs	Program of national and provincial awareness & training	GoV recurrent budget and donors	Director, DSPPAC; RTI Unit officers	On-going 2020-2022	Soc 6.7
6.2 To provide Secretariat support to the RTI Steering Committee through twice yearly meetings organised with agendas, minutes circulated	RTI Steering Committee meetings (bimonthly) comply with RTI Act	GoV recurrent budget	RTI Steering Committee; RTI Unit officers	Biannual meetings 2020-2022	Soc 6.7
6.3 To develop and deliver the National RTI Information Plan	National RTI Information Plan	GoV recurrent budget	Director, DSPPAC; RTI Unit officers	2021	Soc 6.7
6.4 Develop Proactive Publication Guide and implement training and awareness programs on its use for GOV agencies & private entities	Proactive Publication Guide	GoV recurrent budget	RTI Unit officers	2021	Soc 6.7
6.5 To implement the Vanuatu National Policy on Records and Information Management	Vanuatu National Policy on Records and Information Management Implementation Plan	GoV recurrent budget	GoV recurrent budget	On-going 2020-2022	Soc 6.7
6.6 To implement the National Code of Practice on information & records management	National Code of Practice on information & records management implemented	GoV recurrent budget	GoV recurrent budget	On-going 2020-2022	Soc 6.7
6.7 To support a Focal Officer (RTI) appointment in all GoV Ministries and agencies	Focal Point Officer appointments	GoV recurrent budget	DGs of all Line Ministries; Director, DSPPAC; RTI Unit officers	2020 - 2021	Soc 6.7
6.8 To prepare and deliver training, educational materials for Right to Information Officers	RTI Officer Training program	GoV recurrent budget	Director, DSPPAC; RTI Unit officers; National Archives (VCC); MoE	On-going 2020-2022	Soc 6.7
6.9 To establish and populate RTI Web Site with latest information for accessible information	RTI Web Site up-to-date	GoV recurrent Budget, Volunteer (AVI)	RTI Unit, RTI AVI volunteers	On-going 2020-2022	Soc 6.7
6.10 To establish and refine M&E mechanisms between RTI Unit, GoV Ministries agencies, entities and the office of the Information Commissioner	RTI reporting 7 monitoring mechanisms	GoV recurrent budget	Director, DSPPAC; RTI Unit officers; DSPPAC M&E Unit	On-going 2020-2022	Soc 6.7

LANGUAGE SERVICES DEPARTMENT (LSD)

Of the 15 NSDP Goals, strongly associated goals for this department is shown.



STRATEGIC OBJECTIVE **7** To provide language services to the Government and to raise awareness of the use of official languages.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective
7.1 Finalise and launch the Department's Language Policy.	National Language Policy gazetted	GoV Recurrent budget	LSD Director	Q2 2020	Soc 6.7
7.2 To establish a Vanuatu National Language Council (VNLC) to deal with official and national language matters around the country with LSD acting in Secretariat role.	Vanuatu National Language Council (VNLC) established	GoV Recurrent budget	DG; LSD Director,	Q 3: 2020	Soc 1.1, Soc 6.4
7.3 To provide quality general translation and legal translation services to the Government of the Republic of Vanuatu and its people in their three national and official languages.	General translation and legal translation services provided	GoV Recurrent budget	LSD Director and Translation Officer/s	On-going 2020-2022	Soc 6.7
7.4 To revive interpretation services to the Government of the Republic of Vanuatu and its people in the three national and official languages.	Interpretation Services revived with staff secured	GoV Recurrent budget	LSD Director and Interpretation Officer/s	On-going 2020-2022	Soc 6.7
7.5 To establish an electronic terminology bank for the Department and the Government of the Republic of Vanuatu.	Terminology Bank created and populated with terms	GoV Recurrent budget	LSD Director and Terminologist	2022	Soc 6.7
7.6 Raise awareness in schools & communities on the use of the official languages of Vanuatu in schools and Government Agencies on implications of the National Language Policy and Language Act.	Language Policy Awareness Program conducted in rolling program across all 6 provinces – 3 provinces per year	GoV Recurrent budget	LSD Director, VIPAM, MoE&T	2021-2022	Soc 6.7
7.7 Ensure effective operations of the Language Services Department through securing of appropriate budget	Language Services Department operates effectively and efficiently with appropriate budget for effective service delivery	GoV Recurrent budget	LSD Director, PSC, MFEM Expenditure Analysts	On-going 2020-2022	Soc 6.1
7.8 Build capacity of the Language Services Department through filling of vacancies, staff appraisals, capacity building training plan and PMR	Language Services Department operates professionally through HR strategies	GoV Recurrent budget	LSD Director, PSC	On-going 2020-2022	Soc 6.4
7.9 Progress reporting and planning on the activities of the Language Service Department according to PSC Reporting & Planning Cycle: Business Plan, Six Monthly Report, ADR, PMS Appraisals	PSC Reporting & Planning Cycle compliance	GoV Recurrent budget	LSD Director, PSC	On-going 2020-2022	Soc 6.1, Soc 6.4

