



# ANNUAL REPORT 2024-2025



**Ministry of Natural Resources and Environment**



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## ACRONYMS

<b>3MTPC</b>	3 Million Tree Planting Campaign
<b>ANR</b>	Assistant Natural Regeneration
<b>AOSIS</b>	Alliance of Small Island States
<b>AR</b>	Annual Review
<b>AWS</b>	Automatic Weather Station
<b>BSRPP2</b>	Building Safety and Resilience in the Pacific Project 2
<b>BUR</b>	Biennial Update Report
<b>CBA</b>	Community Based Adaptation
<b>CBD</b>	Convention on Biological Diversity
<b>CBIT</b>	Capacity Building Initiative for Transparency
<b>CCAs</b>	Community Conservation Areas
<b>CDCRM</b>	Community Disaster Climate Risk Management
<b>CFAN</b>	Climate Finance Access Network
<b>CFW</b>	Cash for Work
<b>CHOGM</b>	Commonwealth Heads of Government Meeting
<b>CITES</b>	Convention for the International Trade of Invasive Species of Wild Flora and Fauna
<b>CLAC</b>	Customary Land Advisory Commission
<b>ClimSA</b>	Climate Services and related Applications Program
<b>CNTBT</b>	Comprehensive Nuclear Test Ban Treaty
<b>COP</b>	Conference of the Parties
<b>COSPPac</b>	Climate and Oceans Support Program in the Pacific
<b>CPB</b>	Cartagena Protocol on Biodiversity
<b>DEC</b>	Division of Environment and Conservation
<b>DCA</b>	Development Consent Applications
<b>DFAT</b>	Department of Foreign Affairs and Trade
<b>DRM</b>	Disaster Risk Management
<b>DRP</b>	Disaster Recovery Plan
<b>DRR</b>	Disaster Risk Reduction
<b>EIA</b>	Environmental Impact Assessment
<b>ERN</b>	Emergency Radio Network
<b>GEF</b>	Global Environment Facility
<b>GCF</b>	Green Climate Fund
<b>GIS</b>	Geographic Information System
<b>GNB</b>	Geographic Name Board
<b>HCFC</b>	Hydrogen Chlorine Fluorine and Carbon
<b>HDA</b>	Higher Duty Allowances
<b>ICPP</b>	International Convention for the Protection from Pollution from Ships
<b>IPCC</b>	Inter-governmental Panel on Climate Change
<b>IRENA</b>	International Renewable Energy Agency
<b>IWRM</b>	Integrated Water Resource Management
<b>J-PRISMS</b>	Japan Project for Promotion of Regional Initiatives Solid Waste Management
<b>JWSSSC</b>	Joint Water and Sanitation Sector Steering Committee
<b>KP</b>	Koyoto Protocol
<b>LB</b>	Land Board
<b>LDS</b>	Latter Day Saints
<b>LLA</b>	Locally Lead Adaptation
<b>MAF</b>	Ministry of Agriculture and Fisheries
<b>MHEWS</b>	Multi-Hazard Early Warning System
<b>MLS</b>	Ministry of Lands and Survey
<b>MOF</b>	Ministry of Finance
<b>MOU</b>	Memorandum of Understanding
<b>MP</b>	Management Plan
<b>MSP</b>	Marine Spatial Plan
<b>MWTI</b>	Ministry of Works Transport and Infrastructure
<b>NAP</b>	National Adaptation Plan

<b>NBSAP</b>	National Biodiversity Strategy and Action Plan
<b>NCA</b>	National Climate Assessment
<b>NDC</b>	National Determined Contribution
<b>NENS</b>	Natural Enemies Natural Solutions
<b>NEOC</b>	National Emergency Operation Centre
<b>NESP</b>	National Environment Sector Plan
<b>NESSC</b>	National Environment Sector Steering Committee
<b>NFRP</b>	National Forest Replanting Program
<b>NGOs</b>	Non-Governmental Organizations
<b>NRB</b>	National Revenue Board
<b>NUS</b>	National University of Samoa
<b>OA</b>	Ocean Acidification
<b>OAG</b>	Office of the Attorney General
<b>PA</b>	Protected Area
<b>PACRES</b>	Pacific Adaptation to Climate Change and Resilience
<b>PABX</b>	Private Automatic Branch Exchange
<b>PAS</b>	Performance Appraisal System
<b>PDS</b>	Pathway for the Development of Samoa
<b>PFP</b>	Predator Free Pacific Project
<b>SPD</b>	Staff Professional Development
<b>P3D</b>	Participatory 3 Dimensional Model
<b>PHWP</b>	Pacific Humalitarian Warehousing Program
<b>PICs</b>	Pacific Island Countries
<b>PR</b>	Press Release
<b>PMU</b>	Project Management Unit
<b>POI</b>	Protect our Islands Project
<b>POLP</b>	Pacific Ocean Litter Project
<b>PSIDs</b>	Pacific Small Island Developing States
<b>PUMA</b>	Planning and Urban Management Agency
<b>RERC</b>	Resilient Ecosystem Resilient Communities
<b>SBSTA</b>	Subsidiary Body for Scientific and Technological Advice
<b>SCCF</b>	Special Climate Change Fund
<b>SCPOP</b>	Stockham Convention of Persistent Organic Pollutants
<b>SET</b>	Senior Executive Team
<b>SFESA</b>	Samoa Fire Emergency Services Authority
<b>SNITT</b>	Samoa National Invasive Species Task Team
<b>SOC</b>	Seismic Operation Center
<b>SOFF</b>	Systematic Observations Financing Facility
<b>SOPs</b>	Standard Operating Procedures
<b>SPREP</b>	Secretariat of the Pacific Regional Environment Program
<b>SROS</b>	Samoa Research Organization of Samoa
<b>SRWMA</b>	Samoa Recycling and Waste Management Association
<b>SWA</b>	Samoa Water Authority
<b>STSC</b>	Staff Training and Scholarship Committee
<b>SUNGO</b>	Samoa Umbrella for Non-Governmental Organization
<b>TNA</b>	Training Needs Analysis
<b>TNC</b>	Third National Communication Report
<b>UNCCD</b>	United Nations Convention to compact Desertification
<b>UNCLOS</b>	United Nations Convention on the Law of the Sea
<b>UNDP</b>	United Nations Development Program
<b>UNEP</b>	United Nations Environment Program
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>UNFF</b>	United National Framework on Forestry
<b>UNGA</b>	United Nations General Assembly
<b>USP</b>	University of the South Pacific
<b>WFC</b>	World Forest Charter
<b>WOW</b>	War on Weeds Project
<b>WRB</b>	Water Resource Board

## **GUIDE TO THE REPORT**

Pursuant to s13(1)(n) of the Public Finance Management Act 2001, all Chief Executive Officers are required to submit to Parliament, an Annual Report on its operations throughout the Financial Year. This is presented in Sections 1 and 2 of this Report.

### **Section 1 : Overview**

This section includes the MNRE's strategic overview, roles and responsibilities, outputs and Organizational Structure, staffing arrangement, human resource development activities as well as the challenges faced by the Ministry throughout the financial year.

### **Section 2 : Performance Review**

This section provides comprehensive details on what MNRE has accomplished and the work it has undertaken in relation to the various Objectives and Outputs.

## Organizational Structure



MINISTER  
HON. TOEOLESULUSULU CEDRIC SCHUSTER

ASSOCIATE MINISTER

CEO  
LEALAISALANOA FRANCES BROWN REUPENA

CLIMATE CHANGE DIVISION  
ACEO : Vainalepa Toiata Uili

ENVIRONMENT SECTOR COORDINATION DIVISION  
ACEO : Amituanai Moira Faletutulu

DIVISION OF ENVIRONMENT AND CONSERVATION  
ACEO : Su'emalo Talie Foliga

WASTE MANAGEMENT AND POLLUTION CONTROL  
ACEO : Fuimaono Katenia Rasch

FORESTRY DIVISION  
ACEO : Moafanua Tolusina Pouli

WATER RESOURCES DIVISION  
ACEO : Asuao Malaki Iakopo

METEOROLOGY SERVICES DIVISION  
ACEO : Afaese Luteru Tauvale

DISASTER MANAGEMENT OFFICE  
ACEO : Fesolai Molly Nielsen

WATER AND SANITATION AND HYGIENE  
COORDINATION DIVISION  
ACEO : Saveatama Falefatu Salele

INFORMATION AND COMMUNICATION  
TECHNOLOGY DIVISION  
ACEO : Ulugia Charles Pritchard

LEGAL SERVICES DIVISION  
ACEO : Malaerule Faithful Sofe Tuala

CORPORATE SERVICES DIVISION  
ACEO : Tofilau Valasi Iosefa

INTERNAL AUDIT DIVISION  
ACEO: Tuitaalili Edwina Purcell

CLIMATE CHANGE DIVISION

ENVIRONMENT SECTOR COORDINATION DIVISION

DIVISION OF ENVIRONMENT AND CONSERVATION

WASTE MANAGEMENT AND POLLUTION CONTROL DIVISION

FORESTRY DIVISION

METEOROLOGY DIVISION

WATER RESOURCES DIVISION

DISASTER MANAGEMENT DIVISION

WATER AND SANITATION AND HYGIENE SECTOR COORDINATION DIVISION

INFORMATION COMMUNICATION AND TECHNOLOGY DIVISION

LEGAL SERVICES DIVISION

CORPORATE SERVICES DIVISION

INTERNAL AUDIT DIVISION



The Honourable Speaker of the House  
Legislative Assembly  
Independent State of Samoa

Dear Mr. Speaker

In compliance with the Public Finance Management Act 2001, I respectfully submit to your Office the Annual Report of the Ministry of Natural Resources and Environment for the year 1 July 2024 to 30 June 2025.

The report serves as a mechanism of accountability on the Ministry's performance in accordance with its mandate and output structure for tabling in the Legislative Assembly of Samoa.

I have enclosed 80 copies of the report as required for your reference.

May the Assembly be enlightened.

With much respect,

A handwritten signature in black ink, appearing to read 'ALE Vena Ale'. The signature is fluid and cursive.

Hon. ALE Vena Ale





## Part 1 : Strategic Overview

The MNRE was established under the Departmental and Ministerial Realignment Act 2003. During the reporting period, the Ministry operated under Hon. Toeolesulusulu Cedric Pose Salesa Schuster, Cabinet Minister.

MNRE's mandate is to promote economic growth and environmental sustainability through responsible natural resource management. The Ministry ensures that benefits from natural resources are understood, communicated, and shared equitably across current and future generations.

MNRE is responsible for the stewardship of Samoa's environment and natural resources. The Ministry operates through 14 divisions to address environmental challenges and priorities.

The Ministry works with statutory resource management boards, including the Environment, Land, Forestry, and Water Resources Boards, as well as ministerial advisory committees. These partnerships support evidence-based decision-making by communities and government agencies.

MNRE delivers services in collaboration with government ministries, civil society organizations, non-governmental organizations, the private sector, and local communities.

Ministry operations are guided by:

- The Government's Pathway for the Development of Samoa (PDS FY2021/22-2025/26)
- Relevant sectoral plans
- MNRE corporate and management plans
- Legislative and policy frameworks
- Community values and aspirations
- Current assessments of natural resource conditions and trends

The Ministry has implemented a Monitoring and Evaluation (M&E) framework to track environmental indicators and outcomes. This framework measures the impact of planning initiatives systematically.

The Ministry's priority is implementing the National Environment Sector Plan (NESP). This plan establishes a coordinated framework for MNRE to work with all ministries, sectors, and stakeholders toward a healthy, safe, productive, and biodiverse environment for Samoa.

## Our Mandatory Roles

- **An Environmental Regulator**  
We target our efforts to maintain and improve environmental standards and to minimize unnecessary burdens on the environment.
- **An Environmental Administrator**  
We are a national Ministry. We work with people and communities to protect and improve the environment in an integrated way.
- **An Environmental Advisor**  
We compile and assess the best available evidence and use these to report on the state of the environment. We provide technical information and policy advice to the government to support their roles in decision making.
- **An Environmental Advocate**  
We are environmental stewards advocating for better environmental outcomes.



