



MINISTRY OF AGRICULTURE LIVESTOCK
FORESTRY & BIOSECURITY



CORPORATE PLAN 2026–2030



Agriculture

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MALFB 2026-2030 Corporate Plan

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Acronyms and terms used

Agri – Agriculture, Livestock and Forestry Productive sector

CC&DRM – Climate Change and Disaster Risk Management

CROP- Council of Regional Organisations of the Pacific (SPS, SPREP, USP, PIFS, FFA, PPA)

CSU – Corporate Service Unit

CTT – Commercial Timber Tree

DARD – Department of Agriculture and Rural Development

Farmer – individual, cooperative or institutional farmers

FSAC – Food Security and Agriculture Cluster

FSL – Food Security and Livelihood Subcommittee

GoV – Government of Vanuatu

MALFB – Ministry of Agriculture, Livestock, Forestry and Biosecurity

MALFFB - Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity

NSDP – National Sustainable Development Plan

OPSC – Office of the Public Service Commission

OPSP – Overarching Productive Sector Policy

PMU – Project Management Unit

SOE – State owned enterprise

SOP – Standard Operating Procedure

VAC – Vanuatu Agriculture College

VARTC – Vanuatu Agriculture Research Training Centre

VPPA – Vanuatu Primary Producers Authority

MINISTER PREFACE



It is with pleasure that I hereby present the 2026 to 2030 Corporate Plan for the Ministry of Agriculture, Livestock, Forestry, and Biosecurity (MALFB). The MALFB Corporate Plan (2026 – 2030) seeks to align this Ministry's policy objectives to meet the planning and delivery priorities detailed in the productive sector policies, strategies and the National Sustainable Development Plan (NSDP).

The National Sustainable Development Plan (NSDP) 2016 – 2030 provides a prioritised framework across three pillars of sustainable development – Society, Environment and the Economy - and has enormous implications for this Ministry across all 15 of the National Sustainable Development Goals, especially the departments sectoral policies and strategies, which are tailored to build “Champion Farmers, Livestock Owners, Forest Resource Owners and Agri-Processors”.

We acknowledge that Vanuatu is arguably the most vulnerable nation affected by climate induced and natural disasters. The country is also prone to man-made disasters, including global economic shocks. Therefore, the Ministry strives to explore and develop new and innovative solutions to respond to these complex situations. Our planning and service delivery must be sensitive to protecting our environment and natural resources of land, forests and water for our children, constantly vigilant against invasive and pest organisms, while ensuring the country can produce enough food to feed its own people.

I sincerely acknowledge the continuous support from our development partners towards all ministry program and activities through technical human resource, capacity development, funding opportunities and support towards equipment and infrastructure development. The support is critical to extend the Ministry's reach into areas and opportunities where national budget is unable to cover.

This Corporate Plan is also designed to provide leadership and innovation in the productive sector space, by helping actors in the sector improve their participation in the formal economy.

Yours sincerely,

A handwritten signature in blue ink, which appears to read 'Ian Wilson'.



Hon Ian Toakalana WILSON (Minister)

Ministry of Agriculture, Livestock, Forestry, and Biosecurity

1. Introduction & Overview of MALFB by the Director General



The Ministry of Agriculture, Livestock, Forestry and Biosecurity (MALFB) is the Government of Vanuatu's lead agency for advancing sustainable and inclusive development across the productive sectors. These sectors are central to the nation's food security, rural livelihoods, environmental sustainability, and overall economic resilience. the MALFB has revamped its vision, mission, objectives, themes and values to ensure they are reflective of its strife to deliver its services efficiently and effectively.

This **Corporate Plan 2026–2030** provides the strategic framework that will guide the Ministry's operations and policy direction over the next five years. It outlines how the MALFB will continue to fulfil its mandate by enhancing productivity, promoting innovation, supporting value chain development, and strengthening partnerships across public, private, and community actors.

The Corporate Plan is built on four core principles of operation:

- **Service to the Public** – Enhancing the capacity and knowledge of farmers, producers, and sector actors through innovation, technology, and targeted support to increase their participation in the formal economy.
- **Service to Other Agencies** – Collaborating with state-owned enterprises, non-state actors, regional organisations and development partners to implement programs, share resources, and improve sector performance through data, knowledge, and coordinated action.
- **Governance** – Upholding transparency, accountability, and stakeholder engagement in program delivery and policy decision-making, while ensuring efficient use of public funds.
- **Corporate Services** – Strengthening the internal systems and support functions of the Ministry, including human resource management, policy coordination, finance, ICT, legal compliance, and project oversight.

The Plan is informed by lessons from past performance, emerging national and global trends, and the growing need to adapt to challenges such as climate change, market volatility, and food system transformation. It is also aligned with national policy priorities including the Vanuatu 2030: The People's Plan, and regional and international development commitments.

By focusing on transformation, partnerships, and resilience, the MALFB Corporate Plan 2026–2030 aims to position the Ministry as a proactive, innovative, and accountable institution driving long-term impact in the productive sectors. It provides a clear roadmap for action and

a platform for collaboration with all stakeholders working toward a more prosperous and food-secure Vanuatu.

Tankio tumas

The image shows a handwritten signature in blue ink, which appears to be 'Tankio tumas', written over a circular official stamp. The stamp is also in blue ink and contains the text 'DIRECTOR GENERAL' in the center. The outer ring of the stamp reads 'Ministry of Agriculture, Livestock, Forestry, Fisheries & Biosecurity' with a small star symbol at the bottom.

Tekon Timothy TUMUKON
Director General

2 Statement of Vision, Mission, Objectives, Themes, Values

MALFB Vision Statement

That the nation's agricultural, forestry and livestock resources are sustainable, managed efficiently and that these resources make a significant contribution to the economic growth and well-being of the people of Vanuatu.

MALFB Mission Statement

To develop, manage and protect the nation's agriculture, forestry and livestock resources to enhance the socio-economic opportunities for Ni-Vanuatu. To maintain sustainable and profitable healthy sector programs to enhance the socio-economic opportunities for Ni-Vanuatu.

Strategic Objectives

The Ministerial objectives are defined by the five priorities of the Ministerial Corporate Plan:

- Strategic Objective 1: Improved Sustainable Agri production for Income Generation (MAB)
- Strategic Objective 2: Enhance Vanuatu Food Security through Local Production (MAC)
- Strategic Objective 3: Strengthen Safety, Protection and Quality (MAD)
- Strategic Objective 4: Enhance the Sustainable Management of Natural Resources (MAE)
- Strategic Objective 5: Strengthen Institutional Capacity with a Focus on Inclusivity (MAH)

MALFB Key themes

These four themes reflect cross-cutting priorities to which all aspects of MALFB's operations and strategic decisions must adhere:

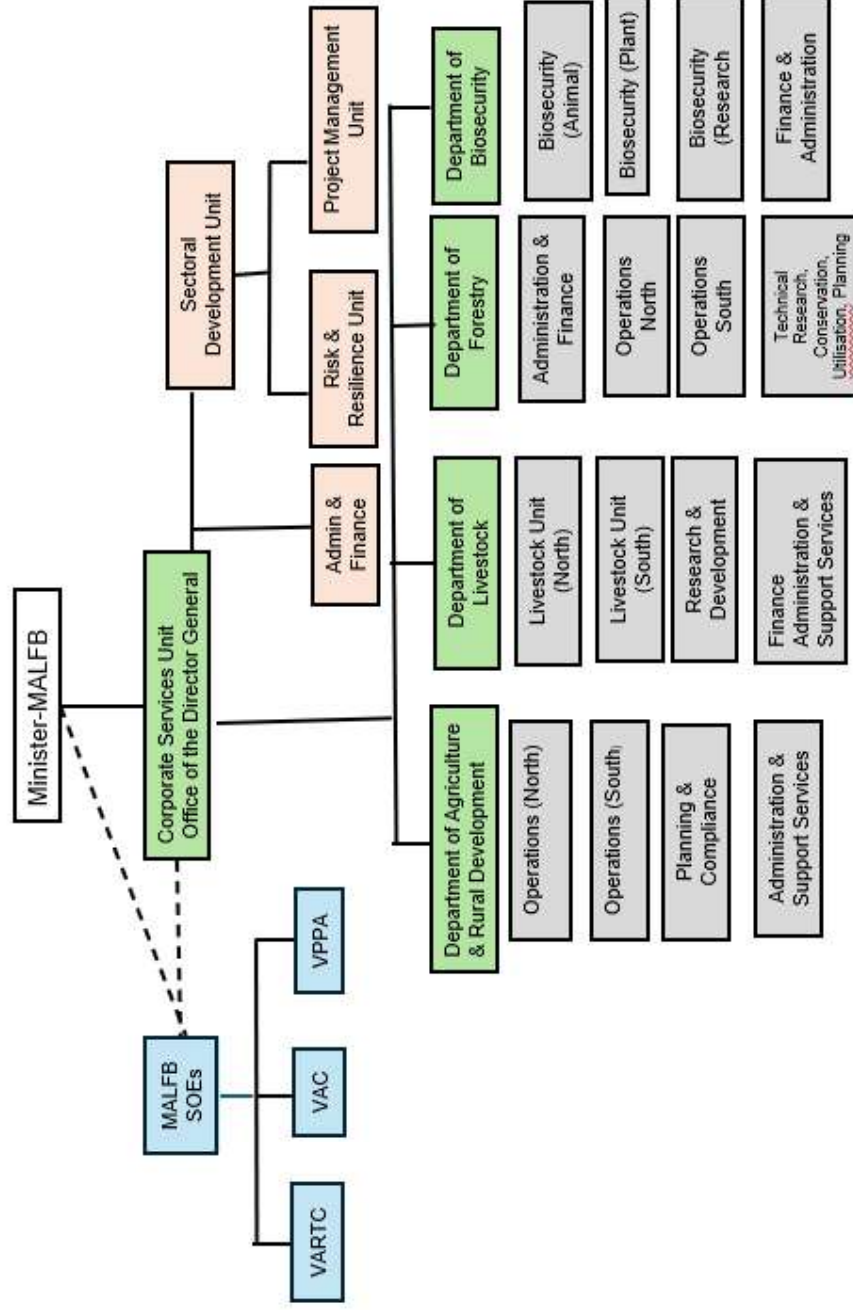
- Climate Change
- Risk Reduction
- Inclusivity
- Sustainability

MALFB Core Values

The following core values are integral to the identity of the Ministry and must be upheld in all aspects of MALFB's operations and culture:

- Service delivery
- Teamwork
- Partnership
- Performance
- Professionalism
- Commitment
- Positive attitude
- Respect
- Honesty & Integrity
- Reliability

3 Organisation Structure of MALFB



4 Functions of the MALFB

4.1 Policy

MALFB Policies	Main roles in relation to MALFB
Agriculture Sector Policy 2015-2030	To increase production of commodity crops and improve food security through increase of food production
Livestock Sector Policy 2015-2030	To expand production of cattle, small ruminants, and non-ruminants
Forestry Sector Policy 2013-2023	To increase forest production, timber production, and forest management
Biosecurity Policy 2016-2030	To manage boarder control and to ensure safety and quality of plants and animals and their related products as well as trade facilitation
Gudfala Kakae Policy 2020-2030	To promote food and nutrition security
Overarching Productive Sector Policy 2025-2030	To increase sustainable primary production, value addition, market access, safety and quality, and strengthen relevant infrastructure and capacity building.
Organic Policy 2019-2030	To support Vanuatu's certification of agricultural organic produces at market
MALFFB Rural Extension Strategy 2019-2029	To strengthen Vanuatu's rural extension services at the local level so that farmers can improve their livelihoods, community resilience and food security.
MALFB Framework for Reintegration for Agricultural Workers in Labour Mobility Schemes	To support returning seasonal workers to invest in the agriculture sector
MALFB Gender Equity Action Plan 2023-2026	To support the development of an inclusive productive sector

4.2 Regulation

List of legislations under responsibility of sectors within MALFFB	Main roles in relation to MALFFB
Agriculture (amendment) Act 2024	To increase production of commodity crops and improve food security through increase of food production
Livestock Management Act 2018	An act to provide for the management of the Livestock
Forestry Act 2019	An Act to make provision for the protection, development and sustainable management of forests and the regulation of the forestry industry in Vanuatu, and for related purposes.
Vanuatu Primary Producers Authority Act 2018	An Act to provide for the establishment of the Vanuatu Primary Producers Authority and for related matters.
VARTC (amendment) Act 2008	An act to establish the Vanuatu Agricultural Research and Technical Centre; to provide for its constitution, functions and powers; and for related purposes.
Vanuatu Agriculture College (amendment) Act 2021	This Act establishes the Vanuatu Agriculture College and the Vanuatu Agriculture College Council, defines the functions and powers of the College and Council and the internal organization of the College
Plant Protection Act 2013	provide provisions to strengthen border security to prevent entry of unwanted, invasive exotic pests and disease which may cause drastic effects on our Agricultural Industry.