CITIZENSHIP COMMISSION

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



CITIZENSHIP COMMISSION

STRATEGIC OBJECTIVE 8 To administer the Citizenship Act and provide secretariat support to the Citizenship Commission.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
8.1	Improve service delivery and revenue generation of Office through improved secretariat services for Citizenship Commission sittings	Citizenship Commission meets regularly with strong secretariat support for agenda, minutes, sitting fees & meeting organisation	GoV recurrent budget	Secretary General Citizenship Office	Bi-Monthly, annually 2020-2022	Eco 1.2
8.2	Support establishment & regular meetings of Citizenship Task Force	Citizenship Task Force meets regularly	GoV recurrent budget	Secretary General Citizenship Office	On-going 2020-2022	Soc 6.1
8.3	Review of legislation framing work of Citizenship Office & Commission to provide a more transparent, effective and efficient Citizenship Office	Revised legislation presented to Parliament	GoV recurrent budget; Legal TA	DG; Secretary General, Citizenship Office: Commission, SLO	Nov-20	Soc 6.3, Soc 6.4
8.4	Develop a more robust Citizenship Investment Policy	Citizenship Investment Policy	GoV recurrent budget; TA funded by GoV	Secretary General, Citizenship Office: Commission, SLO, MFEM	Q2 2021	Soc 6.1
8.5	Develop a Citizenship Office Procedures Manual to streamline the processes and procedures based on new policy and legislation and review of structure	Citizenship Office Procedures Manual	GoV recurrent budget, TA	DG; Secretary General, Citizenship Office: Commission.	Q3 2020	Soc 6.1
8.6	Develop Yellowfin Data Base with OGCI to enter and secure all files and citizenship applicant details/history	Data Base captures Citizenship record	GoV recurrent budget	Secretary General, Citizenship Office: Commission, OGCI	Q4 2020	Soc 6.9, Eco 1.2
8.7	Establish and maintain a Citizenship Web Site with up-to date information	Citizenship Office Web Site established and up-to-date	GoV recurrent budget, OGCI	Secretary General, Citizenship Office: Commission, OGCI	2021	Soc 6.7
8.8	Negotiate an MOU with VNSO to share data	MOU with VNSO	GoV recurrent budget	Secretary General, Citizenship Office: Commission, VNSO	2021	Soc 6.9
8.9	Negotiate with provincial authorities to improve decentralisation of services to deliver effective services to other provinces and towns to improve revenue streams	Decentralisation of services	GoV Recurrent budget & Provincial budgets	Secretary General, Citizenship Office: Commission, MoIA	2021, then on-going	Soc 6.5, Eco 1.2