The roles and functions of MNRE are derived from the following:

Legislation		National Policies		Regulations	
1	Samoa Market Ordinance 1927	1	Cultural & Natural Heritage & Conservation Policy 2000	1	Waste Management (Importation of Waste for Electricity and Energy Recovery) Regulations 2015
2	Building Alignment Ordinance 1932	2	Integration of Climate Change Risk and Resilience into Forestry Management (ICCRIFS) 2011-2015	2	Waste (Plastic Bags) Management Regulations 2018 (+ 2020 Amendment)
3	Stevenson Memorial Reserve and Mount Vaea Scenic Reserve Ordinance 1958	3	National Chemical & Hazardous Waste Management Policy 2012	3	Forestry Management Act 2011 – Order for Fees 2013
4	Taking of Land Act 1964	4	National Drought Policy (Tendered Documents - Yet to be finalized)	4	Land Titles Registration Act 2008 – Order / Notice of Fees 2009
5.	Leasing and Licensing of Customary Land Act 1965	5	National Forestry Policy 2007	5	Land Titles Registration Regulations 2010
6	Land Titles Investigation Act 1966	6	National Invasive Species Action Plan	6	Marine Wildlife Protection Regulations 2009 (+ Amendments)
7	Alienation of Freehold Land Act 1972	7	National Policy for Licensing Surveyors 1999	7	Ozone Layer Protection Regulations 2006
8	National Parks and Reserves Act 1974	8	National Sanitation Policy 2009	8	Protection of Wildlife Regulations 2004
9	Land Surveys and Environment Act 1989	9	National Sanitation Policy 2010	9	Water Resource Licensing Regulation 2013
10	Samoa Trust Estates Corporation Reconstruction Act 1990	10	National Urban Policy 2013	10	Survey Regulations 2011
11	Land for Foreign Purposes Act 1993	11	National Waste Management Policy 2001	11	Unit Titles Regulations 2014
12	Disaster and Emergency Management Act 2007	12	National Water Resource Management Policy 2010	12	Water Resources Management Regulation 2013
13	Land Titles Registration Act 2008	13	National Water Services Policy 2010	13	Water Resources Management Amendment Regulations 2020
14	Water Resources Management Act 2008	14	National WRM Policy 2009	14	Marine Protected Areas (MPA) By-Laws 2007
15	Unit Titles Act 2009	15	Renewable Energy and Energy Efficiency Policy Framework 2016	15	Survey Regulations 2011
16	Land Valuation Act 2010	16	The National Upland Watershed Conservation Policy (NUWCP) 2015	16	Water Resource Licensing Regulation 2013
17	Waste Management Act 2010	17	Water Allocation Policy 2013	17	Piu/Sapunaoa Water Resources By-Laws 2020
18	Spatial Information Agency Act 2010	18	Water for Life: Water & Sanitation Sector Plan for 2012-2016	18	Safua Water Resources By-Laws 2020
19	Survey Act 2010	19	National Implementation Plan for Persistent Organic Pollutants (to be reviewed)	19	Tapueleele Water Resources By-Laws 2020
20	Forestry Management Act 2011	20	National Biodiversity Strategy and Action Plan 2015 – 2020	20	Tafitoala Water Resources By-Laws 2020

21	Customary Land Advisory Commission Act 2013	21	National Disaster Management Plan 2017 – 2020	21 22 23 24 25 26	Palauli Water Resources By-Laws 2020 Gasegase Water Resources By-Laws 2020 Aufaga Water Resources By-Laws 2020 Faleaseela Water Resources By-Laws 202 Fuluasou Water Resources By-Laws 2020 Vailoa Palauli Water Resources By-Laws 2020
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MNRE also has obligations and responsibilities under the following Conventions/Agreements.

CONVENTIONS/AGREEMENTS		CONVENTIONS/TREATIES/PROTOCOLS/MOUS	
<b>INTERNATIONAL</b>			
1	United Nations Convention on the Law of the Sea (UNCLOS) 1982	13	International Convention for the Protection of Pollution from Ships (ICPPS) 2002
2	Montreal Protocol on Substances that depleted the Ozone Layer 1992	14	Rotterdam Convention 2002
3	Vienna Convention for the protection of the Ozone Layer 1992	15	Stockholm Convention on Persistent Organic Pollutants (SCPOP) 2002
4	United Nations Convention on Biological Diversity (CBD) 1994	16	Ramsar Convention on Wetlands 2004
5	World Forest Charter (WFC) 1994	17	Convention for the International Trade of Endangered Species of Wild Fauna and Flora (CITES)
6	UNCLOS relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fish Stocks 1996	18	United National Framework on Forestry 2003 (UNFF )
7	United Nations Framework Convention on Climate Change (UNFCCC) 1994	19	Convention on the Conservation of Migratory Species of Wild Animals Nov 2005
8	United Nations Convention to Combat Desertification (UNCCD) 1998	20	International Civil Aviation Chicago Convention 2003
9	Kyoto Protocol (KP) 2000	21	Comprehensive Nuclear Test Ban Treaty (CNBTC)
	World Heritage Convention on Cultural and Natural Sites (World Heritage Convention) 2001	22.	International Renewable Energy Agency 2010
	Basel Convention for the Control of Transboundary Movements of Hazardous Wastes and their disposal 2002	23.	Paris Agreement 2016
	Cartagena Protocol on Biosafety (CPB) 2002		
<b>REGIONAL</b>			
1.	Convention on the Conservation of Nature in the South Pacific (Apia Convention) 1976	5.	Convention for the Prohibition of Fishing with Long Driftnets in the South Pacific Region ( Wellington Convention ) 1989
2.	South Pacific Nuclear Free Zone Treaty (Rarotonga Treaty) 1985	6.	Convention for the Protection of the Natural Resources & Environment of the South Pacific Region (SPREP/ Noumea Convention 1990)
3.	Protocol for the Prevention of Pollution in the South Pacific by Dumping 1986	7.	Convention to Ban the importation and to Control the Transboundary Movement of Hazardous and Radioactive Wastes in Forum Island Countries (Waigani Convention) 2001
4.	Protocol Concerning Cooperation in Combating Pollution Emergencies in the South Pacific Region 1986	8.	MOU for the Convention of Management of Marine Mammals & their Habitats in the Pacific Region 2005



# Our Vision & Mission

## OUR VISION



To be a highly effective organization that is valued by our people and partners for our pivotal role in enabling a safe, prosperous, secure, healthy and beautiful Samoa.

## OUR MISSION



To protect and safeguard people and environment through the provision of trusted reliable and responsive services to the public and our partners

## PRINCIPLES & VALUES



We observe the Code of Conduct and Values in the Samoa Public Service Act 2004 and are proud and passionate of what we do and will strive to do our work through:

- Christian Principles
- Va Tapuia
- Effectiveness and Efficiency
- Honesty and Integrity
- Team Work
- Equity and Fairness
- Innovative
- Respect
- FaaSamoa
- Trust
- Gender Equity and Inclusiveness

## STRATEGIC FOCUS & DIRECTION



The MNRE's strategic focus, expected outcomes and goals as per its Corporate Plan 2022-2026 are as follows:

The key areas of strategic focus and direction during the period under review:

- Enabled institutional structure with sector plans to deliver environmental improvements;
- Empowered and engaged workforce to deliver the services;
- Enhanced infrastructure;
- Balanced financial resources allocation and support;
- Enabling, efficient and operative system of regulatory, enforcement and recovery Environment;
- Create supportive and resilient stakeholder groups particularly community groups and Government.

## EXPECTED OUTCOMES



Samoa's environment is protected and improving Compliance & Enforcement

- Samoa's environment is understood – Report on the State of the Environment
- Updated Management Plans - Targets
- Capability and Workforce Plan - Strengths
- Revised MNRE Organizational Structure - Affordability
- Performance Management Framework - Budget
- Annual Reporting - Timeliness, Evidence-based

## GOALS

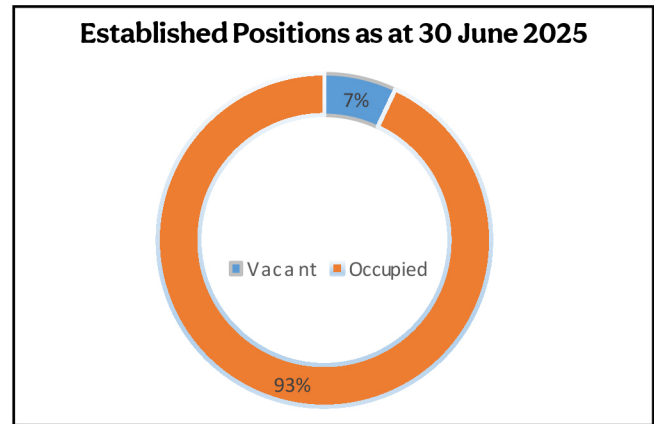
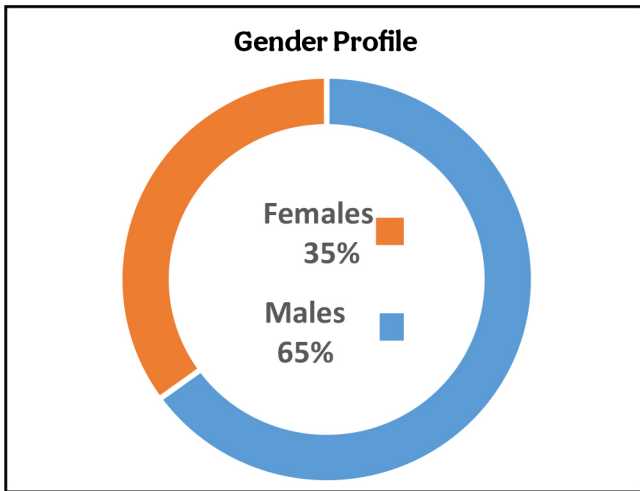
TABLE 1: GOALS	
Policy Development	Appropriate policies to guide sustainable development and management of natural resources and the environment;
Programme Planning	Efficient and cost effective services towards project planning and development mechanisms to promote sustainable development;
Scientific and Technological Information Transfer.	Encourage data and products sharing and put in place mechanisms to access and disseminate in a timely fashion the scientific and technological information, and traditional knowledge that supports the sustainable management of natural resources and livelihoods;
Mainstreaming of climate change and disaster risk management	Ensuring climate change adaptation and disaster risk management requirements are mainstreamed into plans, strategies and budget
Compliance and enforcement	Ensuring effective enforcement and monitoring of compliance of legislative instruments in collaboration with communities;
Organizational Support	Effective organizational structure with adequate resources for MNRE to support operational and management functions and the monitoring and evaluation of effectiveness of services and;
Resource Management	Optimum benefits from the sustainable use of natural resources

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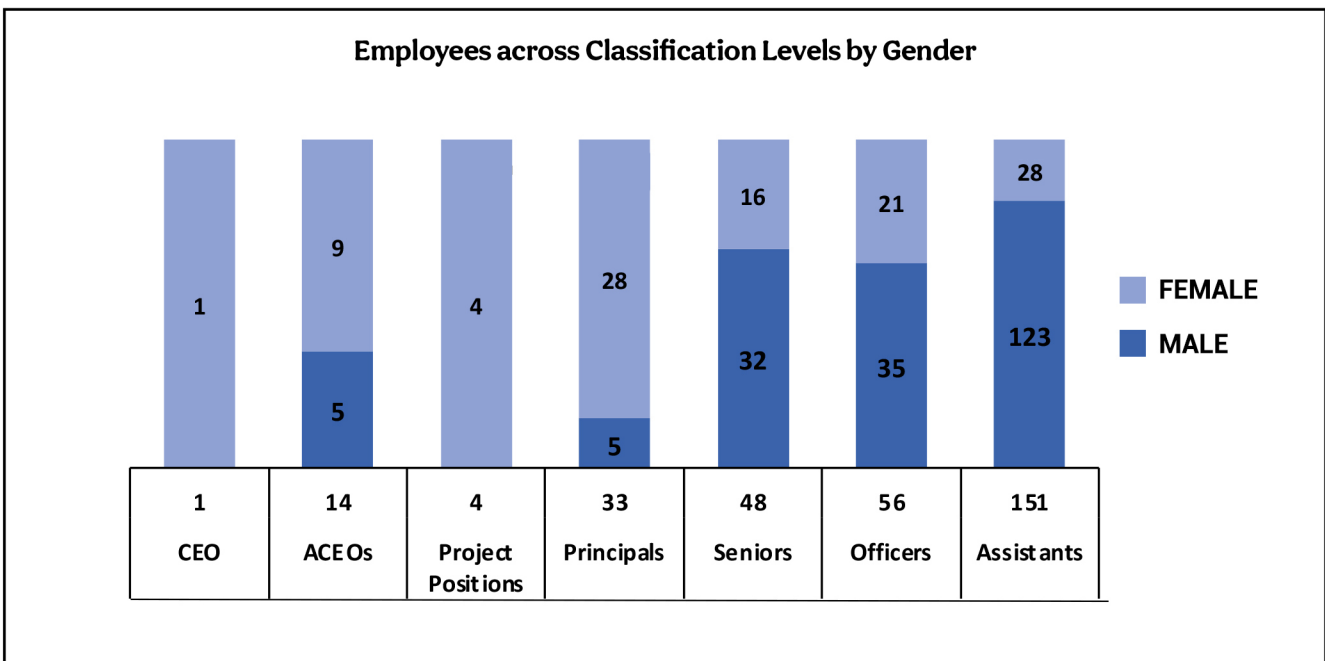
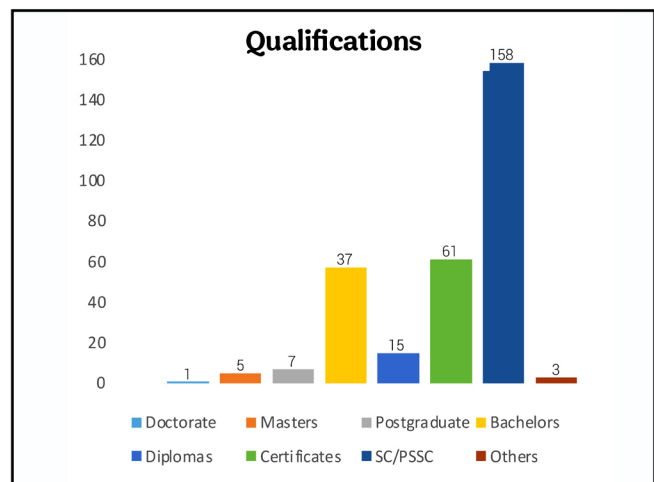
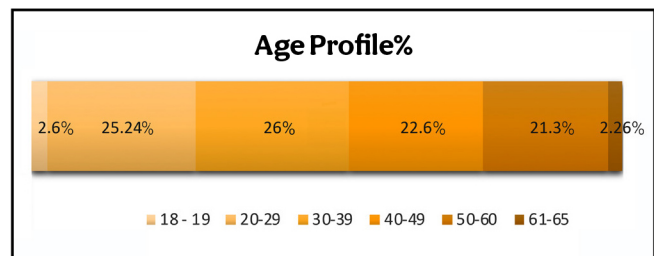
The Ministry operates under seven (7) overarching goals that integrate and connect all Divisional activities. In fulfilling the Ministry's Mission, the first five (5) goals address sustainable development and environmental management, ensuring adequate resources and information are available to enhance quality of life and support informed decision-making. The remaining two (2) goals recognize the necessity of effective organizational standards and appropriate resourcing to enable successful programme implementation for community benefit. Collectively, these goals establish a coherent framework for structured implementation that optimizes the utilization of environmental and socio-economic resources.