Pesticides (control) Act 1993	An Act to make provisions for the regulation and control of the importation, manufacture, sale, distribution and use of pesticides, and for matters connected therewith
Industrial Hemp and Medical Cannabis (amendment) Act 2024	An Act to regulate and control the importation and cultivation of Hemp and Cannabis seeds, and the manufacturing and exportation of Industrial Hemp and Medical Cannabis and for related matters.
Meat Industry (amendment) Act 2000	An Act to make provisions for the regulation and control of the meat processing industry and for matters connected therewith.
Animal Disease (Control) Act 1992	An Act to make provisions for the control of animal disease in Vanuatu and for matters connected therewith.
Abattoirs (amendment) Act 1986 [CAP. 99]	This Act prescribes conditions for operating abattoirs in Vanuatu, requires approval of abattoirs and registration and licensing of meat export processing establishments, prescribes standards for the construction of meat processing establishments, regulates methods of slaughtering of animals and treatment of animals, and regulates inspection and enforcement of provisions of this Act
Butcheries (amendment) Act 1986 [CAP.100]	This Act prescribes conditions for operating butcheries in Vanuatu, requires registration and licensing of meat export processing establishments, prescribes standards for the storage and the transport of meat, and regulates inspection and enforcement of provisions of this Act
Animal Importation & Quarantine (amendment) Act 2014	An Act to make provisions for the regulation and control of the importation of animals, animal products and biological products into Vanuatu, and for matters connected therewith

4.3 Service to the public

MALFB service is evolving into creating a culture of progressive, innovative and transformative productive sector where its actors will enhance their knowledge and capacity for the sector to increase its participation in the formal economy. This will be driven through review of sectoral strategies, capacity development, innovative thinking and, smart and efficient farming technologies.

4.4 Service to other agencies

MALFB supports and collaborates with state-owned enterprises that are mandated to operate in the productive sector through human resource and financial arrangements. The MALFB has established formal arrangements with several non-state actors to deliver some of its programs. The Ministry is embarking on establishing public-private partnership arrangements with more non-state actors, farmers and businesses to develop the productive sector. MALFB provides relevant data and information to CROP agencies and development partnership to support them in maintain relevant resources and information on the priorities of the Ministry to assist with project support.

4.5 Governance

MALFB is responsible for monitoring their SOE's on behalf of the Minister. The SOEs are Vanuatu Agriculture Research Training Centre (VARTC), Vanuatu Agriculture College (VAC), Vanuatu Primary Producers Authority (VPPA), Metenesel Cocoa Project, Vanuatu Livestock Development Project (VLDP) and the Industrial Forest Plantation (IFP) at Sharks Bay.

4.6 Corporate Services

MALFB CSU provides Policy and Planning Coordination, Human Resource Management, ICT Management, Financial Management (including budget, assets and procurement), Legislation and compliance management and Project Management for the Ministry.

5 Environmental Scan

STRENGTHS		WEAKNESSES	
INTERNAL	EXTERNAL	INTERNAL	EXTERNAL
- Revised Corporate plan with clear outcome indicators and targets - Access to technical expertise - New policies provide mandate and future direction - Good cooperation between departments under MALFB - Experienced staff able to carry out designated tasks - Planning for next 5 years gives direction to activities - NSDP outlines significant roles for MALFB - Well qualified staff & strong leadership - Legislation & policies developed - Updated Program Budgeting Model within ministry - Program reporting according to PSC standard templates available and reported - Increase in support budget (Recurrent and projects) - Increase in Extension staff located in every Province - Restructure of MALFB - Legislative management and review - Improved Project management system - Strengthened support between Office of the Minister and CSU & departmental staff	- Strong partnership with provincial governments - Good cooperation with other Ministries - Strong support & collaboration from donor partners and humanitarian agencies - Technical Advisor support - External support towards human resource (volunteers) - Strong support & collaboration with CROP Regional agencies - Strong support & collaboration with SOEs: VARTC; VAC; VPPA	- Staffing/human resource (high % vacancies) - Ministry infrastructure poor, needs new buildings & maintenance program - Policies + legislative frameworks need revision - MALFB staff require capacity building - Gender balance of staff within the ministry - No needs analysis for training of staff - Limited staff with technical expertise in specialist areas - Inconsistencies in reporting processes	- PSC response to HR issues i.e. new staffing structures are delayed - Donor funded projects not aligning with national development objectives under MALFB - Expensive to meet international obligations
←Professional, dedicated staff→		←Lack of Coordination→	

OPPORTUNITIES		THREATS	
INTERNAL	EXTERNAL	INTERNAL	EXTERNAL
- Improved services delivery - Improved revenue collection - Improved efficiency through digitalised data collection and reporting - Development of a Knowledge Management System - Staff Institutional capacity development - Continued expansion of Ministry services to all Provinces - New legislation, policies and strategies to grow commercial farming - Improved food security through access to local food - Significant Increase in Agri-business contribution to national GDP	- Agri-business sector growth - Donor support & funding - Improve & broaden stakeholder relationships - Private Public Partnerships - Training & scholarship programs - Improved institutional capacity through Frameworks of Cooperation with VAC, VARTC, VPPA and other SOEs - Increased collaboration with Ministry of Trade through the Framework of Cooperation	- Cost of utilities, office operation - Health and safety - No policy or Health & Safety insurance - Too many policies with no implementation plans, budgets & human resource - Many offices are crowded and badly equipped - Staff houses are not maintained - Use planned budget for unplanned activities - Delay in recruitment of MALFB staff	- Political influence - Unstable Government - Risk of losing donor support - Natural disasters - Some donor requirements not aligning with Gov directives - Public & donor expectations of MALFB - Rural Labour force reduced through increased SWP
← Earn Revenue for Gov →		← Direction & Vision →	

6 MALFB Corporate Plan Strategic Objectives

6.1 Strategic Objective 1: Improved Sustainable Agri Production for Income Generation (MAB).	
NSDP Indicators/ Targets	ECO 1.2.1 Change in government revenue ECO1.7.1 Level of production of major commodities to include cocoa and copra ECO3.1.1 Total annual value of agricultural production, tourism, industry, and infrastructure as a percentage of GDP ECO 3.3.3 Total number of standard operational storage and processing facilities located in rural areas by province ECO 4.3: Increase production and processing of niche commodities, and value addition to commodities in which Vanuatu enjoys a comparative advantage ECO 4.5: Increase the number of decent, productive employment opportunities, particularly for young women and men, and people with disabilities ECO 4.7.1 Change in total number of individuals participating in seasonal work programmes ENV 1.5.2 Crop diversity index with a focus on fruit and vegetables (average number of varieties planted of crops by province) ENV 1.4.2 Total number of people receiving training in food storage and preservation per year in MALFB led, NGO or partnered initiatives ENV 1.5.1 Proportion of producers across the productive sector that have undergone Agro-Met training ENV 1.5.2 Crop diversity index with a focus on fruit and vegetables (average number of varieties planted of crops by province) ENV 1.5.3 Proportion of farmers involved in integrated farming practices ENV 2.1: Increase access to knowledge, expertise and technology to enact our blue-green growth strategies ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience
OPSP Objectives / Targets	Development Objective 1: Commodity Production and Market Access Development Objective 3: Food Security Development Objective 4: Environmental, Climate Change and DRR Management
Ministry Policy	Cross Ministerial: Overarching Productive Sector Policy 2020-2030; Gudfala Kakai Policy 2020-2030; Climate Change Disaster Risk and Resilience Policy 2016-2030; National Biodiversity Strategy and Action Plan 2018-2030; Vanuatu National Security Strategy Ministerial: Vanuatu Organic Policy 2019-2030; MALFB Rural Extension Strategy 2019-2029; MALFB Gender Equality Action Plan 2023-2026

	Sectorial: Vanuatu Agriculture Sector Policy 2015-2030; Vanuatu National Fruits and Vegetables Strategy 2017 – 2027; Vanuatu National Cocoa Strategy 2020 – 2025; Vanuatu National Kava Strategy 2016 – 2026; Vanuatu National Coconut Strategy 2016 – 2026; Vanuatu National Coffee Strategy 2020– 2030; Vanuatu National Root Crop Strategy 2024-2030; Vanuatu National Seed System Strategy 2019 – 2029; Vanuatu National Biosecurity Policy 2016-2030 ; Vanuatu National Livestock Policy 2015-2030 ; Vanuatu Forest Policy 2013-2023, Vanuatu Forest and Landscape Restoration Strategy 2020-2030, REDD+ Strategy
Program	MAB Improved Sustainable Agri Production for Income Generation • Activity MABA: Increase Market and Commodity Production- National level • Activity MABB: Increase Market and Commodity Production – Malampa • Activity MABC: Increase Market and Commodity Production – Penama • Activity MABD: Increase Market and Commodity Production – Sanma • Activity MABE: Increase Market and Commodity Production – Shefa • Activity MABF: Increase Market and Commodity Production – Tafea • Activity MABG: Increase Market and Commodity Production – Torba
Objectives	Main Program Objectives by Department: Increase sustainable production and quality of Kava 47B Increase sustainable production and quality of Coconuts 47C – (also MAC) Increase sustainable production and quality of Cocoa 47D Increase sustainable production and quality of Coffee 47E Increase sustainable production and quality of Spices 47F Increase sustainable production and quality of Cattle 89B – (also MAC) Increase sustainable production and quality of Apiculture 89E Increase sustainable production and quality of Commercial Timber Trees 72C Increase sustainable production and quality of Sandalwood 72K Increase sustainable production and quality of Non-Timber Forest Products 72L Increase sustainable production and quality of Industrial Hemp and Medicinal Cannabis 71C
Outcome (will be detailed per province)	Increased of number of key farmers trained in sustainable primary production Increased number of farmers with equipment to support primary production Increased number of key farmers trained in post harvest/ antemortem techniques