CITIZENSHIP COMMISSION

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
8.10	Investigate potential revenue streams and forecasts with Discussion Papers to Citizenship Commission and DCO/COM	Discussion Papers to Citizenship Commission and DCO/COM	GoV Recurrent budget	Secretary General, Citizenship Office; Commission, MFEM Expenditure Analyst; DSPPAC Sector Analysts	May-20	Eco 1.2
8.11	Ensure effective operations of the Citizenship Office & Commission through securing of appropriate budget	The Citizenship Office & Commission operates effectively and efficiently with appropriate budget for effective service delivery	GoV Recurrent budget	CoC; Secretary General, PSC, MFEM Expenditure Analysts	On-going 2020-2022	Soc 6.1
8.12	Build capacity of the Citizenship Office & Commission through filling of vacancies, staff appraisals, capacity building training plan and PMR	The Citizenship Office & Commission operates professionally through HR strategies	GoV Recurrent budget	CoC Secretary General, PSC	On-going 2020-2022	Soc 6.4
8.13	Progress reporting and planning on the activities of the Citizenship Office & Commission according to PSC Reporting & Planning Cycle: Business Plan, Six Monthly Report, ADR, PMS Appraisals on time to PSC	PSC Reporting & Planning Cycle compliance	GoV Recurrent budget	CoC Secretary General; DSPPAC; PSC	On-going 2020-2022	Soc 6.1, Soc 6.4

OFFICE OF THE GOVERNMENT'S CHIEF INFORMATION OFFICER (OGCIO)

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



OGCIO

STRATEGIC OBJECTIVE **9** To provide policy advice and coordinate the implementation of the national Information Communication Technology policy, and lead the Integrated Government Initiative.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
9.1	Purchase program licences for the whole of Government ie Microsoft to ensure legal, compliant GoV usage not pirated versions	Licences purchased and software programs installed for GoV agencies	300 million vatu annually	CIO; OGCIO team	On-going 2020-2022	Soc 6.1
9.2	Review implementation of National ICT Development Policies which consist of: National ICT Policy, Universal Access Policy, Cybersecurity Policy	National ICT Development Policies implementation progress reviewed	GoV recurrent budget; Donor support; TAs;	CIO; OGCIO team	On-going 2020-2022	Soc 6.4, Eco 2.9
9.3	Develop new policies to address the current Telecommunication and ICT sector needs such as: National Broadband Policy, Infrastructure Sharing Policy, Submarine Cable Protection Policy, E-Government Implementation Policy	New policies drafted and validated by DCO/COM	GoV recurrent budget; Donor support; TAs; Private Sector	CIO; DSPPAC Analysts	On-going 2020-2022	Soc 6.3, Eco 2.9
9.4	Provide high quality, reliable & secure Government Broadband & ICT Applications Services infrastructure	Government Broadband & ICT Applications Services infrastructure	GoV recurrent budget; Private Sector PPPs	CIO; OGCIO team; Private Sector partners	On-going 2020-2022	Soc 6.4, Eco 2.9
9.5	Enforce security within the Government Broadband Network	Government Broadband Network made more secure	GoV recurrent budget; Private Sector PPPs	CIO; OGCIO team; Private Sector partners	On-going 2020-2022	Soc 6.4
9.6	Upgrade Government Broadband Network (GBN) data centres to latest technologies	GBN Data Centres up-dated	GoV recurrent budget	CIO; OGCIO team;	On-going 2020-2022	Soc 6.4, Eco 2.9
9.7	Provide ongoing technical & training support to Government Departments with their application development, hosting and maintenance	Technical & training support to Government Departments	GoV recurrent budget	CIO; OGCIO team;	On-going 2020-2022	Soc 6.4
9.8	Extend the Government Broadband Network to further rural areas in order to connect government services to where is needed.	Government Broadband Network extension program to further rural areas	GoV recurrent budget	CIO; OGCIO team; MoIA; Provincial Governments	On-going 2020-2022	Soc 6.4, Eco 2.9