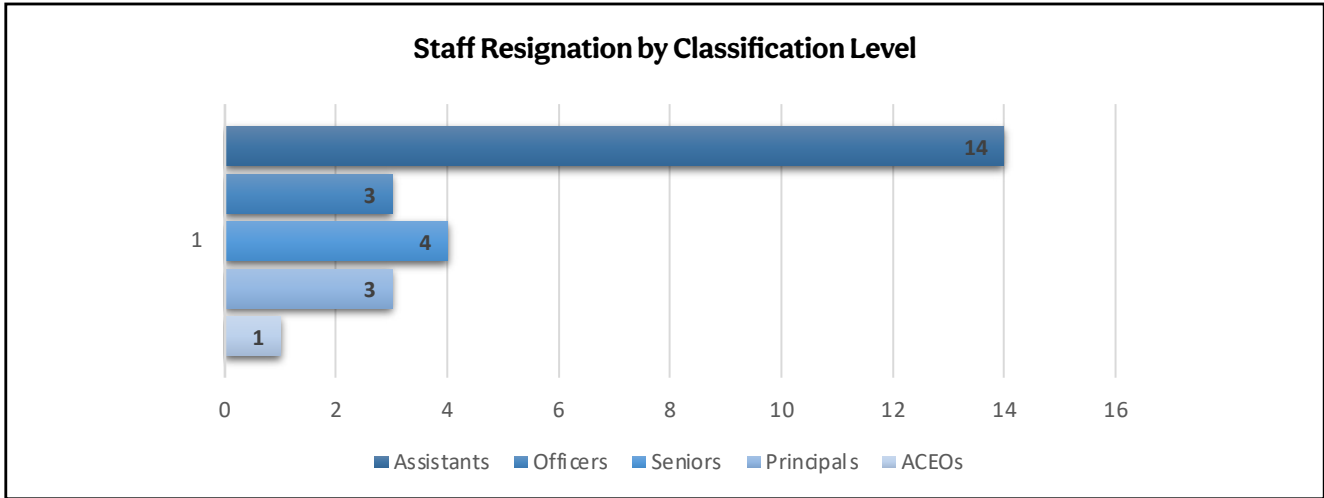
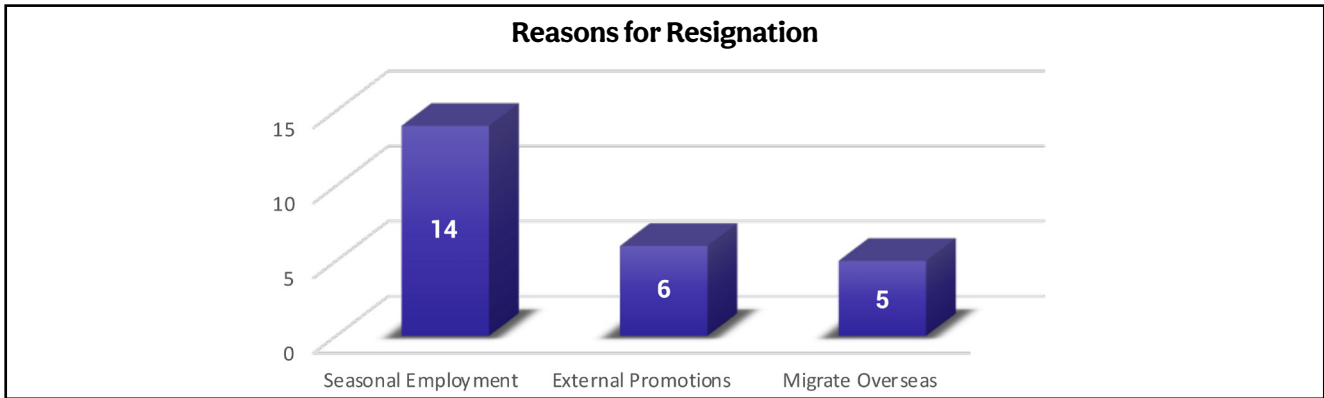
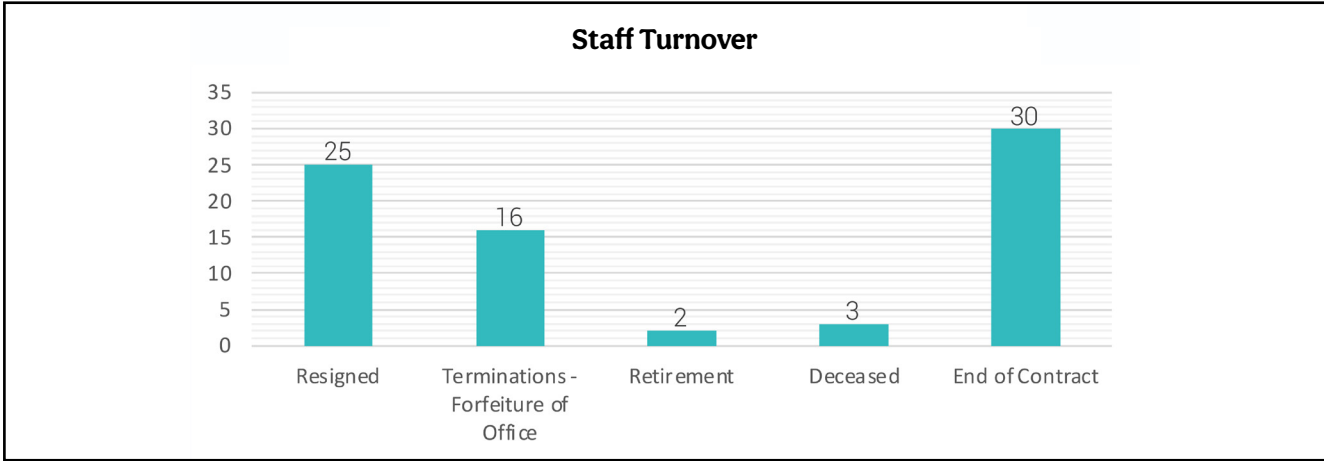


# Our Ministry Profile 2024-2025



Category	Number of Employees	
	FY23/24	FY24/25
<b>Contract Employment</b>		
CEO	1	1
Assistant CEOs	17	14
<b>Permanent Staff</b>		
Principal Officers	35	33
Senior Officers	45	48
Officers	51	56
Assistants	205	151
<b>Project Staff</b>		
Project Positions	35	4
<b>Total</b>	<b>399</b>	<b>307</b>
Vacant Positions	79	18
Freeze Positions	18	4
Disestablished Positions	8	0
<b>Total</b>	<b>504</b>	<b>329</b>





# Workforce Composition

Following a comprehensive review of the Ministry's roles and functions, the Public Service Commission approved a strategic realignment and renaming of Divisions in June 2025. The approved restructuring, as detailed below, reflects the Ministry's commitment to operational excellence and enhanced service delivery.

MNRE Structural Changes as at 30th June 2025	
Divisions	Approved Changes
Office of the CEO & Renewable Energy Division	Transfer of Renewable Energy Division
Environment Services	Biodiversity Division
Forestry Management, Planning and Research Services	Forestry and Protected Area Management
Meteorological, Geoscience & Ozone Services	Remains
Sustainable Water Resources Management	Remains
Disaster Management	Remains
Water Sector Coordination	Remains
Information and Communication Technology Services	Remains
Environment Sector Coordination	Remains
Global Environment Fund & Climate Change	Merge with Renewable Energy and renamed Climate Change Division
Waste Management & Pollution Control	Remains
Internal Audit	Remains
Legal Services	Legal & Policy
Corporate Services	Remains

As at end of June 2025, the Ministry's staffing levels reflected an occupancy rate of 93% against total position establishment with a vacancy rate of 7%. The vacancies were primarily attributable to staff turnover experienced during the latter part of the fiscal year. The workforce composition consisted predominantly of permanent employees (288), supplemented by contract staff (15) and temporary personnel (4).

## WORKFORCE :

The Ministry's workforce profile is characterized by a predominantly young and dynamic staff composition with 23% of employees aged 40 – 49, 26% of employees aged 30-39 and 25% within the 20-29 age brackets.

## GENDER :

The Ministry's senior executive cadre comprises 15

positions with 67% female representation (10 females and 5 males) including one female Chief Executive Officer and 9 female Assistant Chief Executive Officers. This positive representation contrasts sharply with the permanent workforce of 288 employees, where females occupy only 93 positions (32%) compared to males occupying 195 positions (68%). Additionally, all 4 temporary positions are held by females (100%). Across the total workforce of 307 employees, females represent 107 positions (35%) whilst males represent 200 positions (65%). Whilst senior executive leadership demonstrates strong female representation, significant gender disparities exist within permanent employment structures. This pattern suggests systemic considerations requiring strategic review to ensure equitable and balanced workforce composition.

## QUALIFICATIONS :

The Ministry's workforce of 307 employees demonstrates a significant concentration of secondary-level qualifications. Advanced qualifications are limited with only 13 employees (4%) holding Doctorate, Masters, or Post-Graduate diplomas, whilst 72 employees (24%) hold Bachelors or Diploma qualifications. However, 222 employees (72%) hold secondary or foundation-level qualifications, comprising of 61 employees (20%) with Certificates and 158 employees (52%) with Secondary Certificate qualifications. An additional 3 employees (1%) hold other qualifications. The data indicates that about 72% of the workforce operates at secondary or foundational qualification levels. This composition warrants consideration regarding professional development and skills advancement opportunities for the workforce.

## RECRUITMENT AND SELECTION :

A total of 89 staff members were appointed to the Ministry during the reporting period across various employment categories.

The distribution of new recruits and internal promotions were as follows:

- Permanent positions: 55 appointments
- Temporary positions: 32 appointments
- Contract appointments: 2 appointments

The Forestry and Research Division had the highest recruitment volume, bringing on board 30 new staff members. This elevated recruitment activity was primarily driven by resignations of lower level position holders within the Division, necessitating replacement appointments to maintain operational capacity. The predominance of permanent appointments, which constituted 62% of all recruits, indicates the Ministry's focus on workforce stability. The substantial recruitment within the Forestry and Research Division reflects staff turnover especially at the lower levels of the Ministry.

## STAFF TURNOVER :

The Ministry recorded 89 staff separations during the reporting period. Resignations accounted for 35 departures (39%), followed by the conclusion of project contracts with 32 exits (36%). Disciplinary termina-

tions totalled 17 cases (19%), while retirement and death combined represented 5 separations (6%).

An analysis of resignation causes reveals that seasonal employment was the primary driver, accounting for 24 of the 35 resignations (69%). New employment opportunities and overseas migration accounted for 6 and 5 resignations respectively. This suggests that most voluntary departures stemmed from temporary employment arrangements rather than organisational concerns.

Resignations were concentrated at lower classification levels, with Assistant positions experiencing 23 departures (66% of all resignations). Officer, Senior

and Principal levels recorded 3, 4 and 3 resignations respectively, while the ACEO level had 2 separations (one resignation and one death).

Leadership recognizes that maintaining appropriate staffing levels and staff stability is essential to service delivery and operational effectiveness. Management will continue to monitor workforce trends and implement targeted retention strategies where appropriate.

Exit audit procedures and asset clearance protocols were completed for all departing staff in accordance with established practices.



The MNRE maintains a strategic commitment to developing employee capabilities through targeted investment in skills enhancement, knowledge advancement, and professional competency building. Aligned with our workforce vision of cultivating a highly skilled talent pool capable of delivering innovative, high-performance services to stakeholders, the Organization has prioritized the implementation of its Workforce Plan 2022-2026 and Corporate Plan 2022-2026.

Sustaining robust capacity building initiatives is essential to organizational success, ensuring employees possess the requisite competencies to excel in both current responsibilities and future roles. This capacity-building programme has been strategically designed and executed in alignment with the Ministry Workforce Plan, with ongoing oversight provided by MNRE's technical divisions. The framework incorporates established platforms that foster knowledge-sharing and continuous learning across the Ministry's operational environment.

#### **Formal Trainings/Meetings/Conferences/Workshops Attended by Staff**

1. On the Job Training, Internship Programmes, Memorandum of Understanding (MOU)
2. Formal Trainings, Meetings, Regional Workshops, Symposiums, Conferences, Study Programmes
3. Declined/Cancelled Formal Trainings, Ministerial Meetings, Regional Workshops, Symposiums, Conferences and Study Programmes
4. Overall Summary on all Capacity Building Trainings Workshops, Conferences, Study Tour, Seminars, Roadshow, Fellowship Programmes and Meetings.