	Increased number of key farmers with post-harvest/ante mortem equipment						
	Increased number of key farmers trained in agri business						
	Increased number of key farmers with improved knowledge on market access						
Key Activities	Cost Centre	Description	Service Delivery	2030 Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
MABA-G 71C Industrial Help and Medicinal Cannabis (IHMC)	71CA	Implementation Planning	Sub-program Outline developed and approved by DG	1	Corporate Services unit	2026-2030	●Natural Disasters ●Public Health Emergency ●Delay of funding ●Plant pest and disease ●Interest of stakeholders to dedicate to IHMC production ●Market Fluctuation
			Outline reviewed and updated annually	4			
			No of compliance reports	4			
	71CB	IHMC Governance	Number of SOPs on IHMC cultivation	1			
			Number of SOPs on IHMC cultivation reviewed and updated	4			
			Number of advisory committee meetings	20			
			Number of SOPs on semi processing IHMC	1			
			Number of SOPs on semi processing IHMC reviewed and updated	4			
	71CC	Support to IHMC farmers	Number of compliance reports on SOPs	20			
			Number of IHMC farmers trained	9			
	71CD	Monitoring & Evaluation	Number of IHMC farmers supported with equipment	9			
			Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20			
	71CE	Improve Market Access Knowledge	Impact Survey conducted of representative sample	5			
Map of potential IHMC production areas identified			1				
# of IHMC Producers Forum			5				
# of Standard practices reviewed and updated			4				
47BA		No of reports of Compliance of Act	20				
		Sub-program Outline developed and approved by DG	1	DARD			

MABA-G 47C Cacao Development			No of compliance reports	5	Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to Cacao production •Market Fluctuation
	47DB	Increase Sustainable Production	No farmers trained in sustainable Cacao production and plant health & protection	500	
			No of Cacao farmers supported with equipment for primary production	500	
			No Cacao farmers supported to plant climate resilient varieties	500	
			No of best management and production practices identified	5	
			No of pest and disease surveillance reports	5	
	47DC	Primary Processing Support	No of Cacao farmers/processors trained in post harvest techniques	500	
			No of Cacao farmers/processors supplied with post harvest equipment	500	
	47DD	Farming as a business	No of Cacao farmers trained in agri business	500	
			No of Cacao farmers supported to hold commercial Agri permit	500	
			No of exporters supported to hold Cacao export permit	3	
	47DE	Monitoring & Evaluation	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	5	
			Impact Survey Conducted of representative sample	2	
	47DF	Improve Market Access Knowledge	Map of potential Cacao production areas identified	5	
MABA-G 47D Coffee Development			# of Cacao Producers Forum	5	Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease
			GAP review and updated	5	
			No of reports of Compliance of act	5	
	47EA	Implementation Planning	Sub-program Outline developed and approved by DG	1	
			Outline reviewed and updated annually	4	
	47EB		No of compliance reports	5	
			No farmers trained in sustainable Coffee production and plant health & protection	300	
			DARD	20026-2030	

		Increase Sustainable Production	No of Coffee farmers supported with equipment for primary production	250			•Interest of stakeholders to dedicate to Coffee production •Market Fluctuation
			No Coffee farmers supported to plant climate resilient varieties	300			
			No of best management and production practices identified	25			
			No of pest and disease surveillance reports	5			
			No of Coffee farmers/processors trained in post harvest techniques	300			
			No of Coffee farmers/processors supplied with post harvest equipment	150			
			No of Coffee farmers trained in agri business	150			
			No of Coffee farmers supported to hold commercial Agri permit	150			
			No of exporters supported to hold Coffee export permit	3			
			Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	5			
MABA-G 47F Spices Development	47FB	Increase Sustainable Production	Impact Survey Conducted of representative sample	2	DARD	20026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to Spices production •Market Fluctuation
			Map of potential Coffee production areas identified	3			
			# of Coffee Producers Forum	2			
			GAP review and updated	3			
			No of reports of Compliance of act	1			
			Sub-program Outline developed and approved by DG	1			
			Outline reviewed and updated annually	4			
			No of compliance reports	5			
			No farmers trained in sustainable Spices production and plant health & protection	250			
			No of Spices farmers supported with equipment for primary production	250			
			No Spices farmers supported to plant climate resilient varieties	250			

MABA-G 89B Cattle Development		No of best management and production practices identified	5			
		No of pest and disease surveillance reports	5			
	47FC	Primary Processing Support				
		No of Spices farmers/processors trained in post harvest techniques	250			
		No Spice Processing Facilities	3			
		No of Spices farmers/processors supplied with post harvest equipment	250			
	47FD	Farming as a business				
		No of Spices farmers trained in agri business	250			
		No of Spices farmers supported to hold commercial Agri permit	250			
		No of exporters supported to hold Spices export permit	2			
	47FE	Monitoring & Evaluation				
		Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	10			
		Impact Survey Conducted of representative sample	2			
	47FF	Improve Market Access Knowledge				
		Map of potential Spices production areas identified	15			
		# of Spices Producers Forum/working group	5			
		GAP review and updated	3			
		No of reports of Compliance with the Act	3			
MABA-G 89B Cattle Development	89BA	Implementation Planning				
		Sub-program Outline developed and approved by DG	1			
		Outline reviewed and updated annually	4			
		No of compliance reports	4			
	89BB	Increase Sustainable Production				
		No cattle farmers trained in sustainable cattle production and animal health	500			
		No of cattle farmers supported with equipment for primary production	500			
		No cattle farmers supported with improved breeds	250			
		No of cattle farmers trained in integrated farming systems	250			
				Department of Livestock	20026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to Cattle production •Market Fluctuation

		No of best management and production practices identified	1						
		No of pest and disease surveillance reports	5						
	89BC	Primary Processing Support	100						
		No of cattle farmers trained in antemortem techniques	100						
		No of cattle farmers supported with antemortem equipment	100						
	89BD	Farming as a business	500						
		No of cattle farmers trained in agribusiness	500						
	89BE	Monitoring & Evaluation	20						
		Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20						
		Impact Survey conducted of representative sample	2						
MABA-G 89E Apiculture Development		Map of potential cattle production areas identified	1	Department of Livestock	20026-2030				•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to Apiculture production •Market Fluctuation
	89BF	Improve Market Access Knowledge	2						
		# of cattle Producers Forum	2						
		# of standard husbandry practices reviewed and updated	2						
		No of reports of Compliance with the Act	5						
	89EA	Implementation Planning	1						
		Sub-program Outline developed and approved by DG	1						
		Outline reviewed and updated annually	4						
		No of compliance reports	4						
		No bee farmers trained in sustainable Bee production and animal health	30						
	89EB	Increase Sustainable Production	30						
		No of bee farmers supported with equipment for primary production	30						
		No bee farmers supported with improved breeds/genetics	10						
		No of best management and production practices identified	1						
		No of pest and disease surveillance reports	5						
	89EC	Primary Processing Support	30						
		No of bee farmers trained in post harvest techniques	30						
	89ED	Farming as a business	30						
		No of bee farmers supplied with post harvest equipment	30						
		No of bee farmers trained in agri business	30						

	89EE	Monitoring & Evaluation	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20			
			Impact Survey Conducted of representative sample	2			
	89EF	Improve Market Access Knowledge	Map of potential bee production areas identified	1			
MABA-G 72C Commercial Timber Tree (CTT) Development			# of Bee Producers Forum	2	Department of Forestry	20026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to CTT production •Market Fluctuation
			# of standard husbandry practices reviewed and updated	2			
			No of reports of Compliance with the Act	5			
	72CA	Implementation Planning	Sub-program Outline developed and approved by DG	1			
			Outline reviewed and updated annually	4			
			No of compliance reports	5			
			No forest farmers and users trained in sustainable CTT production	150			
	72CB	Increase Sustainable Production	No of CTT Farmers assisted with equipment for silvicultural production	150			
			No CTT farmers supported with local & improved tree varieties	150			
			No of best management and production practices identified	1			
			No of pest and disease surveillance reports	5			
	72CC	Primary Processing Support	No of CTT loggers trained in post harvest timber processing	50			
			No of CTT loggers supplied with post harvest equipment	50			
	72CD	Farming as a business	No of CTT farmers & loggers trained in agri business	50			
	72CE	Monitoring & Evaluation	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20			
			# reports on NFMS for CTT in place, maintained and updated	5			
			Impact survey conducted of representative sample	2			
	72CF		Map of potential Reforestation and Afforestation CTT areas identified	1			

			# of CTT Producers Forum	5			
	Improve Market Access Knowledge		# of standard forestry operations and best practices reviewed and updated	5			
			No of reports on Compliance with the Act	5			
	Implementation Planning	72LA	Sub-program Outline developed and approved by DG	1			
			Outline reviewed and updated annually	4			
			No of compliance reports	5			
			No forest farmers and users trained in sustainable NTFP production	100			
	Increase Sustainable Production	72LB	No of NTFP farmers assisted with equipment for silvicultural production	100			
			No NTFP farmers supported with local & improved tree varieties	100			
			No of best management and production practices identified	1			
			No of pest and disease surveillance reports	5			
	Primary Processing Support	72LC	No of NTFP Farmers and users trained in post harvest and processing	50			
			No of NTFP farmers and users supplied with post harvest equipment	50			
	Farming as a business	72LD	No of NTFP farmers trained in agri business	50			
	Monitoring & Evaluation	72LE	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20			
			NFMS for NTFP in place, maintained and updated	5			
			Impact Survey conducted of representative sample	2			
			Map of potential Reforestation and Afforestation NTFP areas identified	1			
	Improve Market Access Knowledge	72LF	# of NTFP Producers Forum	5			
			# of standard forestry operations and best practices reviewed and updated	5			
					Department of Forestry	20026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to Non Timber Forest production •Market Fluctuation
MABA-G 72L Non-Timber Forest Product Development							

6.2 Strategic Objective: Enhance Vanuatu food security through local production (MAC).	
NSDP Indicators/ Target	ENV 1.1.1 Proportion of households engaged in production of food for own consumption ENV 1.1.3 Average incidence of food poverty at the household level (Food Poverty Line) ENV 1.2.1 National food guidelines directing food security and nutrition promotional activities (including aelan kakai) Ministry implementation and operational ENV 1.3.1 Total annual volume of imports of food and products targeted by DARD as those that can be produced domestically (including 'value-added products) ENV 1.3.2 Domestic food price level ENV 1.4.1 Total FADs per 1,000 populations by province ENV 1.4.2 Total number of people receiving training in food storage and preservation per year in MALFFB led, NGO or partnered initiatives ENV 1.5.2 Crop diversity index with a focus on fruit and vegetables (average number of varieties planted of crops by province) ENV 2.1: Increase access to knowledge, expertise and technology to enact our blue-green growth strategies ENV 3.3.1 Number of support plans available to communities for coordination, planning, preparedness, response and recovery ENV 3.3.2 Percentage of climate change and disaster affected communities with durable solutions ENV 3.3.3 Number of multi-hazard and risk maps to improve Post-Disaster Needs Assessment ENV 3.4.2 Number of communication and partnership activities and awareness programs established targeting issues such as climate change adaptation and resilience ENV 3.5.3 Amount of climate and disaster finance used for community programs and activities through external support ECO 4.5: Increase the number of decent, productive employment opportunities, particularly for young women and men, and people with disabilities ECO 4.7.1 Change in total number of individuals participating in seasonal work programmes ECO 3.3.3 Total number of standard operational storage and processing facilities located in rural areas by province SOC 1.2.2 Proportion of population possessing common and basic traditional production skills related to weaving, transport, housing, farming, food preparation SOC 1.7.2 Proportion of population that use traditional lands for agriculture, marine, forestry and livestock for consumption or customary purposes
OPSP Objectives/Targets	Development Objective 1: Commodity Production and Market Access Development Objective 3: Food Security Development Objective 4: Environmental, Climate Change and DRR Management
Ministry Policy	Cross Ministerial: OPSP 2020-2030; Gudfala kakai policy 2020-2030; Climate Change Disaster Risk and Resilience Policy 2016-2030; National Biodiversity Strategy and action plan 2018-2030; Vanuatu National Security Strategy Ministerial: Vanuatu Organic policy 2019-2030; MALFB Rural Extension Strategy 2019-2029; MALFFB Gender Equality Action plan 2023-2026 Sectorial: Vanuatu Agriculture Sector Policy; Vanuatu National Fruits and Vegetables Strategy 2017 – 2027; Vanuatu National Coconut Strategy 2016 – 2026; Vanuatu National Root Crop Strategy 2024-2030; Vanuatu National Seed Policy 2019 – 2029; Vanuatu National Biosecurity Policy 2016-2030; Vanuatu National Livestock Policy 2015-2030; Vanuatu Forest Policy 2013-2023, Vanuatu Agriculture Sector Policy 2015-2030
Program	Enhance Vanuatu food security through local production (MAC)