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
9.9	iAmendment of the TRBR ACT in order to enable a smooth working relationship between TRBR and the Telecommunication and ICT Ministry	TRBR ACT amended, consulted and passed through Parliament	GoV recurrent budget; donor support for TA; TRBR	CIO; SLO; TRBR	Nov-20	Soc 6.3, Eco 2.9
9.10	Draft, consult & progress Vanuatu Cybercrime Bill to Parliament the to enable a safer Cyber Space for the Vanuatu citizens	Vanuatu Cyber Crime Bill drafted consulted and presented to Parliament	Director OGCIO; OGCIO team;	CIO; CIO team; DG; National Security Council	Nov 2020;	Soc 6.3
9.11	Develop a Strategy for the National Digital Governance Roadmap	National Digital Governance Roadmap Strategy developed & progressed	GoV recurrent budget;	CIO; OGCIO team;	Q4 2020	Soc 6.1
9.12	Ensure effective operations of the OGCIO Office through securing of appropriate budget	The OGCIO Office operates effectively and efficiently with appropriate budget for effective service delivery	GoV Recurrent budget	CIO; PSC, DSPPAC SAs; MFEM Expenditure Analysts	On-going 2020-2022	Soc 6.1
9.13	Build capacity of the OGCIO Office through restructure, filling of vacancies, staff appraisals, capacity building training plan and PMR	OGCIO restructure submitted	GoV Recurrent budget	CIO, OGCIO team, PSC, TA	Q1 2020	Soc 6.4
9.14	Build capacity of the OGCIO Office through filling of vacancies, staff appraisals, capacity building training plan and PMR	The OGCIO Office operates professionally through HR strategies	GoV Recurrent budget	Director, OGCIO team, PSC	On-going 2020-2022	Soc 6.4
9.15	Progress reporting and planning on the activities of the OGCIO Office according to PSC Reporting & Planning Cycle: Business Plan, Six Monthly Report, ADR, PMS Appraisals on time to PSC	PSC Reporting & Planning Cycle compliance	GoV Recurrent budget	CIO; OGCIO team, DSPPAC; PSC	On-going 2020-2022	Soc 6.1, Soc 6.4

GOVERNMENT REMUNERATION TRIBUNAL (GRT)

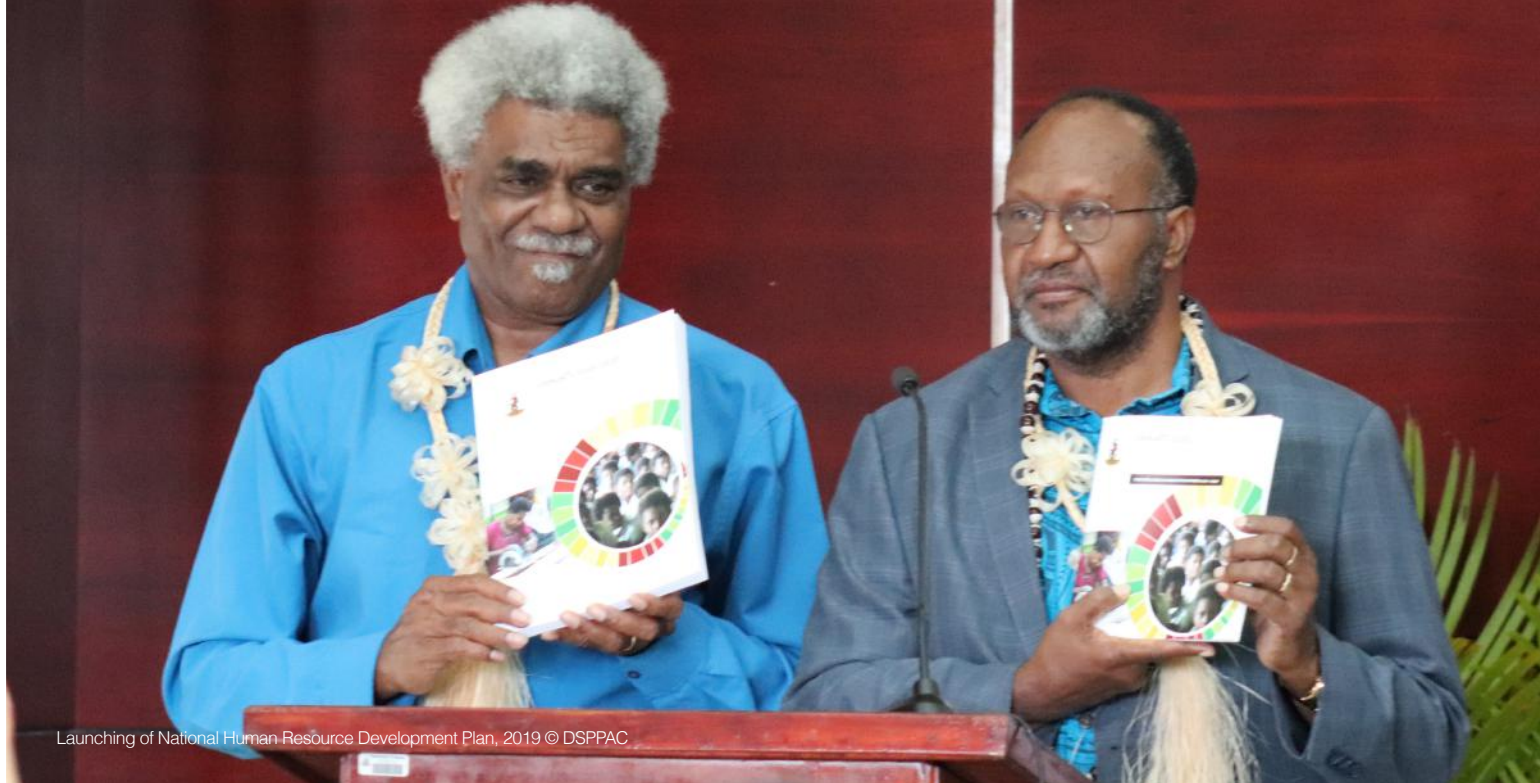
Of the 15 NSDP Goals, strongly associated goals for this department is shown.