## 1. On the Job Training, Internship Programmes, Memorandum of Understanding (MOU) Signed Programmes

On the Job Training, Internship Programmes, Memorandum of Understanding (MOU)	
<b>4 Induction Programmes</b>	Mandatory programme for all newly recruited employees of the Ministry for both Upolu and Savaii. They are provided formal inductions to prepare them for work life within the organization Enhanced knowledge in maintaining values of respect, transparency, accountability and effective service delivery, Code of Conduct and Principles of Employment in accordance with the Public Service Act 2004,
<b>Performance Management System</b>	<ul style="list-style-type: none"> <li>• A total of three hundred (300) Performance Plans, Performance Appraisals FY2024/2025 were completed and submitted by all staff members. The learning and developmental needs section of Performance Appraisals captured the exact training requested for by each staff member</li> <li>• Information acquired will be compiled, analysed and incorporated in the Training Needs Analysis (TNA) Report which will later be submitted to the Public Service Commission.</li> <li>• 100% of Senior Executives completed Executive Performance Competencies and Individual Development Plan and consolidated professional development outcomes into performance agreements.</li> </ul>
<b>4 Staff Professional Development (SPD)</b>	At least 4 Staff Professional Development Programmes conducted for both Upolu and Savaii. Conducting SPD program is a fundamental function aimed at reinforcing the importance of dress codes, customer service and team work among staff members.
<b>5 Internship Programs</b>	The Ministry had collaborated with the following Institutions in providing internship opportunities for students pursuing qualifications with them: <ol style="list-style-type: none"> <li>1. Tesese Institute</li> <li>2. National University of Samoa</li> <li>3. University of the South Pacific Alafua</li> <li>4. Graduate Scholarship Students from New Zealand and Australia that were job hunting</li> <li>5. Don Bosco School</li> </ol>
<b>Memorandum of Understanding (MOU)</b>	A signed Memorandum of Understanding (MOU) with the Monash University in Australia for 5 consecutive years commenced in 2023 during the Opening of the National Environment Week. Each year, at least 80 students would travel from Australia to Samoa to learn about Samoa's environmental biodiversity, weather patterns, disaster reduction and culture. The designated focal points from Technical areas such as Climate Change, Meteorology, Environment and Conservation and Disaster Management Division of the Ministry were invited to present on specified topics. The MOU is set to conclude in 2028.

## 2. Formal Training, Meetings, Regional Workshops, Symposiums, Conferences, Study Programmes Overseas/International, Regional, In-Country, Online/Virtual Programmes.

MNRE Participation in Formal Trainings, Ministerial Meetings, Regional Workshops, Symposiums, Conferences and Study Programs Overseas/International, Regional, In Country, Online/Virtual Programs		
MNRE CODE	Number of Staff Approved	Trainings, Workshops, Meetings, Symposiums, Conferences, Study Tour, Forums, Roadshow Seminar, Study Programs
Office of the Minister	2	1 Meeting, 6 Conferences, 1 Summit.
Office of the Associate Minister	1	1 Conference, 1 Signing Ceremony
Office of the CEO	1	1 Meeting (cancelled), 1 Summit, 4 Conferences.
ESCD-Environment Sector Coordination Division	1	1 Meeting, 1 Workshop.
CC&GEF-Climate Change & GEF Division	2	1 Meeting, 1 Workshop, 1 Training, 1 Conference.

RED-Renewable Energy Division	4	3 Conferences, 1 Summit, 2 Trainings, 3 Workshops, 2 Meetings, 1 Dialogue Meeting.
DEC-Environment and Conservation	14	2 Conferences, 6 Meetings, 1 Study Tour, 2 Forums, 5 Workshops (1 Cancelled), 1 Symposium, 1 Roadshow, 1 Training.
FD-Forestry Division	5	1 Signing Ceremony, 1 Conference, 1 Workshop, 1 Meeting, 1 Training (Cancelled)
MET-Meteorology Division	19	7 Meetings, 1 Conference, 10 Workshops (1 Cancelled), 8 Trainings, 1 Training Workshop, 1 Meeting Workshop, 1 Seminar.
WRD-Water Resources Division	14	2 Conferences, 1 Training, 2 Forums (1 cancelled), 2 Workshops, 1 Course, 1 Seminar, 1 Fellowship Program, 2 Meetings (1 cancelled).
DMO-Disaster Management Office	18	5 Meetings, 1 Summit, 1 Conference, 1 Forum, 3 Trainings, 2 Seminars, 1 Meeting Workshop, 1 Training Course, 3 Workshops.
WASH - Water and Sanitation Hygiene Division	1	1 Conference, 1 Fellowship Program.
ICT-Information Communication Technology	4	2 Workshops, 2 Seminars.
LSD-Legal Services Division	2	2 Meetings (1 cancelled)
CSD-Corporate Services Division	3	1 Workshop, 1 Seminar
WM & PC – Waste Management and Pollution Control	5	3 Meetings, 1 Study Program, 1 Workshop
IA –Internal Audit	1	1 Conference
<b>Online/Virtual Workshops, Meetings, Symposiums, Conferences</b>		
LSD-Legal Services Division	1	1 Training on International Law, Climate Change and Sea Level Rise
CSD-Corporate Services Division	2	1 Public Service Commission Workforce Planning for Leaders delivered by the APS Centre of Excellence 2024
<b>In-Country Training, Workshops, Meetings, Symposiums, Conferences</b>		
WASH - Water and Sanitation Hygiene Division	21	1 Samoa, Joint Regional Workshop on Climate Data Management & Geospatial Information Technology 1 Ministry of Natural Resources and Environment, Division of Information Communication and Technology In Country Training on Emails 1 Samoa Red Cross Society on First Aid Training
CC&GEF-Climate Change & GEF Division	5	1 Secretariat Regional of the Environment Program, United Nation Pre Conference of the Parties 29 in Samoa.

### 3. Declined/Cancelled Formal Trainings Workshops, Conferences.

<b>Declined/Cancelled Formal Trainings Workshops, Conferences.</b>	
Workshop Integrated Ocean Management Regional Workshop and Steering Committee Meeting for the Pacific Solutions: Integrated Ocean Management Project.	<ul style="list-style-type: none"> <li>Did not meet the two week minimum compliance requirement articulated in Ministry Official Travel Policy. The Official Travel Policy, developed as an internal control mechanism ensures the timely submission of all supporting requirements for the approval of the Hon. Minister</li> </ul>
Sixty-second Session of the Intergovernmental Panel on Climate Change (IPCC)	
Pacific Regional Hydrological Services Forum.	
UNEP CIS-PAC5 and COSPPac3 Joint Regional Peer to Peer Learning Workshop on Integrating Traditional Knowledge and Gender into Climate Early Warning Systems	

Reduce Plastic Pollution Affecting Marine Biodiversity and Sensitive Coastal Ecosystems	<ul style="list-style-type: none"> <li>Health Considerations. The official candidate encountered health-related issues.</li> </ul>
Informal Head of Delegation and Delegates Meeting for the UNEP Intergovernmental Negotiating Committee (INC)	<ul style="list-style-type: none"> <li>A declaration of War was made at the location of the meeting. The Ministry places a high priority on the safety of personnel confirmed to participate in International meetings.</li> </ul>
Integrating Climate Change Adaptation into Food Security and Natural Resource Management.	<ul style="list-style-type: none"> <li>Budget constraints.</li> </ul>

#### 4. Overall Summary on Approved Overseas/International, Regional, In-Country, Online/Virtual Programmes.

Overall Summary on Approved Overseas/International, Regional, In-Country, Online/Virtual Programs.			
Summary	Approved Staff	Analysis/Breakdown	Declined/Cancelled Number of Meetings, Trainings, Workshops
International or Overseas Programmes	84	29 Meetings, 23 Conferences, 4 Summits, 1 Signing Ceremony, 28 Workshops, 1 Training Workshop, 2 Meeting Workshop, 1 Training Course, 15 Trainings, 1 Study Tour, 1 Roadshow, 6 Seminars, 1 Symposium, 1 Study Program, 1 Dialogue Meeting, 2 Forums, 1 Fellowship Program	2 Workshops 3 Meetings 2 Trainings
In-Country Programmes	6	1 Regional Workshop, 2 Local Workshops, 2 Internal Trainings, 1 Conference Pre CoP29 4 Induction Programmes on Working Condition and Entitlements, Public Service Values and Upholding Code of Conducts, Performance Management System.	0
Online/Virtual Programmes via Zoom links	3	1 Virtual Training on Sea Laws 1 Workshop conducted online by the Public Service Commission.	0

## FUNDING AND REPORTING

The Ministry's total budget allocation for the Financial Year 2024/2025 was \$22,722,737.00 representing a decrease of \$6,651,725 (reduction of 23%) from the Financial Year 2023/2024 allocation of \$29,374,462.

The substantial reduction in the annual budget was attributable to the machinery of government changes that saw the Land Management and Land Technical Divisions transferred to the newly created Ministry for Lands and Survey.

Below the Line appropriations remained stable with no material increases recorded. However, certain budget allocations were discontinued during the period. Funding totalling \$4,582,000 was reallocated to the Ministry for Lands and Survey comprising; Road for Land Board Lease Lands (\$300,000), Customary Land Advisory Commission (\$216,000), Land Registration (\$66,000) and Land Compensation (\$4,000,000). Additionally, the Seawall Construction appropriation of \$400,000 was a time-limited allocation applicable only to Financial Year 2023/2024. The removal of these appropriations accounts for the overall reduction in Below the Line Items for Financial Year 2024/2025.

Overall, the decrease in total budget allocation, encompassing both Ministry Output funding and Below the Line Items, was principally attributable to the transfer of Land Management and Land Technical functions and their associated budgets to the newly created Ministry of Lands and Survey.

## Expenditure Report for the Financial Year Ending June 2025

Outputs Provided by the Ministry

Description	Year to Date		Annual Budget		Comments
	Actual	Budget Spent (%)	Full Year Budget	Budget Remaining	
<b>1. POLICY ADVICE TO THE MINISTER</b>					
Personnel	628,379.00	107%	588,070.00	-40,309.00	Journal entries to adjust the salaries for staff transferred to their new budget outputs are still pending; approval caused the overspent on Personnel costs.
Operating	235,273.00	99%	238,760.00	3,487.00	Remaining funds assigned for committed payments but were deleted when the financial year closed.
Capital	0	0%	4,957.00	4,957.00	Remaining funds assigned for committed payments but were deleted when the financial year closed.
Overheads	142,634.00	97%	147,656.00	5,022.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>1,006,286.00</b>	<b>103%</b>	<b>979,443.00</b>	<b>-26,843.00</b>	
<b>2. MINISTERIAL SUPPORT</b>					
Personnel	307,113.00	100%	307,470.00	357.00	On Target
Operating	281,112.00	98%	286,712.00	5600.00	Remaining funds assigned for committed payments but were deleted when the financial year closed.
Capital	-	0%	-	-	
Overheads	156,987.00	97%	162,422.00	5524.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>745,122.00</b>	<b>98%</b>	<b>756,604.00</b>	<b>11,482.00</b>	
<b>3. ENVIRONMENT SERVICES</b>					
Personnel	990,250.00	98%	1,013,389.00	23,139.00	The remaining balance was a result of savings from employer contributions as well as unclaimed long service leave benefits.
Operating	125,123.00	102%	122,130.00	-2,993.00	Funds overutilization is attributed to staff travel expenses.
Capital	-	0%	-	-	
Overheads	114,107.00	97%	118,125.00	4,018.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>1,229,480.00</b>	<b>98%</b>	<b>1,253,644.00</b>	<b>24,164.00</b>	
<b>4. FORESTRY MANAGEMENT, PLANNING &amp; RESEARCH SERVICES</b>					
Personnel	1,658,371.00	100%	1,665,402.00	7031.00	On Target
Operating	273,622.00	98%	279,830.00	6208.00	Remaining funds assigned for committed payments but were deleted when the financial year closed.
Capital	7,861.00	90%	8,730.00	869.00	The remaining allocation was a committed payment for the purchase of a monitor for the Savaii Officer, which was deleted when the financial year closed.
Overheads	114,107.00	97%	118,125.00	4,018.00	Funds left of cost allocation from CSU for operational activities.

<b>TOTAL</b>	<b>2,053,962.00</b>	<b>99%</b>	<b>2,072,087.00</b>	<b>18,126.00</b>	
<b>5. METEOROLOGICAL, GEOSCIENCE &amp; OZONE SERVICES</b>					
Personnel	1,487,324.00	101%	1,476,825.00	-10,499.00	The personnel budget was overspent after savings were transferred to the operating budget to cover utility expenses.
Operating	521,101.00	93%	558,198.00	37,097.00	Remaining funds assigned for committed payments but were deleted when the financial year closed.
Capital	-	0%	-	-	
Overheads	114,107.00	97%	118,125.00	4,018.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>2,122,533.00</b>	<b>99%</b>	<b>2,153,148.00</b>	<b>30,616.00</b>	
<b>6. SUSTAINABLE WATER RESOURCES MANAGEMENT</b>					
Personnel	926,969.00	99%	935,907.00	8,938.00	The remaining funds for personnel were for the allowances of the Board Committee.
Operating	117,869.00	100%	117,690.00	-179.00	On Target
Capital	19,235.00	96%	20,000.00	765.00	Available funds after payment of invoices for the fencing of the watershed catchment.
Overheads	128,371.00	97%	132,891.00	4,520.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>1,192,444.00</b>	<b>99%</b>	<b>1,206,488.00</b>	<b>14,044.00</b>	
<b>7. DISASTER MANAGEMENT</b>					
Personnel	599,151.00	99%	604,154.00	5,003.00	The remaining balance in the personnel budget consists of savings from other budget outputs which were reallocated to fund the unbudgeted position of Senior ERN.
Operating	188,493.00	100%	188,494.00	1	On Target
Capital	-	0%	-	-	
Overheads	114,107.00	97%	118,125.00	4,018.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>901,751.00</b>	<b>99%</b>	<b>910,773.00</b>	<b>9,022.00</b>	
<b>8. WATER SECTOR COORDINATION</b>					
Personnel	315,764.00	97%	325,649.00	9,885.00	The remaining balance in the personnel budget was a result of delayed recruitment of a Principal Investment and Performance Monitoring Evaluation Officer.
Operating	361,558.00	99%	363,945.00	2,386.00	Remaining operating budget comprises of deleted payments related to the close of the financial year.
Capital	135,764.00	100%	135,766.00	2.00	On Target
Overheads	128,371.00	97%	132,891.00	4,520.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>941,457.00</b>	<b>98%</b>	<b>958,250.00</b>	<b>16,794.00</b>	
<b>9. INFORMATION AND COMMUNICATION TECHNOLOGY SERVICES</b>					
Personnel	467,930.00	97%	481,889.00	13,959.00	The remaining balance in the personnel budget comes from the unclaimed H.D.A and savings from employee contributions.