	• Activity MACA: Increase Local Food Production- National level • Activity MACB: Increase Local Food Production – Malampa • Activity MACC: Increase Local Food Production – Penama • Activity MACD: Increase Local Food Production – Sanma • Activity MACE: Increase Local Food Production – Shefa • Activity MACF: Increase Local Food Production – Tafea • Activity MACG: Increase Local Food Production – Torba
Objectives	Main Program Objectives by Department: Enhance Vanuatu food security through increased Fruits development 47I (also MAB) Enhance Vanuatu food security through increased Root Crop Development 47M (also MAB) Enhance Vanuatu food security through increased Vegetable Production 47N (also MAB) Enhance Vanuatu food security through increased Small Ruminant Development 89C (also MAB) Enhance Vanuatu food security through increased Poultry Development 89J (also MAB) Enhance Vanuatu food security through increased Pig Development 89K (also MAB) Enhance Vanuatu food security through increased Local Food Promotion 47P and 89P Enhance Vanuatu food security through increased Strengthen resilience in Agri-production 71D
Outcome	Increased number of key farmers trained in Sustainable Primary Production Increased number of farmers with equipment to support Primary production Increased number of key farmers trained in Post Harvest/ antemortem techniques Increased number of key farmers with post-harvest/ante mortem equipment Increased number of key farmers trained in Agri business Increased number of key farmers with improved knowledge on Market Access Increase number of local food farmers in key areas to provide food security through local production Increase number households with improved food security Increase the number of institutions with Farm to institution programs Increase number of agri-tourism products

Key Activities	Cost Centre	Description	Service Delivery	2030 Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
MACA-G 71D Strengthen Resilience in Agriculture	71DA	Implementation Planning	Sub-program Outline developed and approved by DG	1	Corporate Services unit	2026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to local production •Price and Market
			Outline reviewed and updated annually	4			
			No of compliance reports	5			
	71DB	MALFB disaster response and recovery coordination	# of FSAC SOP reviewed and updated	2			
			# of FSL SOP developed and updated	3			
			# of Disaster Distribution Guidelines developed and updated	5			
			Food Assistance SOP reviewed and updated	3			
			FEDDR implementation plan developed	1			
	71DC	Food systems for economic development and disaster resilience	FEDDR implementation plan reviewed and updated	2			
			# reports on coordination of food system activities	10			
			Map of nutritional dense local food accessibility	2			
			# of reports on access to local market surveys	5			
			# of new agri-tourism products supported	10			
	71DD	Local Food Promotion	# of events of supported	5			
			# Reports on agri-tourism activities	20			
			Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20			
	71DE	Monitoring & Evaluation	Impact Survey conducted of representative sample	2			
			Sub-program Outline developed and approved by DG	1			
MACA-G 47I Fruit Development	47IA	Implementation Planning	Outline reviewed and updated annually	4	DARD	2026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease
			No of compliance reports	5			
	47IB		No fruit farmers trained in sustainable fruit production and plant health & protection	500			

MACA-G 47M Root		Increase Sustainable Production	No of fruit farmers supported with equipment for primary production	500	- Interest of stakeholders to dedicate to fruit production - Price and Market
			No fruit farmers supported with climate resilient varieties	500	
			No of fruit farmers trained in integrated farming systems	500	
			No of best management and production practices identified	5	
			No of pest and disease surveillance reports	5	
		Primary Processing Support	No of fruit farmers/processors trained in post harvest techniques	500	
			No of fruit farmers/processors supplied with post harvest equipment	500	
		Farming as a business	No of fruit farmers trained in agri business	500	
			No of fruit farmers supported to hold commercial agri permit	500	
		Monitoring & Evaluation	No of exporters supported to hold Fruits export permit	2	
			Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	5	
			Impact Survey conducted of representative sample	2	
		Improve Market Access Knowledge	Map of potential fruit production areas identified	1	
			# of Fruit Producers Forum/working group	2	
			# of GAP practices reviewed and updated	2	
		Improve and increase availability and access to local produce	No of reports of Compliance of act	2	
			# of reports Identifying areas to promote fruit for nutritional requirements	3	
			No of new fruit farmers in designated areas	50	
MACA-G 47M Root	47MA	Implementation Planning	Sub-program Outline developed and approved by DG	1	2026-2030 DARD - Natural disasters - Public Health Emergency
			Outline reviewed and updated annually	4	
			No of compliance reports	5	

Crop Development	47MB	Increase Sustainable Production	No root crops farmers trained in sustainable Root Crops production and plant health & protection	710	• Delay of funding • Plant pest and disease • Interest of stakeholders to dedicate to ICHM production • Price and Market
			No of root crops farmers supported with equipment for primary production	100	
			No root crops farmers supported with climate resilient varieties	500	
			No of best management and production practices identified	1	
			No of pest and disease surveillance reports	5	
			No of root crops farmers/processors trained in post harvest techniques	710	
			No of root crops farmers/processors supplied with post harvest equipment	100	
	47MC	Primary Processing Support	No of root crops farmers trained in agri business	710	
			No of root crops farmers supported to hold commercial agri permit	710	
	47MD	Farming as a business	No of exporters supported to hold root crops export permit	3	
			Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	5	
			Impact Survey conducted of representative sample	2	
	47ME	Monitoring & Evaluation	Map of potential root crops production areas identified	10	
			# of root crops Producers Forum	1	
			# of GAP practices reviewed and updated	5	
			No of reports of Compliance of act	5	
	47MF	Improve Market Access Knowledge	# of reports Identifying areas to promote root crops for nutritional requirements	5	
			No of new root crops farmers in designated areas	25	
MACA-G 47N	47NA	Implementatation Planning	Sub-program Outline developed and approved by DG	1	2026-2030 DARD • Natural disasters • Public Health
			Outline reviewed and updated annually	4	

Vegetable Development			No of compliance reports	5	Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to vegetable production •Price and Market
			No vegetable farmers trained in sustainable Vegetable production and plant health & protection	240	
	47NB	Increase Sustainable Production	No of vegetable farmers supported with equipment for primary production	152	
			No vegetable farmers supported with climate resilient varieties	300	
			No of best management and production practices identified	5	
			No of pest and disease surveillance reports	5	
	47NC	Primary Processing Support	No of vegetable farmers/processors trained in post harvest techniques	240	
			No of vegetable farmers/processors supplied with post harvest equipment	50	
	47ND	Farming as a business	No of vegetable farmers trained in agri business	240	
			No of vegetable farmers supported to hold commercial agri permit	240	
			No of exporters supported to hold vegetable export permit	2	
	47NE	Monitoring & Evaluation	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	5	
			Impact Survey Conducted of representative sample	2	
	47NF	Improve Market Access Knowledge	Map of potential vegetable production areas identified	1	
			# of Vegetable Producers Forum	2	
			# of GAP practices reviewed and updated	5	
			No of reports of Compliance of act	5	
	47NG	Improve and increase availability and access to local produce	# of reports Identifying areas to promote vegetable for nutritional requirements	5	
			No of new vegetable farmers in designated areas	72	

MACA-G 47P Local Food Production	47PA	Implementation Planning	Sub-program Outline developed and approved by DG	1	DARD	2026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to local food production •Price and Market
			Outline reviewed and updated annually	4			
			No of compliance reports	5			
	47PB	Local Food Promotion	# Events Supported	8			
			# Reports of promotional activities	8			
47PC		Promotion of Farm to Institution program	No of institutions receiving support with Farm to institution program	60			
47PD		Improve and increase availability and access to local produce	# of households supported for food security	300			
MACA-G 89C Small Ruminant Development	89CA	Implementation Planning	Sub-program Outline developed and approved by DG	1	Department of Livestock	2026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to small ruminant production •Price and Market
			Outline reviewed and updated annually	4			
			No of compliance reports	4			
			No small ruminant farmers trained in sustainable small ruminant production and animal health	200			
			No of small ruminant farmers supported with equipment for primary production	100			
	89CB	Increase Sustainable Production	No small ruminant farmers supported with improved breeds	100			
			No of small ruminant farmers trained in integrated farming systems	100			
			No of best management and production practices identified	2			
			No of pest and disease surveillance reports	5			
	89CC		No of small ruminant farmers trained in antemortem techniques	100			

		Primary Processing Support	No of small ruminant farmers supplied with antemortem equipment	100			
	89CD	Farming as a business	No of small ruminant farmers trained in agri business	50			
	89CE	Monitoring & Evaluation	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20			
	89CF	Improve Market Access Knowledge	Impact Survey Conducted of representative sample	2			
			Map of potential small ruminant production areas identified	1			
			# of Small Ruminant Producers Forum	2			
			# of Standard Husbandry practices reviewed and updated	2			
	89JA	Implementation Planning	No of reports of Compliance of act	5			
			Sub-program Outline developed and approved by DG	1			
			Outline reviewed and updated annually	4			
MACA-G 89J Poultry Development	89JB	Increase Sustainable Production	No of compliance reports	5			
			No poultry farmers trained in sustainable Poultry production and animal health	100			
			No of poultry farmers supported with equipment for primary production	100			
			No poultry farmers supported with improved breeds	100			
			No of poultry farmers trained in integrated farming systems	100			
			No of best management and production practices identified	2			
			No of pest and disease surveillance reports	5			
	89JC	Primary Processing Support	No of poultry farmers trained in antemortem techniques	100			
	89JD	Farming as a business	No of poultry farmers supplied with antemortem equipment	100			
			No of poultry farmers trained in agri business	50			
					Department of Livestock	2026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to Poultry production •Price and Market

MACA-G 89K Pig Development	89JE	Monitoring & Evaluation	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20		
	89JF	Improve Market Access Knowledge	Impact Survey Conducted of representative sample	2		
			Map of potential poultry production areas identified	1		
			# of Poultry Producers Forum	2		
			# of Standard Husbandry practices reviewed and updated	2		
			No of reports of Compliance of act	5		
	89KA	Implementation Planning	Sub-program Outline developed and approved by DG	1		
	89KB	Increase Sustainable Production	Outline reviewed and updated annually	4		
			No of compliance reports	5		
			No pig farmers trained in sustainable Pig production and animal health	200		
			No of pig farmers supported with equipment for primary production	100		
			No pig farmers supported with improved breeds	100		
			No of best management and production practices identified	2		
			No of pest and disease surveillance reports	5		
			No of pigfarmers trained in antemortem techniques	100		
No of pig farmers supplied with antemortem equipment			100			
89KD			Farming as a business	No of pig farmers trained in agri business	50	
89KE	Monitoring & Evaluation	Reporting on all farmers assisted including name, location, size of farm, sex, age, special needs	20			
89KF	Improve Market Access Knowledge	Impact Survey Conducted of representative sample	2			
		Map of potential pig production areas identified	1			
		# of Pig Producers Forum	2			
		# of Standard Husbandry practices reviewed and updated	2			
89PA		No of reports of Compliance with the Act	5			
		Sub-program Outline developed and approved by DG	1			
				Department of Livestock	2026-2030	●Natural disasters ●Public Health Emergency ●Delay of funding ●Plant pest and disease ●Interest of stakeholders to dedicate to pig production ●Price and Market