GRT

STRATEGIC OBJECTIVE **10** To implement the Government Remuneration Tribunal Act and provide secretariat support to the GRT.

Activity	Outputs / Indicators	Inputs	Responsible	Timeframe	NSDP Policy Objective	
10.1	Conduct a general review on the 2017 Determinations made to determine effectiveness, remaining anomalies and roll-out of recommendations	Tribunal Review/Report	GoV Recurrent budget	Director, GRT	Jun-20	Soc 6.1
10.2	Reviewing GRT Act for Amendments to interpretation section e.g., Anomalies, alignment definitions and to ensure Neutrality of the Tribunal and its alignment to other Acts repeal duplication Acts e.g. OSA	GRT Act reviewed with amendments proposed	GoV Recurrent budget	Director, GRT; SLO	Jun-21	Soc 6.3
10.3	Develop a Government Salary Review methodology document, outlining the standard procedures to follow in contacting a review	Methodology for Government Salary Review document released	GoV Recurrent budget	Director, GRT; PSC	Q 3 2021	Soc 6.1
10.4	Conduct a Salary Review report for all Commissions including Government Statutory Bodies which are covered under GRT Determinations of 2017 whether or not the GRT Determinations have been probably implemented.	GoV Commissions Salary Review Report	GoV Recurrent budget	Director, GRT; all Commissions & Statutory Bodies	2022	Soc 6.1
10.5	Progress GRT Web Site with OGCIO	GRT Web Site "live" and up-to-date	GoV Recurrent budget	Director, GRT; OGCIO	On-going 2020-2022	Soc 6.7
10.6	Support GRT Board with secretariat duties	GRT Board Meetings are run efficiently & effectively	GoV Recurrent budget	Director, GRT; GRT Staff	On-going 2020-2022	Soc 6.1
10.7	Ensure effective operations of the GRT Office through securing of appropriate budget	GRT Office operates effectively and efficiently with appropriate budget for effective service delivery	GoV Recurrent budget	Director, GRT; PSC, MFEM Expenditure Analysts	On-going 2020-2022	Soc 6.1
10.8	Build capacity of the GRT Office through filling of vacancies, staff appraisals, capacity building training plan and PMR	GRT Office operates professionally through HR strategies	GoV Recurrent budget	Director, GRT; PSC	On-going 2020-2023	Soc 6.4
10.9	Progress reporting and planning on the activities of the GRT Office according to PSC Reporting & Planning Cycle: Business Plan, Six Monthly Report, ADR, PMS Appraisals on time to PSC	PSC Reporting & Planning Cycle compliance	GoV Recurrent budget	Director GRT; DSPPAC; PSC	On-going 2020-2023	Soc 6.1, Soc 6.4