Operating	84,692.00	100%	84,712.00	20.00	On Target
Capital	-	0%	16,403.00	16,403.00	The unused capital budget includes the committed payment for the Full Set of PCs that was deleted at the end of year.
Overheads	128,371.00	97%	132,891.00	4,520.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>680,993.00</b>	<b>95%</b>	<b>715,895.00</b>	<b>34,901.00</b>	
<b>10. ENVIRONMENT SECTOR COORDINATION</b>					
Personnel	210,360.00	99%	212,445.00	2,085.00	The remaining balance from personnel comes from the savings in employer contributions
Operating	24,639.00	100%	24,650.00	11.00	On Target
Capital	-	0%	-	-	
Overheads	57,054.00	97%	59,062.00	2,009.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>292,053.00</b>	<b>99%</b>	<b>296,158.00</b>	<b>4,105.00</b>	
<b>11. CLIMATE CHANGE</b>					
Personnel	168,150.00	90%	186,144.00	17,994.00	Funds left after paying salaries of staff in Division and savings accrued from the vacant ACEO position.
Operating	20,003.00	100%	20,100.00	97.00	On Target
Capital	36,179.00	90%	40,180.00	4,001.00	Remaining balance after the procurement of office chairs for the office and portable air conditioning units for some Management members. The rest were deleted from the system
Overheads	57,054.00	97%	59,062.00	2,009.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>292,053.00</b>	<b>99%</b>	<b>305,487.00</b>	<b>24,101.00</b>	
<b>12. WASTE MANAGEMENT &amp; POLLUTION CONTROL</b>					
Personnel	573,349.00	97%	589,922.00	16,573.00	The remaining personnel budget consisted of funds left over from the overestimated costs for night watchman allowances and overtime.
Operating	62,493.00	100%	62,500.00	7.00	On Target
Capital	36,179.00	100%	24,090.00	5.00	On Target
Overheads	57,054.00	97%	59,062.00	2,009.00	Allocation from CSU for operational activities.
<b>TOTAL</b>	<b>716,981.00</b>	<b>97%</b>	<b>735,574.00</b>	<b>18,594.00</b>	
<b>13. INTERNAL AUDIT</b>					
Personnel	105,029.00	100%	105,132.00	103.00	On Target
Operating	6,593.00	100%	6,600.00	7.00	On Target
Capital	-	0%	-	-	
Overheads	57,054.00	97%	59,062.00	2,009.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>168,675.00</b>	<b>99%</b>	<b>170,794.00</b>	<b>2,119.00</b>	
<b>14. LEGAL &amp; POLICY SERVICES</b>					
Personnel	218,334.00	118%	185,428.00	-32,906.00	The overspent in personnel costs was due to an overestimation of the savings transferred to the operating budget category intended to cover Ministry utilities.

Operating	53,876.00	56%	96,320.00	42,444.00	The remaining balance was comprised of savings transferred from outputs to cover other expenses. Some utility expenses were included in the deleted batches at the end of the financial year.
Capital	-	0%	2,800.00	2,800.00	Savings accrued were to pay for office phones. Payments were also included in the deleted batches at the end of the financial year.
Overheads	57,054.00	97%	59,062.00	2,009.00	Funds left of cost allocation from CSU for operational activities.
<b>TOTAL</b>	<b>329,263.00</b>	<b>96%</b>	<b>343,611.00</b>	<b>14,347.00</b>	
<b>15. CORPORATE SERVICES DIVISION</b>					
Personnel	1,100,742.00	100%	1,103,490.00	2,748.00	On Target
Operating	304,785.00	94%	325,592.00	20,807.00	The remaining balance comprised of savings allocated to cover other expenses. These payments were included in the deleted batches at the end of the financial year.
Capital	22,435.00	47%	47,479.00	25,044.00	Remaining balance is from procurement of copier machine for Capacity Section of Corporate Services, air conditioning units for the Forestry Division at Maota, full set of PCs for Records staff. All were included in the deleted batches at the end of the financial year.
<b>TOTAL</b>	<b>1,427,962.00</b>	<b>97%</b>	<b>1,476,561.00</b>	<b>48,599.00</b>	

Description	Year to Date		Annual Budget	
	Actual	%Budget Spent	Full Year Budget	Budget Remaining
Total Outputs Provided by Ministry	12,662,385	98.5%	12,857,955.00	195,970.00

### Transactions on Behalf of the State

Description	Year to Date		Annual Budget		Comments
	Actual	%Budget Spent	Full Year Budget	Budget remaining	
<b>MEMBERSHIP FEES &amp; GRANTS</b>					
World Meteorological Organization	46,958	100%	46,958	0	
International Union Conservation Nature	36,000	100%	36,000	0	
SPREP Programme	121,999	100%	122,000	1	
Rotterdam Convention	2000	100%	2000	0	
Convention on Migratory	500	100%	500	0	
RAMSAR Convention	2900	100%	2900	0	
UNFCCC	1000	100%	1000	0	
Commonwealth Forestry	998	100%	998	0	

Stockholm Convention	1300	100%	1300	0	
IRENA	600	100%	600	0	
<b>Total Membership Fees &amp; Grants</b>	<b>217,055</b>	<b>100%</b>	<b>217,056</b>	<b>1</b>	
Description	Year to Date		Annual Budget		Comments
	Actual	% Budget spent	Full Year Budget	Budget remaining	
<b>GOVERNMENT POLICIES/INITIATIVES</b>					
Waste Management Services	4,438,866	99%	4,486,274	47,408	Funds left after payment of invoices received.
Sludge Maintenance Contract	Tracking 138,748	87%	159,561	20,813	Available balance after payment of all invoices received.
NEOC Operation	73,571	74%	100,000	26,429	Available balance after payment of all invoices received.
Regulator (Annual Fees)	5,300	17%	32,000	26,700	Available balance after payment of all invoices received.
Water Sector Annual Review	30,000	100%	30,000	0	
Water Sector Research Initiative	0	0%	100,000	100,000	
Lawn maintenance	14,783	100%	14,783	0	
Building Insurance	30,909	52%	60,000	29,091	
River Channelization Works	191,955	96%	200,000	8,046	
Public Toilet Maintenance and Cleaning	457,322	65%	699,568	242,246	
National Forest Re-planting	296,224	99%	300,000	3,776	
Groundwater Monitoring	47,902	96%	50,000	2,099	
Garden Toilets	20,000	100%	20,000	0	
ERN Electricity Bill	47,610	45%	105,000	57,390	
Plumbers Association	10,000	100%	10,000	0	
Technical Assistance/ Professional Services – Water Sector	221,041	80%	275,000	53,599	
Land Compensation-Water Sector	388,000	78%	500,000	112,000	
<b>Total Government Policies/ Initiatives</b>	<b>6,412,590</b>	<b>90%</b>	<b>7,142,187</b>	<b>729,596</b>	
<b>COMMEMORATIVE EVENTS/DAYS</b>					
Biodiversity Day	14,525	97	15,000	475	Available balance after payment of invoices received.
World Water and Forest Day	14,794	99	15,000	206	Available balance after payment of invoices received.

World Wetlands Day	13,566	90	15,000	1,434	Available balance after payment of invoices received.
Renewable Energy Day	13,561	90	15,000	1,439	Available balance after payment of invoices received.
Sanitation Day	15,000	100%	15,000	0	
<b>Total Commemorative Events/Days</b>	<b>71,447</b>	<b>95%</b>	<b>75,000</b>	<b>3,553</b>	
<b>RENTS AND LEASES</b>					
Pacific Water and wastewater Office lease	100,000	100%	100,000	0	
Rents and leases	694,776	100%	694,776	0	
Lease of Customary Land for Observation Stations and Towers	49,301	97%	51,000	1,699	
Co-location Digicel lease	148,630	98%	151,200	2,570	
<b>Total Rents and Leases</b>	<b>992,707</b>	<b>99%</b>	<b>996,976</b>	<b>4,269</b>	
<b>VAGST Output Tax</b>	<b>1,232,816</b>	<b>86%</b>	<b>1,433,564</b>	<b>200,748</b>	Available funds after all invoices received were processed and paid
<b>Total Transactions on Behalf of State</b>	<b>8,926,616</b>	<b>90%</b>	<b>9,864,783</b>	<b>938,167</b>	
<b>TOTAL EXPENDITURE</b>	<b>21,589,000</b>	<b>95%</b>	<b>22,722,737</b>	<b>1,133,737</b>	

### Breakdown of Revenue Collected from Budget Outputs

OUTPUTS	Total Actual Revenue Received	Target	%	Over/(Under)	Comments
CEO (Land Policy)	49,205	0		\$49,205	Revenue collected permits of billboards, stalls etc, reclamation and sand mining
Environment and Conservation	3,420	2000	171%	\$1420	
Forestry	10,810	12,360	87%	(\$1,550)	
Meteorology	114,163.17	30,000	381%	\$84,163.17	Substantial increase due to hire of drilling rig machine
Water Resources	4,000	3,300	121%	700	
Waste Management	181,594	91,484	199%	90,110	
<b>TOTAL REVENUE</b>	<b>363,192.57</b>	<b>\$139,144</b>	<b>261%</b>	<b>\$224,048.57</b>	

(Adapted from MOF Finance One System)

## Publications and Platforms Infographic



Media and communication activities form the foundation of the Ministry's public engagement strategy through the Samoa CARES Environment Campaign, which coordinates all Ministerial awareness initiatives.

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## Section 2 : Performance Review

This section reports on MNRE’s performance across 14 outputs. The performance data corresponds with submissions to the Ministry of Finance for budget reviews and includes additional achievements from key Ministry projects beyond the Budget Key Performance Indicators.

The Ministry wishes to draw attention to significant contributions made toward national commitments during the reporting year. Although these initiatives were not captured within the formal Key Performance Indicators framework, they required substantial allocation of resources and operational capacity, thereby affecting the achievement levels of certain designated KPIs.

1. MNRE supported CHOQM 2024 preparations by advancing environmental sustainability and disaster resilience in the following areas, consistent with Samoa’s theme “One Resilient Common Future”.

- coordinated the planting of over 6,000 native trees at Vailima Botanical Garden to offset carbon emissions and restore ecosystems
- launched the Mangrove Marine Sanctuary at Nono’a, Saleimoa, in partnership with Rotary International to protect coastal ecosystems and enhance climate resilience
- delivered multi-hazard disaster and emergency response training through the Disaster Management Office to protect delegates to ensure safety and sustainability;
- partnered with SPREP to reduce plastic use and improve waste management during the event;
- implemented the “Samoa CARES” campaign to promote improved environmental practices nationally
- facilitated official site visits, including King Charles III’s visit where he planted a talafalu seedling, and co-hosted ministerial and side events on climate and environmental issues.
- King Charles also visited Moataa Mangroves, Le Pupu Pue and Togitogiga Reserves.

2. It joined a multi-agency working group to address the HMNZS Manawanui sinking off Safata, where each agency contributed specialised technical expertise based on their respective mandates. Ministry personnel undertook field assessments of the incident site to evaluate damage to marine habitats, coral reefs, and water quality, and to monitor for contaminants and hazardous substances. Following these assessments, consultations were conducted with affected communities in the district to document impacts on local fishing activities and coastal livelihoods. The Ministry prepared technical reports on the environmental and social consequences, which informed the Government’s coordinated response to the maritime incident.

MNRE continued to face persistent challenges during the 2024/2025 financial year. Climate change impacts, resource constraints, infrastructure limitations, and environmental degradation remained ongoing issues that shaped operational and service delivery approaches. The Ministry responded with adaptive strategies and innovative solutions to maintain effective mandate delivery.

Recognizing the impact on citizens’ livelihoods, MNRE prioritized strategic positioning within the international climate finance landscape through enhanced access to global climate financing, innovative environmental solutions, strengthened partnerships, and collaboration with local communities for sustainable outcomes. Despite operating challenges, the Ministry achieved measurable progress toward key performance indicators. MNRE’s strategic interventions contributed to environmental resilience and supported national sustainable development goals.