MACA-G 89P Local Food Production		Implementation Planning	Outline reviewed and updated annually	4	Department of Livestock	2026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Plant pest and disease •Interest of stakeholders to dedicate to local food production •Price and Market
	89PB	Local Food Promotion	No of compliance reports	4			
			# Events Supported	20			
			# Reports of promotional activities	20			
	89PC	Promotion of Farm to Institution program	No of institutions receiving support with 'Farm to Institution' program	5			
			# of reports Identifying areas to promote livestock for nutritional requirements	5			
	89PD	Improve and increase availability and access to local produce	No of new livestock farmers in designated areas	10			

6.3 Strategic Objective: Strengthen safety, protection and quality (MAD)	
NSDP Target/Indicators	ECO 1.5.1 Benefits/value accrued through various trade agreements ENV 5.4.1 Proportion of incoming planes and sea vessels cleared through Biosecurity annually ENV 5.6.1 Proportion of government agencies using a central information sharing system for environment data
Ministry Policy	Cross Ministerial: Overarching Productive Sector Policy 2020-2030; Gudfala Kakai Policy 2020-2030; Climate Change Disaster Risk and Resilience Policy 2016-2030; National Biodiversity Strategy and Action Plan 2018-2030; Vanuatu National Security Strategy Ministerial: Vanuatu Organic Policy 2019-2030; MALFB Rural Extension Strategy 2019-2029; MALFFB Gender Equality Action Plan 2023-2026 Sectorial: Vanuatu Agriculture Sector Policy; Vanuatu National Fruits and Vegetables Strategy 2017 – 2027; Vanuatu National Cocoa Strategy 2020 – 2025; Vanuatu National Kava Strategy 2016 – 2026; Vanuatu National Coconut Strategy 2016 – 2026; Vanuatu National Coffee Strategy 2020–2030; Vanuatu National Root Crop Strategy 2024-2030; Vanuatu National Seed System Strategy 2019 – 2029; Vanuatu National Biosecurity Policy 2016-2030 ; Vanuatu National Livestock Policy 2015-2030 ; Vanuatu Forest Policy 2013-2023, Vanuatu Forest and Landscape Restoration Strategy 2020-2030, REDD+ Strategy
OPSP Objectives/Targets	Development Objective 2: Quality and safety Development Objective 4: Environmental, Climate Change and DRR Management
Program	MAD Strengthen safety, protection and quality • Activity MADA: Safety Protection and Quality of Agri produce - National level • Activity MADB: Safety Protection and Quality of Agri produce – Malampa • Activity MADC: Safety Protection and Quality of Agri produce – Penama • Activity MADD Safety Protection and Quality of Agri produce – Sanma • Activity MADE: Safety Protection and Quality of Agri produce – Shefa • Activity MADF: Safety Protection and Quality of Agri produce – Tafea • Activity MADG: Safety Protection and Quality of Agri produce – Torba
Objectives	Main program Objectives by Department: Strengthened Border management 49G (also MAC) Improved Plant health management 49F Improved Animal Health management 49I Improved Food safety 49J Support transition to organic farming certification 47Q & 72Q

Support transition to Sustainable Forest Management certification 72Q Enhance work of food safety in Vanuatu and protect human health 71B							
Outcome	Increase in the number of farmers with organic certification Increase in the number of foresters with Sustainable Forest Management certification Increase in number of traders/agents trained in import requirements Increase in the number of farmers/ traders/agents trained in export Increase in number of markets accessed Up to date import and export standards and regulations						
Key Activities	Cost Centre	Description	Service Delivery	2030 Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
MADA-G 71F CODEX	71FA	Governance	Develop national food safety commodity standards for local food exports and domestic market (translate international standards to national standards)	10	Corporate Services unit	2026-2030	●Natural disasters ●Public Health Emergency ●Delay of funding
	71FB	Improve Market Access Knowledge	Number of reports on international meetings attended	5			
		Number of reports on regional meetings attended	2				
MADA-G 47Q Product Standards	47QA	Implementation Planning	Sub-program Outline developed and approved by DG Outline reviewed and updated annually No of compliance reports	1 4 5	DARD	2026-2030	●Natural disasters ●Public Health Emergency ●Pest and disease outbreak ●Delay of funding ●Changes in legislation
	47QB	Service agreement with private sector for organic certification and training	No of service agreements	3			

	47Q C	Improve product quality to meet Organic standards	# agriculture farmers supported to transition to Vanuatu organic certification	60			
	47Q D	Monitoring & Evaluation	Map of potential organic production areas for certification identified and updated	5			
		Service agreement with private sector for organic certification and training	Reporting on all crop farmers assisted including name, location, size of business, sex, age, special needs	5			
MADA-G 89Q Product Standards	89QA	Service agreement with private sector for organic certification and training	No of service agreements	5	Department of Livestock	2026-2030	• Natural disasters • Public Health Emergency • Pest and disease outbreak • Delay of funding • Changes in legislation
	89QB	Improve product quality to meet Organic standards	# livestock farmers supported to transition to Vanuatu organic certification	2			
	89Q C	Monitoring & Evaluation	Reporting on all livestock farmers assisted including name, location, size of business, sex, age, special needs	5			
MADA-G 72Q Product Standards	72QA	Service agreement with private sector for Sustainable Forest Management certification and training	No of service agreements	2	Department of Forestry	2026-2030	• Natural disasters • Public Health Emergency • Pest and disease outbreak • Delay of funding • Changes in legislation

	49G D	Monitoring & Evaluation	# of Reports on all participants assisted including name, location, size of business, sex, age, special needs	20			
	49GE	Quarantine measures implemented	# of Impact Surveys Conducted	2			
			# of Quarantine SOP reviewed and updated	2			
			Proportion of identified goods correctly treated	100%			
			# of 1/4 ly report on quarantine activities	20			
MADA-G 49F Plant Health	49FA	Plant pest and disease identification	Pest List Database reviewed and updated annually	5			
	49FB	Plant pest and disease response management	# of SOP of Plant Health reviewed and updated	5			
			# of 1/4 ly identification reports on plant pest & disease	20			
			Plant health Emergency & Response Plan reviewed and updated	2			
			# of simulation exercises	2			
	49FC	Pesticide registration	# of pesticide approved and registered	1			
			# of SOPs developed	1			
			# of SOPs reviewed and updated	4			
			# of MALFB staffs trained	100			
	49FD	Plant pest and disease recognition	# of trained stakeholders in pest and disease recognition and report	100			
	49FE	Crop Surveillance	Digitize plant pest recognition platform	1			
			# of Commodity surveillance report	5			
			# targeted pest surveillance reports	15			
	49FF	Monitoring & Evaluation	# of 1/4ly surveillance reports	20			
			# of Reports on all participants assisted including name, location, size of business, sex, age, special needs	20			
			# of Impact Surveys conducted	2			
	49IA		Animal disease database reviewed and updated	2			
			# SOP developed	1			
					Department of Biosecurity	2026-2030	•Natural disasters •Public Health Emergency • Pest and disease outbreak •Delay of funding •Changes in legislation
					Department of Biosecurity	2026-2030	•Natural disasters •Public Health Emergency

	Animal pest and disease Identification	# SOP reviewed and updated	4				● Pest and disease outbreak ● Delay of funding ● Changes in legislation
			100				
MADA-G 49I Animal Health	49IB Animal health response management	# stakeholders trained on animal disease identification	1				
		Sampling measures for chemical residue testing (VBS) developed	4				
		Sampling measures for chemical residue testing (VBS) reviewed and updated	2				
		Effectiveness of EDRP of animal disease reviewed and updated	2				
	49IC	# of simulation exercise	100				
		# of stakeholders trained in animal health	100				
		# of stakeholders trained in animal disease recognition	1				
		Digitize animal disease recognition platform	1				
	49ID	# of SOP of surveillance developed	4				
		# of SOPs of surveillance reviewed and updated	20				
49IE	Monitoring & Evaluation	# of Reports on all participants assisted including name, location, size of business, sex, age, special needs	20				
MADA-G 49J Food Safety	49JA	# of Impact Surveys conducted	2				
		Annual pathology database reviewed and updated	1				
		# of animal disease (antemortem & postmortem) identification SOP developed	1				
		# of animal disease (antemortem & postmortem) identification SOP review and updated	4				
	49JB	# of ¼ ly identification reports on pathological data	20				
		# of butchery SOP reviewed and updated	5				
		# of meat inspection stakeholder trained on meat handling standards	100				
		# Food Safety Forums held	5				
49 JC		# of ¼ ly of butchery compliance report.	20				
		# of Ante-mortem & Post- mortem Reports	20				

		Meat Inspection operation	# of Condemnation Reports	20			
			# of 1/4ly surveillance reports	20			
	49JD	Monitoring & Evaluation	# of reports on all participants assisted including name, location, size of business, sex, age, special needs	20			
			Impact Survey Conducted of representative sample	2			
	49JE	Improve meat hygiene standard	# of SOPs reviewed and updated	5			

6.4 Strategic Objective: Enhance the management of natural resources at sustainable level (MAE)	
NSDP Target/Indicators	ENV 1.1.2 Provide up to date data on primary production (agriculture, livestock, forestry, fisheries, and biosecurity) available for analysis and informed decision making and reporting ENV 1.4.3 Establishment of land use capability mapping systems to determine which crops and farming systems are best suited to different areas ENV 1.5.3 Proportion of farmers involved in integrated farming practices ENV 2.5.1 Proportion of targets met in National Environment Policy and Implementation Plan 2016-2030 ENV 2.5.2 Proportion of environmental obligations within international conventions and treaties met ENV 4.2.2 Establishment of GIS mapping relevant to the management of forest activities ENV 4.4.2 Number of integrated coastal management plans developed and implemented ENV 5.3.1 Proportion of population with knowledge of the names of local flora and fauna ENV 4.6.1 Annual estimated area (square km) of reforestation and rehabilitation ENV 4.6.2 Proportion of licensees harvesting within their allocated quota or Proportion of licensee operations being monitored ENV 5.1.2 Total number of environmental guidelines in place ENV 5.2.1 Total number of registered CCAs ENV 5.2.2 Proportion of community management committees implementing their CCA management plan ENV 5.6.1 Proportion of government agencies using a central information sharing system for environment data
OPSP Objectives/Targets	Development Objective 4: Environmental, Climate Change and DRR Management
Ministry Policy	Cross Ministerial: Overarching Productive Sector Policy 2020-2030; Gudfala Kakai Policy 2020-2030; Climate Change Disaster Risk and Resilience Policy 2016-2030; National Biodiversity Strategy and action plan 2018-2030; Vanuatu National Security Strategy Ministerial: Vanuatu Organic policy 2019-2030; MALFB Rural Extension Strategy 2019-2029; MALFB Gender Equality Action plan 2023-2026 Sectorial: Vanuatu Forest Policy 2013-2023; Vanuatu Forest and Landscape Restoration Strategy 2020-2030, REDD+ strategy; Vanuatu Agriculture Sector Policy 2015-2030; Vanuatu National Livestock Policy 2015-2030; Vanuatu National Biosecurity Policy 2016-2030
Program	MAE Sustainable Management of Natural Resources • Activity MAEA: Sustainable Management of Natural Resources - national level • Activity MAEB: Sustainable Management of Natural Resources – Malampa • Activity MAEC: Sustainable Management of Natural Resources – Penama • Activity MAED: Sustainable Management of Natural Resources – Sanma • Activity MAEE: Sustainable Management of Natural Resources – Shefa • Activity MAEF: Sustainable Management of Natural Resources – Tafea • Activity MAEG: Sustainable Management of Natural Resources – Torba
Objectives	Overall: Programs developed by Departments under MALFB have a positive impact on sustainable management of natural resources by:

	- Sustainable use of water and soil - Avoid depletion of soil fertility and loss of soil through erosion - Avoid loss of biodiversity and natural coverage - Comply to national and international environmental law and regulations to ensure the use and production for future generations - Protection and sustainable use of natural areas such as sea/water and remnant forests and landscapes Main program Objectives by Department: Increase Forest Landscape restoration 72B Increase Forest Conservation and Protection 72H
Outcome	Increase number hectares with improved forest biodiversity or native plant species National Herbarium maintained and operational Increase in new Forest Protected areas (Including Botanical gardens/Forest protected areas/Kastom forest conservation areas) Increase in degraded natural forest areas identified for restoration Increase in degraded natural forest areas assisted with restoration Increase in degraded mangrove forest areas identified for restoration Increase in degraded mangrove forest areas assisted with restoration

Key Activities	Cost Centre	Description	Service Delivery	2030 Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
MAEA-G 72H Forest Protection and Conservation	72HA	Implementation Planning	Sub-program Outline developed and approved by DG	1	Department of Forestry	2026-2030	- Natural disasters - Public Health Emergency - Delay of funding - Interest of participants to be involved
			Outline reviewed and updated annually	4			
			No of compliance reports	5			
	72HB	Identification of Forest health	Biodiversity check List Database reviewed and updated annually	5			
			Yearly Botanical assessment (forest status verification) reports	5			

		SOP for Forest Pest and Disease Identification protocol developed	1			
		SOP FPD review and updated annually	4			
		# of yearly FPD reports on forest plant pest & disease	5			
72HC	Forest Protected Area Establishes	# hectares Improved Forest biodiversity of native plant species	1000			
		Herbarium in place and maintained and operational	5			
72HD	Conservation of Native Forest	# Documents of traditional uses of native plant species	20			
		# of digital documents of Vanuatu native Forests ethnobotany and online plant talking dictionary	10			
		Proportion of existing botanical gardens, forest protected areas and custom forest conservation areas maintained	100%			
72HE	Increase number of Forest protected Areas	# hectares of new forest protected (Botanical gardens/Forest protected areas/Kastom forest conservation areas)	1000			
		# reports on National Forest Monitoring System in place and operational	5			
		# reports on Maintain and update NFMS	5			
72HF	Monitoring & Evaluation	# of Reports on emissions and removals of GHG/ forest cover changes	5			
		Reporting on areas assisted including name, location, size of farm, sex, age, special needs	20			
		Impact Survey conducted of representative sample	2			
72BA	Implementation Planning	Sub-program Outline developed and approved by DG	1			
		Outline reviewed and updated annually	4			
		No of compliance reports	5			
		# updated maps of potential restoration Sites	5			
72BB	Identification of Forest Restoration Sites	SOP for Forest Pest and Disease Identification protocol developed	1			
		SOP FLR review and updated annually	2			
MAEA-G 72B Forest Landscape restoration				Department of Forestry	2026-2030	•Natural disasters •Public Health Emergency •Delay of funding •Interest of participants to be involved

		# FLR reports on forest plant pest & disease	5			
72BC	Restoration of Forests	# of degraded natural forest areas identified for restoration (in Ha)	20,000			
		# of degraded natural forest areas assisted with restoration (in Ha)	20,000			
72BD	Mangrove Restoration	# of degraded mangrove forest area identified for restoration (in Ha)	500			
		# of degraded mangrove forest areas assisted with restoration (in Ha)	250			
		National Forest Monitoring System in place and operational	5			
		Maintain and update NFMIS	5			
72BE	Monitoring & Evaluation	Reporting on emissions and removals of GHG/ forest cover changes	1			
		Reporting on all foresters assisted including name, location, size of farm, sex, age, special needs	20			
		Impact Survey Conducted of representative sample	2			

6.5 Strategic Objective: Strengthen institutional capacity with a focus on inclusivity (MAH).	
NSDP Target/Indicators	ENV 1.1.2 Up to date data on primary production (agriculture, livestock, forestry, fisheries, biosecurity) available for analysis and informed decision-making and reporting ENV 1.4.3 Establishment of land use capability mapping systems to determine which crops and farming systems are best suited to different areas ENV 3.1.1 Proportion of government ministries with policies, budgets, and legislation for CC & DRM ENV 3.1.3 Alignment of sector stakeholders' programs and CC & DRM policies and legislation ECO 2.9 increased use of and access to information and communications technologies, including on-line government services ECO 2.9.2 Annual change in total number of users of on-line government services ECO 3.5: Improve the collection, analysis and dissemination of market data on the rural economy and communities ECO 3.4.1 Total annual number of agricultural extension services per capita by province ECO 3.5.1 Total annual number of rural economic analysis reports published ECO 3.6: Improve the provision of government services in rural areas SOC 4.1.1 Proportion of government departments with gender responsive policies, legislation, and programs (needs to be included) SOC 6.1.1 Reduction in annual Employment Disciplinary Board decision SOC 6.1.2 Annual number of public officials receiving relevant qualifications through VIPAM and other government programs SOC 6.4.1 Proportion of BP objectives met as reported in department AR's SOC 6.9: Strengthen research, data and statistics for accountability and decision-making (these are programs of CSU 46 Department)
Ministry Policy	Cross Ministerial: Overarching Productive Sector Policy 2020-2030; Gudfala Kakai Policy 2020-2030; Climate Change Disaster Risk and Resilience Policy 2016-2030; National Biodiversity Strategy and action plan 2018-2030; Vanuatu National Security Strategy Ministerial: Vanuatu Organic policy 2019-2030; MALFB Rural Extension Strategy 2019-2029; MALFB Gender Equality Action plan 2023-2026 Sectorial: Vanuatu Agriculture Sector Policy 2015-2030; Vanuatu National Biosecurity Policy 2016-2030; Vanuatu National Livestock Policy 2015-2030; Vanuatu Forest Policy 2013-2023
OPSP Objectives/Targets	Development Objective 5: Enhanced capacity of both public and private productive sector stakeholders with a focus on women and youth
Program	MAH Strengthen institutional capacity with a focus on inclusivity

	- Activity MAHA: Policy & planning and M&E, Capacity building and Asset management - National level - Activity MAHB: Policy & planning and M&E, Capacity building and Asset management – Malampa - Activity MAHC: Policy & planning and M&E, Capacity building and Asset management – Panama - Activity MAHD: Policy & planning and M&E, Capacity building and Asset management – Sanma - Activity MAHE: Policy & planning and M&E, Capacity building and Asset management – Shefa - Activity MAHF: Policy & planning and M&E, Capacity building and Asset management – Tafea - Activity MAHG: Policy & planning and M&E, Capacity building and Asset management – Torba						
Objectives	Main program Objectives Strengthen institutional capacity in planning, monitoring, reporting, and evaluation. 71V, 47V, 49V, 72V, 89V Improve policy formulation and review processes 71V Promote effective governance, compliance, and legislative support 71V, 47V, 49V, 72V, 89V Develop and implement systems and frameworks for efficient project management, digital reporting, and data-driven results tracking 71V, 47V, 49V, 72V, 89V Build the skills, knowledge and resources to effectively and efficiently implement the Ministry programs 71U, 47U, 49U, 72U, 89U Strengthen cooperation between MALFB and SOEs to support the implementation of the MALFB 2026-2030 Corporate Plan 71U All assets of the Ministry are maintained and upgraded to ensure service delivery and safety 71X, 47X, 49X, 72X, 89X						
Outcome	MALFB planning aligns with Government directives MALFB meets all reporting requirements MALFB staff have the skills, knowledge and resources to effectively and efficiently implement the Ministry programs Strengthened corporation with SOEs Maintained and updated asset registry						
Key Activities	Cost Centre	Description	Service Delivery	2030 Target	Responsibility within Ministry & Stakeholder Agencies by Position	Time Frame for Delivery	Delivery Risk Assessment and Mitigation Measures
MAHA-G 71V Policy &	71VA	Government Planning & Reporting	Corporate Plan – reviewed and updated annual # of Annual Budget Narrative	5 5	Corporate Services unit	2026-2030	●Natural disasters ●Public Health Emergency

Planning, Monitoring & Evaluation (PME)			# of Annual Business Plan	5	• Delay of funding • Operational Capacity • Policy review
			SOP developed and updated for Strategy development	1	
			SOP developed and updated for sub program outline	1	
			# of Annual Report	5	
			# of Quarterly reports	10	
			# of Mid-year report to OPSC	5	
			# of ADR report	5	
			Finance SOP developed	1	
			Number of quarterly finance reports	20	
			Procurement SOP developed and endorsed	1	
			Number of quarterly of procurement reports	20	
			SOP developed for policy review process	1	
			# of Reports on review of cross-sectoral policies	5	
	71VB	Policy/Strategy	Number of MALFB policies/strategies reviewed and reported	2	
			Number of new MALFB policies/strategies	4	
			Number of annual International memberships paid	20	
			# of PMU SOPs are reviewed and updated	2	
	71VC	Project Management	# annual project reports	5	
			Number of consultation/workshops with stakeholders	10	
			# of SOPs developed on data collection	1	
	71VD	Monitoring & Evaluation	# of Impact Survey SOPs developed	1	
			Number of MALFB evaluation reports completed	5	
			Number of Legislative reviews done	1	
			Number of new acts passed, and regulations endorsed	1	
	71VE	Design and Implementation of Legislative framework	Number of reports on implementation of approved COM papers	5	
			Number of reports on court case involving MALFB	5	
			# of SOP on MALFB Compliance requirements	1	
			Number of compliance reports completed	20	
	71VF	Compliance	SOP developed for audit reports	1	
			Number of audit reports completed	5	