The National Planning Framework requires each Ministry to have a Human Resource Development Plan based on vertical analysis and workforce development. Currently the Ministry of the Prime Minister does not have a Human Resources Development Plan. Several agencies in the Ministry are undergoing restructures. As part of the restructure process, Training Needs Analyses and Skills Gap Audits in conjunction with Vertical Analysis will be undertaken to guide the Plan's development.

The launch in December 2019 of the new National Human Resources

Development Plan 2020 – 2030 has provided clearly defined NSDP related targets to guide the development of MPM's Human Resource Development Strategy. This initiative is part of the Corporate Services Unit activities Strategic Objective 1 (h).

A Ministry of the Prime Minister Institutional Strengthening and Capacity Building Program is being discussed (strategic Objective 2 (j), in support of human resources development across all MPM agencies.

It should be noted that the budget forecasts are based simply on the rate of increase in real GDP. Therefore the forward estimates reflect only changes in the productive capacity of the economy. However, the link between economic performance and revenue is less clear now than in previous years, given the increasing importance of revenue from the Honorary Citizenship Programs. On the other hand, the forward estimates do not include price changes (Inflation). This would result in greater forward estimates.

All Programs in 2022 have been projected to grow at the real economic growth rate (GDP growth rate) of 2.7% (Source: see

Budget 2020 Volume 1, Fiscal Strategy Report, Page 8 for real GDP growth projections).

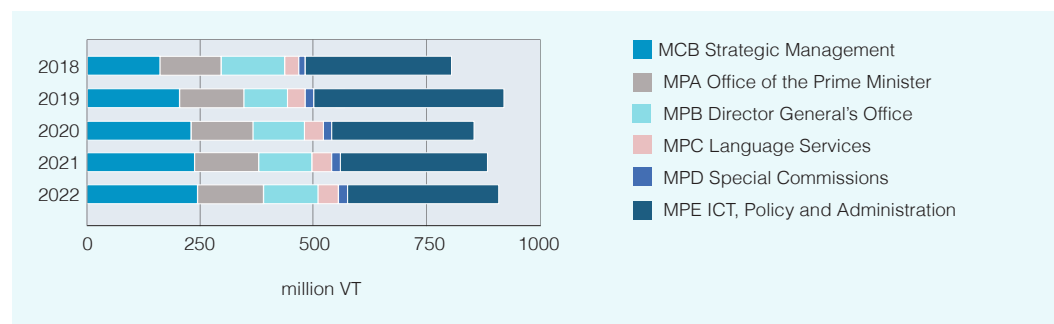
All programs in 2023 have been projected to grow at the real economic growth rate (real GDP growth rate) of 2.9%. There is no official Government of Vanuatu real growth estimate for 2020; so this commentary has used the International Monetary Fund (IMF) estimate instead. The IMF real economic growth rate estimate for 2023 is 2.9% Source: IMF Data Mapper October 2019. Page accessed 20/01/2020 (<https://www.imf.org/en/Countries/VUT#countrydata>)

MPM BUDGET FORECAST

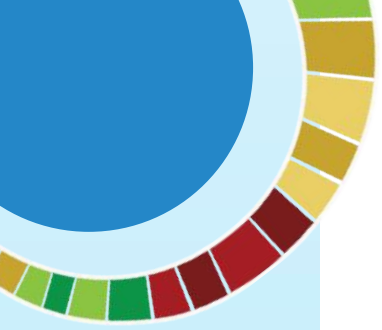
Program	2018	2019	2020	2021	2022
MCB Strategic Management	160,531,137	202,925,650	229,282,350	237,077,950	243,479,055
MPA Office of the Prime Minister	134,384,394	141,641,661	136,288,026	140,921,819	144,726,708
MPB Director General's Office	139,149,786	95,600,543	112,953,768	116,794,196	119,947,639
MPC Language Services	30,324,200	38,685,216	41,685,216	43,102,513	44,266,281
MPD Special Commissions	13,593,265	18,530,844	18,530,844	19,160,893	19,678,237
MPE ICT, Policy and Administration	322,283,433	419,193,435	313,537,258	324,197,525	332,950,858
Total	800,266,215	916,577,349	852,277,462	881,254,896	905,048,778