### Achievements : July 2024 - June 2025

Key	
<b>Achieved</b>	Target or budget standard(s) had already been achieved for 2024/2025
<b>Partially Achieved</b>	Target or budget standard(s) was incomplete/partially achieved
<b>Not Achieved</b>	Target or budget standards(s) not achieved unless corrective action is taken by Management or Ministry

### Output 1 : Policy Advice to the Minister

<b>Output Manager</b>	Chief Executive Officer	
<b>Scope of Appropriation</b>	This appropriation is limited to the development of policies and the provision of policy advice to the Minister	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/ Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>

<b>1. Number of Projects and community programmes implemented on Renewable Energy.</b>	1. Installation of 1 biogas compressor and at least 10 home biogas systems at selected areas; 2. At least 5 Renewable Energy Awareness & Educational Programmes conducted	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Installed one biogas compressor unit at Scientific Research Organization of Samoa (SROS);</li> <li>✓ Deployed ten (10) residential biogas systems across Aleisa, Magiagi, Safotu, Sagone, Vaitoomuli, Falealupo Tai, Faleaseela, Saleilua, Manono Tai (Salua), and Apai;</li> <li>✓ Operationalized an electric vehicle charging station at Friendship Park;</li> <li>✓ Completed all projects on schedule despite supply chain delays and unavailability of local fittings, which were managed through adaptive project management and proactive coordination;</li> <li>✓ Conducted renewable energy awareness programs with over 100 community participants;</li> <li>✓ Demonstrated strong public interest in Samoa's clean energy transition through high attendance rates;</li> <li>✓ Empowered communities to participate actively in climate action initiatives;</li> <li>✓ Provided continuous technical support to stakeholders, establishing the Division as a reliable institutional partner in energy and climate matters.</li> </ul>		
<b>2. Effective Climate Change Mitigation through Renewable energy and energy efficiency</b>	1. NDC Tracking Tool established 2. National Renewable Energy Policy launched 3. Renewable Energy Rebate Scheme operational 4. At least 3 Energy Audits conducted selected hotels	<b>Partially Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall Achievement of 97.5%</li> <li>✓ Successfully completed the comprehensive review of Samoa's 2nd NDC and development of the 3rd NDC;</li> <li>✓ Established the NDC Tracking Tool as a critical mechanism for monitoring Samoa's climate commitments and targets under the 1st and 2nd NDC;</li> <li>✓ Achieved these outcomes through strong coordination and effective technical leadership, particularly via the RE Subsector Committee;</li> <li>✓ Experienced bureaucratic delays and extensive stakeholder feedback that necessitated multiple revisions;</li> <li>✓ Deferred the official launching of the NDC policy document as a result of the consultation process;</li> <li>✓ Achieved all Energy Efficiency Program targets for the financial year;</li> <li>✓ Conducted three energy audits at strategic hospitality facilities (Amoa Resort, Traditions Resort, and Coconut Beach Resort) to assess energy consumption patterns and identify cost-saving opportunities;</li> <li>✓ Coordinated key Energy Efficiency and Renewable Energy initiatives through the Climate Finance Access Network (CFAN) and the NDC Partnership Program, ensuring alignment with national and international climate finance mechanisms;</li> <li>✓ Maintained consistent on-target performance, demonstrating effective strategic planning and execution;</li> <li>✓ Advanced Samoa's climate mitigation objectives whilst strengthening collaborative relationships with the private sector and development partners;</li> <li>✓ Demonstrated the critical importance of technical capacity and inclusive stakeholder engagement in achieving energy efficiency outcomes.</li> </ul>		
<b>3. Effective planning and reporting (new Indicator proposed for all CEOs to capture key planning and reports)</b>	1. Updated MNRE Corporate Plan Launched; 2. Updated Service Charter and Workforce Plan Launched; 3. Preparation and submission of Budget; 4. Preparation and submission of Annual Report; 5. Preparation and submission of Management Plan and Procurement Plan.	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ The Corporate Plan 2022-2026 has been updated to reflect necessary strategic changes and improvements;</li> <li>✓ The updated Plan has been launched for internal implementation and disseminated to staff;</li> <li>✓ The Plan has been published on the Ministry's website for public accessibility and transparency;</li> <li>✓ The Service Charter has been comprehensively updated and implemented across the Ministry;</li> <li>✓ The Workforce Plans have been revised to align with current and future operational requirements;</li> <li>✓ Both documents have been made available on the website to ensure public awareness and accessibility;</li> <li>✓ Budget estimates for the forthcoming fiscal period have been prepared in accordance with prescribed financial frameworks;</li> <li>✓ All budget documentation has been submitted to the Ministry of Finance within the designated timelines;</li> <li>✓ The Annual Report for the financial year 2023/2024 was completed and transmitted to the Office of the Clerk of the Legislative Assembly in May 2025;</li> </ul>		

<ul style="list-style-type: none"> <li>✓ Eighty (80) copies were provided for presentation to Parliament at the ensuing parliamentary sitting;</li> <li>✓ The Annual Report for the financial year 2024/2025 is currently in progress and is scheduled for parliamentary tabling in December 2025, in accordance with the Public Finance Management Act 2001;</li> <li>✓ The Ministry maintains current and up-to-date annual reporting practices;</li> <li>✓ Management Plans and Procurement Plans have been developed and submitted to the Ministry of Finance</li> </ul>		
<b>4. Achievement (%) of budgeted policy output targets (New indicator proposed for all CEOs to capture management role)</b>	1. 80-100% achievement of budgeted targets	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ At the conclusion of the financial year, the Ministry achieved 86% of budgeted output targets, representing a substantial level of accomplishment;</li> <li>✓ This significant performance was achieved notwithstanding the Ministry's engagement in numerous additional obligations arising from various projects led by the Ministry;</li> <li>✓ Not all output targets were completed within the anticipated timeframes due to circumstances beyond the Ministry's control;</li> <li>✓ Certain policy initiatives required Cabinet approval prior to implementation;</li> <li>✓ Legislative amendments necessitated Attorney General's Certificates as a prerequisite to proceeding;</li> <li>✓ Coordination with multiple stakeholders and external parties was required for several deliverables;</li> <li>✓ The dissolution of Parliament resulted in Cabinet functioning in a caretaker capacity, which constrained the exercise of legislative powers and delayed major decision-making processes.</li> </ul>		

### Output 2 : Ministerial Support

<b>Output Manager</b>	Principal Policy Advisor	
<b>Scope of Appropriation</b>	This appropriation is limited to the provision of support services to the Minister of Natural Resources and Environment	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Number of Cabinet submissions and STSC submissions submitted</b>	1. At least 50 submissions submitted for approval	<b>Achieved</b>
✓ 22 Cabinet submissions and 32 STSC submissions were submitted hence a total of 54 submissions.		
<b>2. Efficient handling of public enquiries/complaints received by the Hon. Minister</b>	1. 80-100% of enquiries issues handled and actioned/resolved	<b>Achieved</b>
✓ 62 letters of enquiries were received and actioned. This is demand-driven and enquiries/ complaints resolved are actioned only when they are received from the general public.		
<b>3. Submission of High-level meeting attended</b>	1. At least 5 high-level meetings attended	<b>Achieved</b>
✓ 19 high level meetings with foreign ministers and/or Heads of Embassies, multilateral/international agencies, and 26 meetings at Cabinet and Parliamentary level were attended thus a total of 45 meetings		
<b>4. Chairmanship of MNRE Statutory Boards (Forestry Board, Land Board, Water Resource Board, Geographic Name Board)</b>	1. At least 10 Board Meetings chaired	<b>Achieved</b>
✓ 11 Board meetings chaired ( 2 GNB, 5 LB, 2 FB and 2 WRB)		
<b>5. Chairmanship of Ministerial Advisory Committees (Upolu and Savaii)</b>	1. At least 10 Ministerial Committees Meetings chaired	<b>Achieved</b>
✓ 11 Ministerial Committee meetings achieved (5 for Upolu and 6 for Savaii). The additional one for Savaii was a site visit to follow up on the numerous complaints from the public as well as the implementation of resolutions of previous meetings.		

## Output 5 : Environment Services

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	This appropriation is limited to the provision of environment services to support the sustainable development of natural resources	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/ Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Effectively develop and enact policy and legal instruments to enhance biodiversity conservation and manage protected areas.</b>	<ol style="list-style-type: none"> <li>1. Biological Diversity Management and Conservation Bill submitted for Cabinet approval;</li> <li>2. Updated Biodiversity policy submitted for Cabinet Approval</li> <li>3. Updated National Biodiversity Strategy and Action Plan 2015-2020 approved and launched</li> <li>4. National Invasive Species Strategic Action Plan 2019-2024 reviewed and updated;</li> <li>5. Integrated Management Plan for the Marine Sanctuary draft in place;</li> <li>6. Marine Spatial Plan for Samoa launched;</li> <li>7. Vailima Reserve Management Plan launched;</li> </ol>	<b>Partially Achieved</b>
	<ul style="list-style-type: none"> <li>✓ Overall Achievement of 90%</li> <li>✓ Following comprehensive revision to integrate soil resources management provisions, the Environment Management and Conservation Bill—which supersedes the previously titled Biological Diversity Management Bill—had been submitted to the Office of the Attorney General for legal vetting and approval;</li> <li>✓ The National Biodiversity Policy had been developed through extensive consultation with all relevant stakeholders and is in its final approval phase. Preparation of the final layout is currently underway;</li> <li>✓ The National Biodiversity Strategy and Action Plan 2025–2030 has been developed through comprehensive consultation with all relevant stakeholders, including local communities. The document is at the final stage of development;</li> <li>✓ The National Invasive Species Strategy and Action Plan 2025–2030 has been formulated through comprehensive stakeholder consultation, including local communities. The strategy is concluding its final development phase, with preparation of the final layout in progress;</li> <li>✓ An Inception Report has been completed. However, delays in Management Plan development have occurred due to consultancy recruitment challenges between SPREP and the appointed consulting firm. This work has been rescheduled to the financial year 2025–2026 for implementation and execution;</li> <li>✓ The Marine Spatial Plan was officially launched in Vailima during the Commonwealth Heads of Government Meeting 2024 and has been legally adopted under the Land and Titles Act 1989;</li> <li>✓ The final Management Plan for Vailima has been submitted to the Chief Executive Officer for endorsement.</li> </ul>	
<b>2. Enhanced Sustainable Management and Development of Soil.</b>	<ol style="list-style-type: none"> <li>1. Soil Management policy developed</li> <li>2. Sand mining and Reclamation policies reviewed and updated</li> <li>3. At least 20 applications for sand mining, scoria mining, sea reclamations processed</li> </ol>	<b>Achieved</b>
	<ul style="list-style-type: none"> <li>✓ National Land Use and Soil Management Policy already developed;</li> <li>✓ Sand mining and Reclamation Policies reviewed and updated;</li> <li>✓ Processed 31 sand mining, 125 stalls and 3 billboard applications.</li> </ul>	
<b>3. Effective Biodiversity Assessment and Maintenance</b>	<ol style="list-style-type: none"> <li>1. Annual Terrestrial biodiversity monitoring survey (birds, butterfly, reptiles and flying fox)</li> <li>2. Annual Marine Biodiversity Monitoring survey (whale, dolphin, mangrove, corals and turtles)</li> <li>3. At least 10 Reserve areas maintained</li> </ol>	<b>Achieved</b>
	<p>The terrestrial biodiversity monitoring survey for birds, butterflies and reptiles had concluded targeting 3 villages in Upolu (Faleaseela Community Conservation Area, O le Pupu Pue National Park, Malololelei Conservation Area) and 3 villages in Savaii (Salelologa, Tafua Peninsula and Falealupo Community Conservation area);</p>	

Completed the following;

- ✓ Luatuanuu ecological marine assessment
- ✓ The EIA assessment for Safata District to assess the effects of the Manawanui incident on coral reefs.
- ✓ Turtlenesting survey for Matautu Lefaga and Falealupu
- ✓ No whale survey conducted due to competing priorities (CHOGM & NZ navy ship incident Manawanui;
- ✓ x5 Mangrove Biodiversity Audit Assessments for Fasitootai, Vailuutai, Satapuala, Satuimalufilufi and Apolima

Ongoing Lawn mowing & trail maintenance for 10 reserves by the National Reserves and Protected Area Section.

- ✓ Vailima Reserve
- ✓ Malololelei Recreational Reserve
- ✓ Malololelei Biodiversity Park
- ✓ Loto o Samasoni
- ✓ Lelata Reserve
- ✓ Malaevaalele Reserve
- ✓ Malaefatu Reserve
- ✓ Ao o le Malo Reserve
- ✓ Galagala Reserve
- ✓ Friendship Park

<b>4. Enhanced Enforcement and Compliance</b>	1. Quarterly Marine & Terrestrial monitoring inspections conducted; 2. At least 5 Development Consent Applications (DCA) reviews completed and submitted to MWTI-PUMA	<b>Achieved</b>
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Completed the following inspections:

- ✓ Responded to a call by a member of the public regarding a snake at Tiavi on 31st July. The four (4) snakes were identified as Pacific Boa's.
- ✓ Responded to a call from a concerned citizen regarding a snake at Vaiala. The snake was identified as the invasive Blind Snake.
- ✓ Four quarterly monitoring completed for the unlawful sale of protected species and derived products w(- Salelologa Market, Saleufi Market, Savalalo Fish Market)
- ✓ Completed the inspection visit at Manono on turtle harvesting for village cultural event;
- ✓ Completed Four (4) quarterly monitoring surveys for coral nurseries/outplanting (Upolu & Savaii) PACRES Sites.