MAHA-G 71U Capacity Building	71UA	Information, Communication and Technology	# of SOP for Departmental Communication strategy	1	Corporate Services unit	2026- 2030	•Natural disasters •Public Health Emergency •Delay of funding •Operational Capacity •Policy review •Capacity building
			# of reports on MALFB communications	20			
			# of SOP for IT developed and reviewed	5			
			# of compliance reports on IT	20			
			Development of Digital reporting platform	1			
			# of Agriculture Weeks coordinated and reported	2			
			# of SOP on Knowledge Management	1			
			# of reports on Knowledge Management System	4			
			# research projects identified and implemented	3			
			No of research studies reports	2			
MAHA-G 71X Asset Management	71UB	R&D	Number of CSU staff trained	25	Corporate Services unit	2026- 2030	•Natural disasters •Public Health Emergency •Delay of funding •Operational Capacity •Policy review •High maintenance costs
			# SOP for HRD plan	1			
			# of CSU HRD plan developed	1			
			# report on HRD plan	5			
			# CSU staff recruitment	25			
			# MALFB Staff performance appraisal submitted	15			
			# of frameworks of cooperation of MALFB and SOEs	5			
			# of collaboration meetings between MALFB and SOEs	5			
			SOP developed for Asset Registration, transfer, sale and disposal	1			
			Number of quarterly reports on asset registry	20			
MAHA-G 47V Policy & Planning, Monitoring & Evaluation (PPME)	71XC	Asset registration	Develop an Asset replacement plan and implement	5	Corporate Services unit	2026- 2030	•Natural disasters •Public Health Emergency •Delay of funding •Operational Capacity •Policy review •High maintenance costs
			Number of reports on Asset maintenance and replacement	5			
			Asset development plan developed and updated	3			
			Number of reports on new assets	5			
			# of Annual Budget Narrative	5			
			# of Annual Business Plan	5			
			# of Annual Report	5			
			# of Quarterly reports	10			
			# of Mid-year report	5			
			Number of quarterly Finance reports	20			
MAHA-G 47V Policy & Planning, Monitoring & Evaluation (PPME)	47VA	Government Planning and Reporting	SOP developed for Asset Registration, transfer, sale and disposal	1	DARD	2026- 2030	•Natural disasters •Public Health Emergency •Delay of funding •Operational Capacity •Policy review
			Number of quarterly reports on asset registry	20			
			Develop an Asset replacement plan and implement	5			
			Number of reports on Asset maintenance and replacement	5			
			Asset development plan developed and updated	3			
			Number of reports on new assets	5			
			# of Annual Budget Narrative	5			
			# of Annual Business Plan	5			
			# of Annual Report	5			
			# of Quarterly reports	10			

			Number of quarterly Procurement reports	20			
47VB	Policy/Strategy		Number of new strategies	3			
			Number of Department policies/strategies reviewed and reported on	8			
47VC	Project Management		# annual project reports	5			
			Number of consultation/workshops with partners	5			
47VE	Design and Implementation of Legislative framework		Number of Legislative reviews done	1			
			Number of new acts passed, and regulations endorsed	4			
47VF	Compliance		Number of compliance to Act(s) reports completed	5			
			# of Communication strategy developed	1			
47UA	Information, Communication and Technology		# reports on DARD Communication activities	20			
			# of compliance reports on IT	20			
			# of reports of new information dissemination to stakeholders- needs SMART	4			
47UB	R&D		# of reports on Knowledge Management System	4			
			# research projects identified and implemented	4			
47UC	HRM		No of research studies reported	4			
			Number of DARD staff trained	50			
			# of DARD HRD plan developed	1			
			# report on HRD plan	3			
			# DARD staff recruited	50			
			# DARD Staff performance appraisal submitted	15			
47XA	Asset registration		Number of quarterly reports on asset registry	20			
47XB	Asset Maintenance and replacement		# of asset replacement plans	1			
			Number of reports on asset maintenance and replacement	5			
47XC	Asset Development		# Asset development plans developed and updated	3			
			Number of reports on new assets	5			
89VA	Government Planning and Reporting		# of Annual Budget Narrative	5			
			# of Annual Business Plan	5			

- Natural disasters
- Public Health Emergency
- Delay of funding
- Operational Capacity
- Policy review
- Capacity building

DARD

2026-2030

- Natural disasters
- Public Health Emergency
- Delay of funding
- Operational Capacity
- High maintenance costs

DARD

2026-2030

- Natural disasters
- Public Health Emergency

Department of Livestock

2026-2030

Planning, Monitoring & Evaluation (PME)			# of Annual Report	5				• Delay of funding • Operational Capacity • Policy review
			# of Quarterly reports	10				
			# of Mid-year report	5				
			Number of quarterly finance reports	20				
			Number of quarterly Procurement reports	20				
			Number of new DOL strategies	5				
	89VB	Policy/Strategy	Number of DOL policies/strategies reviewed and reported	1				
	89VC	Project Management	# annual project reports	5				
			Number of consultation/workshops with partners	20				
	89VE	Design and Implementation of Legislative framework	Number of Legislative reviews	1				
MAHA-G 89U Capacity Building	89VF	Compliance	Number of new acts passed, and regulations endorsed	1				
			Number of compliance to Act(s) reports completed	20				
	89UA	Information, Communication and Technology	# of Communication strategy developed	1				
			# reports on DOL Communication activities	20				
			# of compliance reports on IT	20				
	89UB	R&D	# of reports on Knowledge Management System	4				
			# research projects identified and implemented	3				
			No of research studies reports	3				
	89UC	HRM	Number of DOL staff trained	107				
			# of DOL HRD plan developed	1				
MAHA-G 89X Asset Management			# reports on HRD plan	3				
			# DOL staff recruited	75				
			# DOL Staff performance appraisal submitted	15				
	89XA	Asset registration	Number of quarterly reports on asset registry	20				
	89XB	Asset Maintenance and replacement	# of Asset replacement plans	5				
			Number of reports on Asset maintenance and replacement	5				
	89XC	Asset Development	# Asset development plans developed and updated	3				
			Number of reports on new assets	5				
						Department of Livestock	2026-2030	• Natural disasters • Public Health Emergency • Delay of funding • Operational Capacity • Policy review • Capacity building
						Department of Livestock	2026-2030	• Natural disasters • Public Health Emergency • Delay of funding • Operational Capacity • High maintenance costs

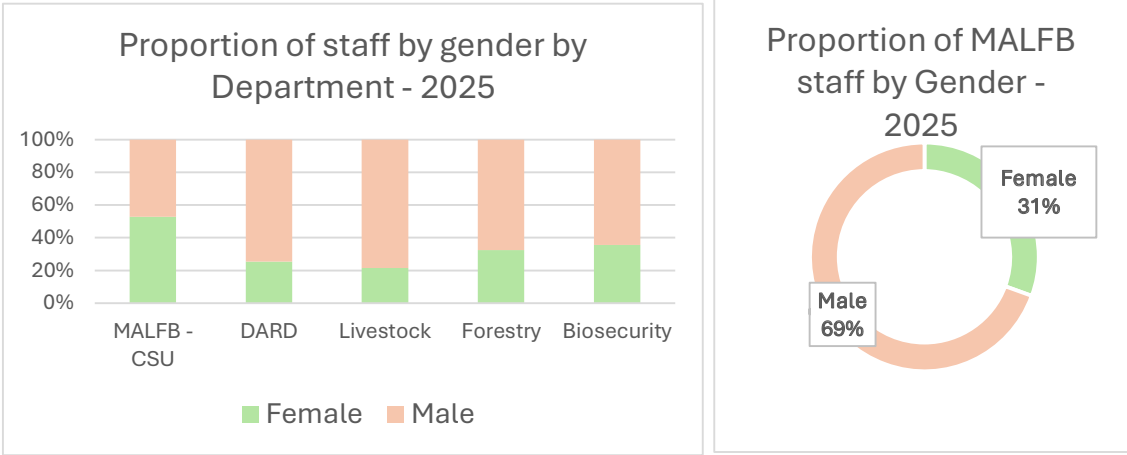
MAHA-G 72V Policy & Planning, Monitoring & Evaluation (PPME)	72VA	Government Planning & Reporting	# of Annual Budget Narrative	5	Department of Forestry	2026- 2030	•Natural disasters •Public Health Emergency •Delay of funding •Operational Capacity •Policy review
			# of Annual Business Plan	5			
			# of Annual Report	5			
			# of Quarterly reports	10			
			# of Mid-year report	5			
			Number of quarterly finance reports completed	20			
	72VB	Policy/Strategy	Number of quarterly of procurement reports	20			
			Number of new DOF strategies	4			
	72VC	Project Management	Number of DOF policies/strategies reviewed and reported	2			
			# annual project reports	5			
MAHA-G 72U Capacity Building	72VE	Design and Implementation of Legislative framework	Number of consultation/workshops with partners	5	Department of Forestry	2026- 2030	•Natural disasters •Public Health Emergency •Delay of funding •Operational Capacity •Policy review •Capacity building
			Number of Legislative reviews done	2			
			Number of new acts passed, and regulations endorsed	2			
			Number of compliance to Act(s) reports completed	20			
	72UA	Information, Communication and Technology	# of Communication strategy developed	1			
			# quarterly reports on DOF Communication activities	20			
			# of compliance reports on IT	20			
			# of reports on Knowledge Management System	4			
	72UB	R&D	# research projects identified and implemented	1			
			No of research studies reports	1			
			Number of DOF staff trained	50			
			# of DOF HRD plan developed	1			
	72UC	HRM	# report on HRD plan	3			
			# DOF staff recruitment	60			
			# DOF Staff performance appraisal submitted	15			
			Number of quarterly reports on asset registry	20			
MAHA-G 72X Asset Management	72XA	Asset registration	# of Asset replacement plans developed	1	Department of Forestry	2026- 2030	•Natural disasters •Public Health Emergency •Delay of funding
	72XB	Asset Maintenance and replacement	Number of reports on Asset maintenance and replacement	5			

			# Biosecurity staff recruitment	80			
			# Biosecurity Staff performance appraisal submitted	15			
MAHA-G 49X Asset Management	49XA	Asset registration	Number of quarterly reports on asset registry	20	Department of Biosecurity	2026- 2030	• Natural disasters • Public Health Emergency • Delay of funding • Operational Capacity • High maintenance costs
	49XB	Asset Maintenance and replacement	# of asset replacement plans	5			
			Number of reports on asset maintenance and replacement	5			
	49XC	Asset Development	# Asset development plans developed and updated	1			
			Number of reports on new assets	5			