Note:

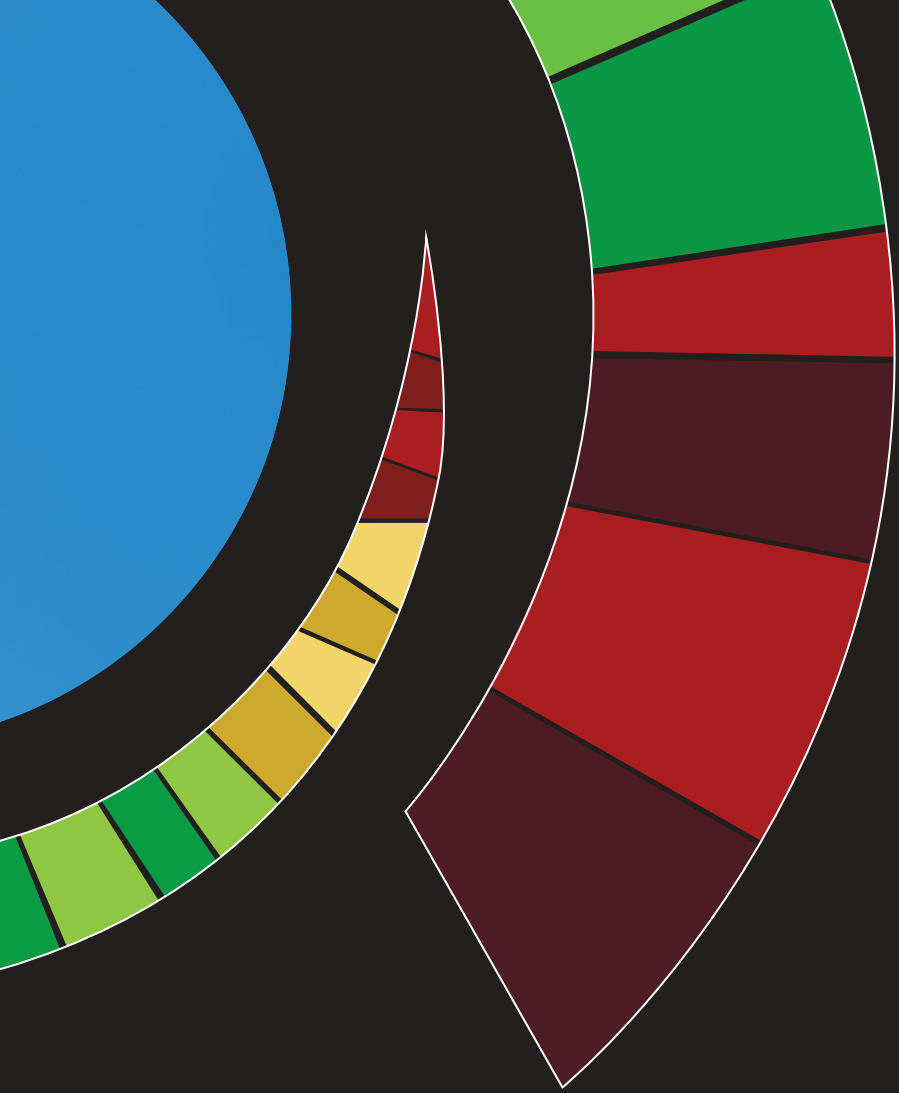
- All Amounts in VT
- 2021 and 2022 are based on Economic Outlook Forecasts



The budget forecast amounts from the above table are depicted in this bar graph.



NOTES



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