Submitted the review report for the following 14 DCA to MWTI-PUMA;

- ✓ DCA 243/24: Construction of two-story apartment, Matautu-Uta - MNRE is in support of the development taking note of the recommendation provided in the review report for implementation to inform the issuance of the Development Consent
- ✓ DCA 441/24: Construction of an international and regional terminal, Faleolo - MNRE supported the development taking note of the recommendations provided in the report.
- ✓ DCA 596/24: Construction of a bar and five duplex unit, Maninoa Siumu - MNRE supported the development taking into consideration the recommendation highlighted in the report.
- ✓ DCA 476/24: Extension of existing morgue, Motootua
- ✓ DCA 091/24: Construction of a building for retail and restaurant, Fasitoo-Uta
- ✓ DCA 723/24: Land restoration and excavation works by the stream, Sinamoga
- ✓ DCA 709/24: Demotion of existing two-story building, Savalalo
- ✓ DCA 553/23: Construction of a petrol station, Malaemalu
- ✓ DCA 1144/23: Temporary storage X-Block, Matautu
- ✓ DCA 598/24: Two x 3-bedroom units and associated earthworks, Papaloloa
- ✓ DCA 860/24 - Renewal to extend use of existing Quarry, Laulii
- ✓ DCA 887/24 - Construction of a Beach resort, Mulivai Safata
- ✓ DCA 380/24 - Redevelopment of Farmer Joe's Supermarket
- ✓ DCA 812/24 - Petrol Station, Fusi Safotulafai

<b>5. Effective Coordinated awareness, Information and knowledge management.</b>	1. At least 5 awareness and educational programs on Marine and Terrestrial Biodiversity conducted	<b>Achieved</b>
<p>Completed the following educational and awareness programmes for Marine, Protected Areas and Terrestrial Biodiversity:</p> <ul style="list-style-type: none"> <li>✓ 2 awareness and educational programme on mangroves for Moataa aualuma and Nono'a communities</li> <li>✓ 1 consultation with the Aleipata District in September to discuss and raise awareness on the rat and feral pig eradication work on Nuutele scheduled for 2025;</li> <li>✓ 3 terrestrial biodiversity tours at Malololelei targeting village communities at Vaisigano in October;</li> <li>✓ Presented DEC services to Monash University who were visiting USP in November.</li> <li>✓ Vaigaga primary School year 8&amp;7 Biodiversity and Ecosystem Visit-54</li> <li>✓ NUS-HPI312 Biodiversity/Plant-13 participant</li> <li>✓ LDS Youth-Apia Samoa Central Stake</li> <li>✓ Reserve and Protected Area Field Trip- 62</li> <li>✓ HTE360 NUS-Tree Planting Plots 19</li> <li>✓ Vaiala Pre School Field trip-Bird and Plant Activity Visit- 32 (i) Currently in the process of reviewing, developing and printing of the invasive plant; ii) Distributed the following awareness materials to the general public: <ul style="list-style-type: none"> <li>✓ 1 invasive plant poster, 3 reptiles brochures</li> <li>✓ 1. MSP web page launched</li> <li>✓ PR published on the MSP launch</li> <li>✓ Ocean champion video published</li> <li>✓ Social media publication on official introductory meeting for the Mangrove Marine Sanctuary initiative amongst partners, MNRE and Nonoa villages</li> <li>✓ Launch of the Mangrove Marine Sanctuary billboard at Nonoa</li> <li>✓ PR published on the launch of the Mangrove Marine Sanctuary initiative</li> <li>✓ MSP Reel review on-going. The recruitment of the technical consultant to undertake this assignment is in progress. Completed two SNITT meetings. The remaining two meetings are scheduled for Feb and May. Completed two board meetings for GEF7 project. Next remaining two meetings are scheduled for January and April</li> </ul> </li> </ul>		
<b>6. Effective protected area management and network, restoration and recovery initiatives</b>	1. At least 2 Terrestrial and Marine invasive species management programs implemented; 2. At least 5 rehabilitation programmes completed for mangrove habitats and coral reef restoration 3. At least 1 coastal protected/managed area established/revived/upscaled; 4. At least 15 hectares of degraded area restored; 5. Twenty thousand (20,000) seedlings of native and ornamental plants collected and propagated to support restoration initiatives and maintenance of nature reserves;	<b>Achieved</b>
<p>Completed four (4) terrestrial invasive species management programmes:</p> <ol style="list-style-type: none"> <li>a. Mongoose eradication operation at the SWA compound, Vaitele, in August. Intercepted and eliminated one mongoose. Further analysis was conducted with the assistance of SPREP, MAF and Manaaki Whenua Landcare Research NZ where the outcome confirmed it is a Juvenile Indian Female Mongoose suspected to originate from Fiji.</li> <li>b. Rattan operation at Tuaefu. The team of 10 staff was mobilised to carry out the search for any rattan seedlings or matured plant. The search covered about 11 hectares of the land and no rattan palms were found.</li> <li>c. Rat monitoring at Malololelei in December.</li> <li>d. Water lettuce monitoring in September.</li> </ol> <p>Completed the following rehabilitation programmes;</p> <ul style="list-style-type: none"> <li>- 1 mangrove nursery established at Nonoa, Saleimoa (250 mangrove seedlings)</li> <li>- 3 coral outplanting completed (Saleaula, Siutu and Fusi)</li> <li>- 1 mangrove planting activity for Uesiliana College at Vaiusu Bay Mangroves</li> <li>- Mangrove Planting in Tafua and Vaitoomuli in commemoration of Biodiversity Day</li> <li>- Established the mangrove marine sanctuary at Nonoa, Saleimoa</li> </ul>		

- A total hectare of degraded area restored is 16.36/15 ha and a total of 11,866 trees planted
- A total of 20,004/20,000 with 11,866/9,345 dispatched

### Output 6 : Forestry Management, Planning and Research Services

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	This appropriation is limited to the provision of forestry services to support the sustainable development of natural resources	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/ Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Sustainable National Forest Management Programs and 3 Million Tree Planting Campaign (3MTPC)</b>	<ol style="list-style-type: none"> <li>1. At least 50 registered farmers and participated in community forestry and agroforestry program;</li> <li>2. At least 150,000 seedlings produced in 5 forestry nurseries;</li> <li>3. At least 250,000 seedlings planted under the National Forest Replanting program and 3 Million Tree Planting Campaign (NFRP/3MTPC);</li> </ol>	<b>Partially Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall Achievement of 95%</li> <li>✓ 145 Farmers registered and participated in different tree packages such as woodlots, agroforestry, ecological restorations in watershed areas, mangroves, Community Conservation Areas (CCAs), and National Parks. 82 Farmers registered under the CFP (no Grant) and 63 Farmers receiving the NFR Grants (3MTPC).</li> <li>✓ 193,951 seedlings were produced in 5 Forestry Nurseries (67175 in Upolu and 126,776 in Savaii). The Cash For Work (CFW) under the NFR paid for community groups to raise seedlings to boost the nurseries' seedling production to cater to the needs under the NFR program.</li> <li>✓ 85% was achieved (ie, only 137,653 seedlings were planted under CFP, NFR/3 Million Tree Planting Campaign). This shortfall was due to the engagement of staff in the preparation for CHOGM, which went on for most of the financial year, and non-receipt of data from stakeholders who participated in the campaign - NGOS, Community Conservation Areas and the Ministry of Agriculture and Fisheries, despite numerous follow-ups.</li> </ul>		
<b>2. National Park Management Program</b>	<ol style="list-style-type: none"> <li>1. At least 100 ha planted/replanted and or maintained under the NFRP and 3MTPC</li> <li>2. At least 100 visitors recorded for Togitogiga</li> </ol>	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ 175.284 ha planted/replanted under NFRP &amp; 3MPTC by all stakeholders in customary land, National Parks/Reserves, and Forest State land</li> <li>✓ 4457 visitors were recorded for Togitogiga. The increase in the number of Tourists/Visitors coincided with CHOGM and the redevelopment of O Le Pupu Pu'e National Park.</li> </ul>		
<b>3. Enhanced Enforcement and Compliance</b>	<ol style="list-style-type: none"> <li>1. At least 5 licenses and permits issued for forest harvesting;</li> <li>2. Annual registration of mobile sawmills</li> <li>3. Forestry Board Meetings conducted</li> </ol>	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ 24 Licences and Permits were assessed, approved, and Certificates were issued to legally harvest forest resources in Samoa, either in the native forestry or forest plantations. All applications came from Savai'i, where the largest percentage of Samoa's forest is located, and 90% of the registered sawmills operated. (16 Permits &amp; 8 Licences);</li> <li>✓ 6 portable sawmills were registered in January 2025 and will expire in December 2025;</li> <li>✓ 2 Forestry Board meetings were conducted (FBRD56 - August 2024 &amp; FBRD57 - February 2025).</li> </ul>		
<b>4. Updated National Forests Information and Wetland Management Systems</b>	<ol style="list-style-type: none"> <li>1. At least 1 Forest research conducted;</li> </ol>	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Synthesis reports drafted for native tree species assessed for Biomass and Assisted Natural Regeneration (ANR) based on preliminary findings of the researches conducted</li> </ul>		
<b>5. Effective awareness and Community Engagement</b>	<ol style="list-style-type: none"> <li>1. At least 5 Forestry awareness programs conducted</li> </ol>	<b>Achieved</b>

✓ Consultation workshops were conducted for 5 Districts on the NFR program and Forestry Management Act, and 1 National Event commemorating the International Day of Water, Wetland, Forest and Biodiversity Day, 2025 for Samoa, was held.

### Output 7 : Meteorological, Geoscience and Ozone Services

<b>Output Manager</b>	This appropriation is limited to the provision of meteorological services to support the sustainable development of natural resources	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Effective and timely weather forecasting</b>	1. At least 2000 weather bulletins issued (including marine, severe and special weather bulletins) 2. Forecasts for Tokelau issued	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Maintained continuous weather monitoring with zero tropical cyclones recorded in Samoa's area of responsibility during the reporting period</li> <li>✓ Issued 2,874 public and marine weather bulletins and 477 severe weather information bulletins to support communities, businesses, and government agencies</li> <li>✓ Disseminated 8,178 Meteorological Aerodrome Reports and 357 Special Weather Reports for Faleolo International Airport, ensuring aviation safety compliance with World Meteorological Organization and International Civil Aviation Organization standards</li> <li>✓ Provided 5,628 synoptic weather observations from Mulinuu manual station and Faleolo International Airport for national forecasting and international data exchange</li> <li>✓ Delivered 716 translated weather forecasts for Tokelau, demonstrating regional cooperation</li> <li>✓ Maintained four daily manual preparations and disseminations of bulletins via email and website platforms despite higher warning volumes during dry season due to strong southeast trade winds and high swells affecting maritime operations and inter-island ferry services</li> <li>✓ Successfully issued early warnings for four significant flooding and landslide events affecting northern and eastern districts during the wet season (18–22 December 2024, 5–11 January 2025, 17–23 February 2025, and 9 March 2025), with Apia town affected in all occurrences</li> <li>✓ Enhanced severe weather information dissemination through 477 bulletins and strengthened stakeholder engagement processes in response to flash flooding events that caused damage to infrastructure, businesses, and residential properties</li> <li>✓ Provided regular weather briefings to the Honourable Minister and Chief Executive Officer during all significant weather events</li> <li>✓ Developed weather-related hazard icons to enhance public comprehension of warning information</li> <li>✓ Delivered specialised daily weather products during the two-week Commonwealth Heads of Government Meeting</li> <li>✓ Collaborated with World Bank technical experts to develop draft Standard Operating Procedures, Working Instructions, and Verification Processes for Impact-Based Warning Services to address the absence of comprehensive hazard information database</li> <li>✓ Finalised impact-based hazard tables and terminology for tropical cyclones, strong winds, heavy rainfall, flooding, coastal inundation, high surf, and thunderstorms</li> <li>✓ Completed Impact-Based Warning Services training for all Weather Service staff with World Bank technical support</li> <li>✓ Implemented strategic Capacity Building Report under Pacific Resilience Program with World Bank Group support to identify priority training needs and establish workforce development framework</li> <li>✓ Achieved highest number of qualified meteorologists in national history—six staff members now hold World Meteorological Organization-recognised meteorologist qualifications following completion of Australia Bureau of Meteorology Basic Instruction Package for Meteorologists training by three forecasters</li> <li>✓ Completed Aeronautical Meteorological Observer certification for all Meteorological Technicians and three forecasters</li> <li>✓ Completed Aeronautical Meteorological Forecaster foundation competency assessments for three forecasters to progress toward New Zealand Civil Aviation Authority CAR Part 174 certification requirements</li> <li>✓ Trained four staff members as Lead and Internal Auditors for Quality Management System implementation, advancing certification for full operationalisation of aviation meteorology services</li> </ul>		

- ✓ Two staff members currently undertaking specialised observer training in Fiji, which will increase qualified observers to five upon completion
- ✓ Progressed installation of new Automatic Weather Observation Station at Fagali'i Domestic Airport under Memorandum of Understanding with Samoa Airport Authority to address resource constraints and enhance service capacity
- ✓ Enhanced resourcing requirements identified for increased staffing levels and improved meteorological equipment to support full service implementation

<b>2. Effective and timely Seismic &amp; Geological, Climate and Ocean Monitoring</b>	<ol style="list-style-type: none"> <li>1. Seismic reports&amp; bulletins issued</li> <li>2. Geo-technical reports prepared</li> <li>3. Geo-magnetic reports prepared</li> <li>4. Construction of Seismic Operation Center (SOC)</li> <li>5. Seasonal Outlooks prepared;</li> <li>6. Tropical Cyclone Outlook issued;</li> </ol>	<p style="text-align: center;"><b>Partially Achieved</b></p>
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- ✓ Overall Achievement of 92%
- ✓ Effective earthquake detection maintained with 1,090 earthquakes detected, including 98 regional events with magnitude 6.0 and higher, 23 felt earthquakes reported, only one regional advisory issued, and no tsunami warnings required, ensuring timely information sharing to support safety and preparedness.
- ✓ Four major drilling investigations completed across Moamoa, Salelologa, Lalomauga, and Fiaga providing critical geotechnical data for infrastructure development, water resource management, and renewable energy initiatives while generating essential revenue. The old drilling rig, operational for nearly two decades, was decommissioned due to high repair costs, with the new rig purchased in 2023 ensuring service continuity through adaptive approaches to meet stakeholder needs.
- ✓ Critical maintenance conducted on seismic and ocean monitoring equipment, including battery replacements at Lepiu stations, solar panel installations and urgent repairs in Savai'i reconnecting seismic stations to improve network reliability, annual servicing of the Ocean Acidification Buoy with Korean Institute of Ocean Science and Technology support, and maintenance of Ocean Acidification instruments with refresher training, ensuring continuity in climate and ocean monitoring systems.
- ✓ Ocean Services expanding to include sea level rise monitoring, marine ecosystem protection, and sustainable marine resource management, strengthened through strategic partnerships with the Korean Institute of Ocean Science and Technology, The Ocean Foundation, and regional agencies. Samoa's first Ocean Acidification buoy operational with plans to produce a comprehensive report. Sea-level monitoring visibility enhanced through tide gauge signage installation at Apia Wharf for cruise ship travelers.
- ✓ Climate Database Management System upgraded with user training provided on data quality control, station metadata updates, and RClindex for rainfall and temperature verification. Despite some delays in inspections, rainfall and climate station observations completed, historical data rescued, and new temperature sensors installed at Alafua Climate Station, strengthening the climate monitoring network with continuous data flow.
- ✓ Key climate outputs consistently delivered including 12 Early Action Rainfall Watch Bulletins, 12 Seasonal Climate Outlooks, 12 Ocean Outlook
- ✓ Reports, and the Annual Tropical Cyclone Outlook with monthly updates. National State of the Climate Report (2023) compiled with contributions to national statistics and regional climate monitoring discussions. Five of 12 Climate Summaries completed, with measures implemented to strengthen data systems for timely future reporting.
- ✓ Active participation in all 12 Online Climate Outlook Forum meetings, both Pacific Island Climate Outlook Forums, and successful hosting of the Fourth National Climate Outlook Forum in November 2024 across both islands, improving technical skills in seasonal forecasting and climate extremes analysis.
- ✓ Significant progress under COSPPac and ClimSA programs, including contracts signed for four new AWS stations, ocean buoys secured, Samoa Met mobile application reaching 70% development, Communication Strategy Workshop completed, and stakeholder consultations advanced for the National Framework for Weather, Climate, and Ocean Services.
- ✓ Community engagement strengthened through Tourism and Climate Early Warning System revival with workshops across both islands, improved visibility of ocean services, and ongoing public outreach activities sharing climate data and services with stakeholders across multiple sectors.