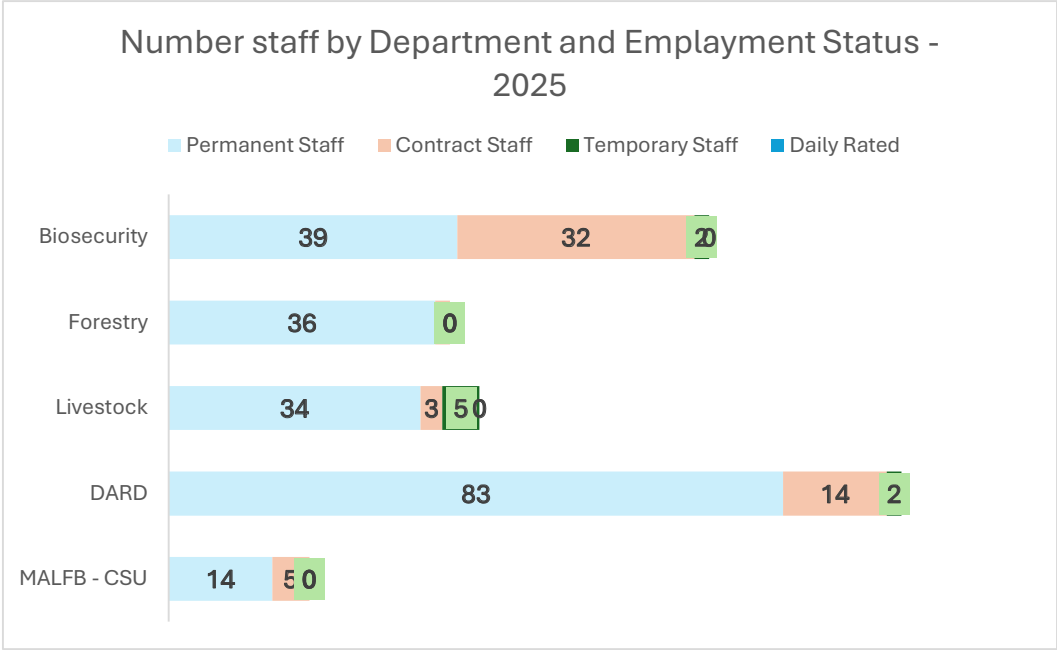
7 Human Resources

7.1 Analysis of Current Structure

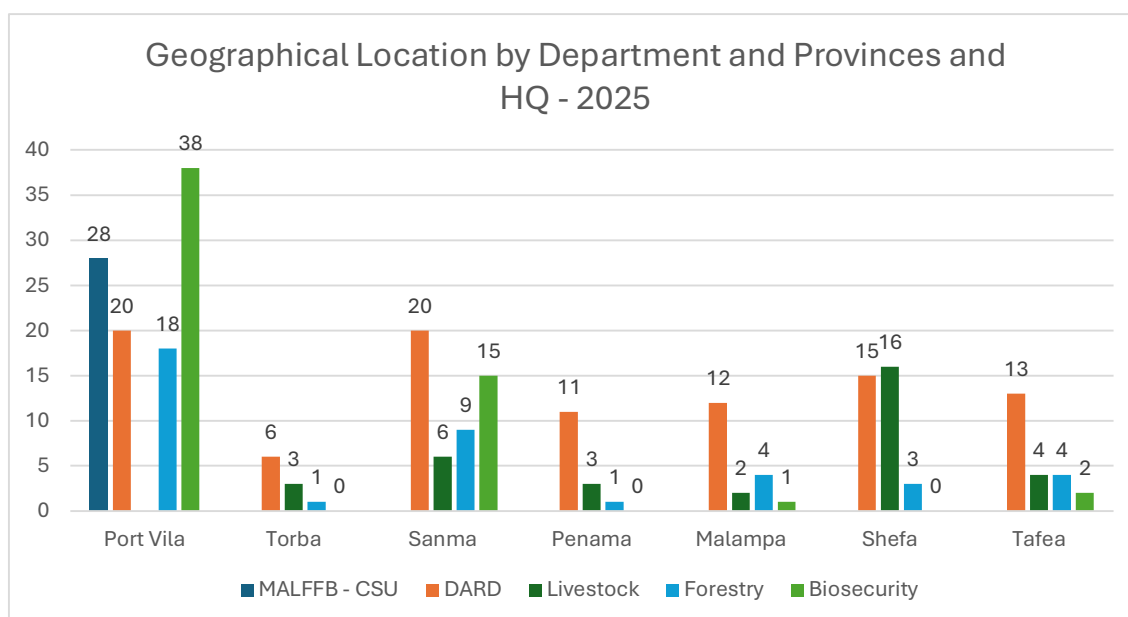
Currently 31% of MALFFB staff are female, with CSU having the highest proportion of female staff (53%) and Livestock the lowest (22%)



The majority of staff (206 of 271) within MALFB are permanent staff, complimented by 56 contract staff, 9 temporary staff and no daily rated staff.

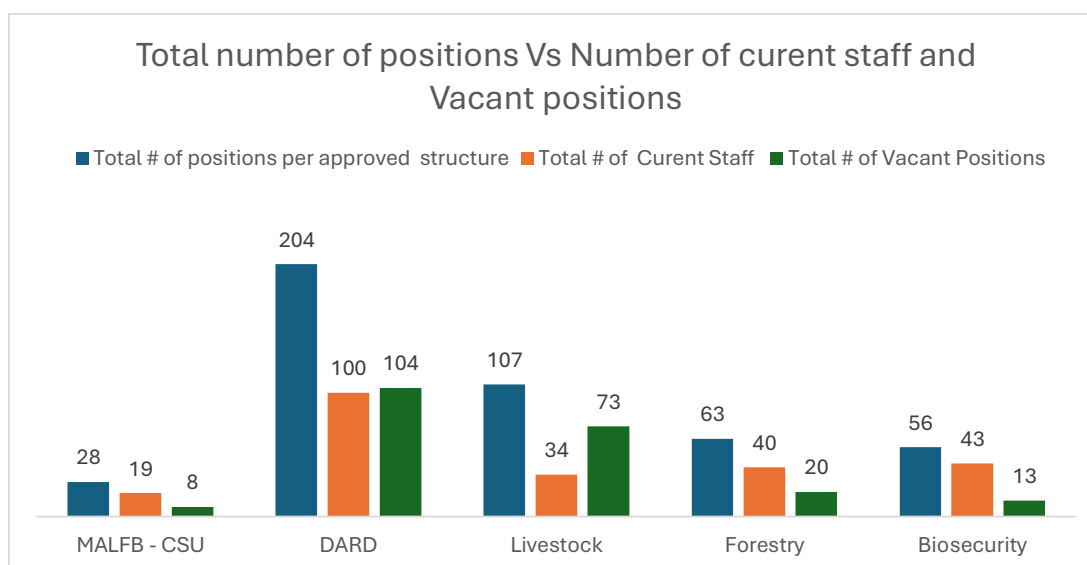


Whilst most MALFFB staff are in Port Vila and Shefa, staff are also located across Vanuatu, both at Provincial capitals and different area councils, including 10 staff in Torba, 50 staff in Sanma, 15 staff in Penama, 19 staff in Malampa and 23 staff in Tafea.



7.2 Current approved staffing structures of the Departments

The following table provides the status of filled and vacant positions. The large number of vacant positions in DARD and DOL are due to their recent approved restructures, where the timeframe to fill the newly created positions is over the next few years.



7.3 Proposed Restructures

Restructuring of MALFFB CSU and its Departments has been ongoing since 2023 until recently to improve efficiency and service delivery. In 2023, the Department of Agriculture and Rural Development was restructured and in 2024, the Department of Livestock also underwent their structural changes which were approved and implemented. The CSU revised structure has been completed and submitted to the Organizational Development Unit (ODU) for their review and submission. Meanwhile, the departments of Forestry and Biosecurity are undertaking their respective structural reviews and are expected to complete this exercise by the end of June 2025.

7.4 Retirement Plan

Projected Date	Department	Name	Position	Position #	Scale	Hire Date	Date of Birth	Age
2025 Retirement Projection (Born in 1965 - 60 Years)								
2026 Retirement Projection (Born in 1966 - 60 Years)								
22/01/2026	Agriculture	Amos Keith	Agriculture Development Officer-North Efate	47007893	PS 5.1	01/11/1995	22/01/1966	59
13/07/2026	Livestock	Woksen Dudley	Assistant LO (Gaua)	89007691	PSS4.1	01/08/2017	13/07/1966	59
02/01/2027	Livestock	Boe Stephenson Fraser	Senior Provincial Livestock Officer (North)	89007665	PST 2.8	01/11/1983	02/01/1967	58
12/06/2026	Biosecurity	Massing Leyton	Quarantine P Scale	49007656	PSS 2.5	16/01/2006	12/06/1966	59
2027 Retirement Projection (Born in 1967 - 60 Years)								
14/10/2027	Agriculture	Maltaus Pierre	Agriculture Development Officer- South Ambae	47007936	PSS4.6	19/08/2024	14/10/1967	58
05/08/2027	Agriculture	Naliko Sam	Senior Agriculture Development Officer - Tanna	47007845	PSS4.1	10/04/1986	05/08/1967	58
11/04/2027	Agriculture	Temar Willie Ben	AAO	47007101	PSS4.1	01/02/1997	11/04/1967	58
30/06/2027	Agriculture	Tinabuali John Willy	Agriculture Development Officer-West Epi	47007899	PS4.1	01/01/2001	30/06/1967	58
02/05/2027	Biosecurity	Tari Philip Roy	Quarantine P Scale	49007609	PSO5.7	01/02/1997	02/05/1967	58
10/11/2027	Biosecurity	Bong Lonny Jonah	Director	89007660	DIR2.1	08/03/2022	10/11/1967	58
2028 Retirement Projection (Born in 1968 - 60 Years)								
03/04/2028	Livestock	Jeffrey Shay	Assistant LDGO (B/Bay)	89007688	PSS4.1	01/02/1997	03/04/1968	57
06/05/2028	Livestock	Krem Sam	Farm Hand	89007697	PSS4.1	01/02/1997	06/05/1968	57
04/06/2028	Livestock	Albert Toa	PLO (Torba)	89007676	PSS4.9	15/06/2017	04/06/1968	57
03/07/2028	Livestock	Aru Mary Hango	Admin Officer (North)	89007692	PSS4.1	09/11/1989	03/07/1968	57
27/07/2028	Livestock	Ronwo Thomas Wilfred	Assistant LO (Maewo)	89007689	PSS4.1	15/06/2017	27/07/1968	57
2029 Retirement Projection (Born in 1969 - 60 Years)								
15/10/2029	Agriculture	Lintamat Tusai George	Agriculture Development Office North West-B Malekula	47007883	PS5.1	24/04/1989	15/10/1969	56
03/03/2029	Agriculture	Naiu Sam Nielyeba	Principal Agriculture Development Officer-Tafea	47007820	PS8.1	01/02/1997	03/03/1969	56
24/12/2028	Forestry	Sethy Mesek	Nursery Supervisor	72007440	PSS1.9	18/02/1997	24/12/1968	56
2030 Retirement Projection (Born in 1970 - 60 Years)								
15/03/2030	Agriculture	Willie Amsen	Assistant Agri. Officer (Malampa)	47007949	PSS4.1	01/02/1997	15/03/1970	55

7.5 Succession Plan

The MALFB Succession Plan will be submitted upon the completion of the Human Resource Development (HRD) Plan, which is scheduled for finalization later this year 2025.

7.6 Training Plan

The MALFB Training Plan will be submitted upon the completion of the Human Resource Development (HRD) Plan, which is scheduled for finalization later this year 2025.

8 Budget

8.1 2026 Budget

	Ministry and Program	Budget Year 2026
	Ministry of Agriculture, Livestock, Forestry and Biosecurity	1,799,344,070
MAA	Payroll & Administration	1,097,866,152
MAB	Improved Sustainable Agri production for Income Generation	193,128,084
MAC	Enhance Vanuatu food Security through local production	116,500,000
MAD	Strengthen safety, protection and quality	39,356,289
MAE	Enhance the sustainable management of natural resources	12,500,000
MAH	Strengthen institutional Capacity with a focus on inclusivity	339,993,545

8.2 MALFB 2026-2030 forecast Budget

		Budget Year	Forward Estimate	Forward Estimate	Forward Estimate	Forward Estimate
Program	Description	2026	2027	2028	2029	2030
	Ministry of Agriculture, Livestock, Forestry and Biosecurity	1,799,344,070	1,799,344,070	1,799,344,070	1,799,344,070	1,799,344,070
MAA	Payroll & Administration	1,097,866,152	1,097,866,152	1,097,866,152	1,097,866,152	1,097,866,152
MIAB	Improved Sustainable Agri production for Income Generation	193,128,084	193,128,084	193,128,084	193,128,084	193,128,084
MAC	Enhance Vanuatu food Security through local production	116,500,000	116,500,000	116,500,000	116,500,000	116,500,000
MAD	Strengthen safety, protection and quality	39,356,289	39,356,289	39,356,289	39,356,289	39,356,289
MAE	Enhance the sustainable management of natural resources	12,500,000	12,500,000	12,500,000	12,500,000	12,500,000
MAH	Strengthen institutional Capacity with a focus on inclusivity	339,993,545	339,993,545	339,993,545	339,993,545	339,993,545