- ✓ Staff participated in regional and international training across the Pacific and beyond, covering seasonal forecasting, climate extremes analysis, data management, and strategic planning, significantly strengthening capacity to deliver accurate, reliable, and timely climate services.
- ✓ Traditional Knowledge collection and documentation continued with monitoring maintained at sites in both islands and verification progressing to strengthen credibility, ensuring local wisdom complements scientific forecasting.
- ✓ Manual geomagnetic observations remain non-operational due to uncalibrated instrumentation from funding constraints. The Scientific Officer Geophysics position vacancy requires urgent recruitment to ensure full maintenance and strengthen monitoring capacity. Automatic observations continue successfully, maintaining monitoring continuity.
- ✓ The Seismic Operation Center, initially proposed under the World Bank-funded Pacific Resilience Program, only completed the design phase before the project concluded earlier than anticipated. The Ministry has prioritized construction under the upcoming Pacific Resilience and Preparedness Program, currently being finalized for Samoa with negotiations at an advanced stage. Implementation remains subject to funding availability within the approved project scope.

<b>3. Effective Enforcement of Montreal Protocol</b>	1. At least 5 licences issued 2. 1 technician training	<b>Achieved</b>
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- ✓ Inspections of controlled substances conducted from 14–25 April 2025 in Upolu and Savai'i targeting importers, refrigeration and air conditioning servicing workshops, and retail outlets to ensure HCFC phase-out compliance and raise awareness on proper servicing practices and safe use of alternative refrigerants.
- ✓ Controlled Substances Licensing System effectively maintained with three import licenses granted for HCFCs, five licenses issued for equipment containing refrigerants, and thirty handling licenses approved for technicians. The methyl bromide exemption remained valid strictly for quarantine and pre-shipment fumigation. No cases of illegal trade recorded, reflecting strong stakeholder commitment to compliance.
- ✓ National Ozone Steering Committee convened three times providing strategic guidance for ozone protection initiatives. Meetings focused on HCFC Phase-Out Management Plan activities, monitoring progress, and advancing Samoa's strategic implementation plan for the Kigali Amendment HFC phase-down process. A fourth meeting scheduled for 19 June 2025 was postponed due to government budgetary restrictions.
- ✓ World Ozone Day commemorated on 16 September 2024 under the theme "Advancing Climate Action," including tree planting, interactive learning sessions with students, and demonstrations on best practices in refrigeration servicing, supported by the United Nations Environment Programme.
- ✓ Activities under HPMP Stage II progressed successfully with specialized training on good servicing practices for flammable refrigerants conducted for seven qualified RAC technicians and twenty observers/students from the National University of Samoa, equipping technicians with skills to safely handle flammable refrigerants.
- ✓ Workshops and training conducted on 15–16 April 2025 for customs brokers, importers, and enforcement officers focusing on licensing procedures, accurate documentation, use of refrigerant identifiers, and strategies to prevent illegal trade, strengthening enforcement of ODS regulations.
- ✓ Samoa maintained Montreal Protocol compliance by sustaining a 35% reduction in HCFC consumption through the licensing and quota system effectively implemented since 2013, with ongoing regulatory oversight from the National Ozone Unit.
- ✓ The Ozone Layer Protection Regulations 2006 reviewed and in final draft stage before submission to the Attorney General's Office for endorsement. Amendments aim to ensure Kigali Amendment compliance, including incorporation of Hydrofluorocarbons into the licensing system.
- ✓ The Climate Services and Related Applications Programme progressed with procurement and installation of four new Automatic Weather Stations and refurbishment of five existing units, deployment of ten ocean monitoring buoys, weather radar feasibility study, and development of a modern Meteorology Division website and mobile application.
- ✓ CLIMSA funds procurement of IT equipment for Climate Data Management Systems, development of sector-specific products including Disaster Management Office dashboard and bulletins, distribution of 20 HF radios, renovation and expansion of the Climate Service Room, data rescue initiatives, recruitment of new technical staff, and procurement of a dedicated operational vehicle.
- ✓ The Weather Ready Pacific Programme funded participation of three Meteorology Division staff who completed meteorologist training in 2024, with two additional staff scheduled for training in coming years. A feasibility study is underway for installation of Samoa's first weather radar system with technical support from New Zealand MetService.

- ✓ The WMO Systematic Observations Financing Facility developed a Country Hydromet Diagnostic for Samoa identifying gaps and risks to inform strategic planning. Samoa is on the waiting list for the investment phase, during which two weather stations will be renewed and upgraded, and a new upper-air station will be installed at Faleolo.
- ✓ The Pacific Aviation Partnerships Program upgraded two manual climate stations at Faleolo Airport and Mulinuu Office, with installation of a new Automatic Weather Station at Fagali'i Airport underway and funding for a security barrier fence to protect infrastructure.
- ✓ The Ocean Acidification Program launched Samoa's first OA buoy at Mulinuu lagoon in March 2023 and established a dedicated laboratory. Continuous data collection includes seawater sampling analysed to determine chemical composition and acidification trends. The project scope is expanding to include sea-level rise, marine ecosystem protection, and integration of scientific findings into sustainable marine resource management.
- ✓ The Climate and Oceans Support Program in the Pacific contributed to improved ocean monitoring, tide and sea-level data collection, climate outlook production, and staff training, enabling better information delivery to government, communities, and sectors including fisheries, disaster management, and coastal planning.
- ✓ The Vaisigano Catchment Project, funded by the Green Climate Fund, will provide three new Automated Weather Stations to the Meteorology Office to enhance early warning capabilities and strengthen adaptive capacity of vulnerable communities against extreme weather events

#### **Other Projects the Division is involved in :**

##### **The Ozone Project**

- ✓ The National Ozone Unit manages the Ozone Project to implement Samoa's Montreal Protocol obligations, funded through the Multilateral Fund in partnership with the United Nations Environment Programme, United Nations Development Programme, and other development partners.
- ✓ Activities during 2024–2025 focused on training, enforcement, public awareness, and national coordination under the HCFC Phase-Out Management Plan Stage II, with preparatory steps toward HFC phase-down under the Kigali Amendment.
- ✓ The Ozone Layer Protection Regulations 2006 have been reviewed and are in final draft stage before submission to the Attorney General's Office for endorsement. Amendments aim to ensure Kigali Amendment compliance, including incorporation of Hydrofluorocarbons into the licensing system.

##### **The Climate Services and Related Applications (ClimSA) Project**

- ✓ The ClimSA Programme, financed under the 11th European Development Fund, strengthens climate services across Pacific ACP countries by building capacity to effectively use climate information for planning and resilience building.
- ✓ Infrastructure investments include four new Automatic Weather Stations and refurbishment of five existing units, ten ocean monitoring buoys, weather radar feasibility study, modern Meteorology Division website, and mobile application development.
- ✓ Programme funds IT equipment for Climate Data Management Systems, sector-specific products, 20 HF radios for remote communication, renovation of the Climate Service Room, digital display screen, data rescue initiatives, new technical staff recruitment, and a dedicated operational vehicle.

##### **The Weather Ready Pacific Decadal Investment Programme**

- ✓ The 10-year Weather Ready Pacific Programme enhances climate and weather resilience across Pacific Island countries, funded by Australia (AUD 30 million), New Zealand (NZD 20 million), and the United Kingdom (GBP 700,000).
- ✓ For Samoa, the programme funded three Meteorology Division staff who completed meteorologist training in 2024, with two additional staff scheduled for future training. A feasibility study is underway for Samoa's first weather radar system with New Zealand MetService support.

##### **The Systematic Observations Financing Facility (SOFF) Program**

- ✓ The WMO SOFF enhances global weather, climate, and ocean observation systems in developing countries by providing financial support to modernize observation networks.
- ✓ A Country Hydromet Diagnostic developed for Samoa identifies gaps and challenges to inform strategic planning and investment decisions. Samoa is next on the waiting list for the investment phase, during which two weather stations will be upgraded and a new upper-air station installed at Faleolo

##### **DFAT Pacific Aviation Project**

- ✓ The Australian Bureau of Meteorology supports the Samoa Meteorological Division through the Pacific Aviation Partnerships Program with installation and maintenance of meteorological observation infrastructure and training for aviation observers, technicians, and forecasters. Two manual climate stations were upgrad

✓ ed at Faleolo Airport and Mulinuu Office, with a new Automatic Weather Station installation underway at Fagali'i Airport and funding for a security barrier fence.

**The Ocean Acidification Project**

- ✓ The Ocean Acidification Program, funded by the Ministry of Oceans and Fisheries of the Republic of Korea, protects coral reefs and marine ecosystems against ocean acidification and invasive species.
- ✓ Samoa's first OA buoy was launched at Mulinuu lagoon in March 2023 with a dedicated laboratory established. Continuous seawater sampling is analysed to determine chemical composition and acidification trends. The project scope is expanding to include sea-level rise and marine ecosystem protection.
- ✓ The Meteorology Office will receive three new Automated Weather Stations

**Output 8 : Sustainable Water Resources Management**

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	This appropriation is limited to the provision and management of water resources to support the sustainable development of natural resources.	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/ Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Effective &amp; Sustainable Watershed Management</b>	1. At least 2 new WMPs developed 2. At least 20 hectares of critical watershed areas rehabilitated	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Implemented protection measures for watershed catchment areas and riparian zones through forest cover maintenance to sustain river flows during dry periods and regulate flooding and sediment transport during heavy rainfall</li> <li>✓ Conducted replanting and rehabilitation works in degraded riverside and upland watershed areas</li> <li>✓ Removed unsustainable agricultural activities from critical zones</li> <li>✓ Installed fencing on reserved lands to prevent cattle farming encroachment into degraded and rehabilitated areas</li> <li>✓ Completed final drafts of Vaitoomuli and Saipipi Watershed Management Plans following characterisation surveys (Q2 2024-2025), community consultations (February-March 2025), and stakeholder reviews (Q4)</li> <li>✓ Executed replanting and river channelisation works at both Savaii sites in parallel with plan development</li> <li>✓ Inter-island travel and rehabilitation costs for Savaii sites required careful resource allocation and prioritisation</li> <li>✓ Watershed Management Plans await tabling for Water Resources Board approval pending appointment of MNRE Minister (Chair) following national general elections</li> <li>✓ Raised over 105,000 seedlings</li> <li>✓ Planted 49,950 seedlings across 38.55 hectares of targeted upland watershed areas</li> <li>✓ Signed new Memoranda of Understanding with two individual farmers (Taala Leituala, Nuusuatia and Hemi Tuala, Leauvaa) for reforestation on customary lands</li> <li>✓ Established partnerships with youth groups from Methodist Church in Maninoa Siumu and Assembly of God Matautu (April 2025) Lefaga to support nursery operations</li> <li>✓ Maintained existing community agreements from previous years</li> <li>✓ Lower seedling distribution compared to previous years (previously over 100,000 seedlings) was a strategic decision to prioritise maintenance of existing sites and gap-filling to improve survival rates and ensure long-term sustainability over short-term planting targets</li> </ul>		
<b>2. Number of awareness and educational programs on water resources management conducted</b>	At least 4 awareness and educational programs conducted;	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall Achievement of 98%</li> <li>✓ Conducted characterisation works and community workshops for Vaitoomuli and Saipipi Watershed Management Programmes</li> <li>✓ Held consultations with Vaitoomuli Community from February to March 2025 and Saipipi Community in February 2025</li> <li>✓ Implemented tree planting and river channelization works for the Saipipi Watershed Management Programme</li> </ul>		

<ul style="list-style-type: none"> <li>✓ Signed cash-for-works Memoranda of Understanding with Assembly of God Matautu Lefaga youth group (October 2024) for nursery operations and skills development</li> <li>✓ Signed cash-for-works with Methodist Church in Maninoa Siumu and Assembly of God Matautu for nursery operations and skills development</li> <li>✓ Hosted six National of University of Samoa Horticulture student interns for five-week placement commencing 8 July 2024</li> <li>✓ Constructed one P3D model for Togitogiga Watershed Area</li> <li>✓ Displayed model for participating schools and communities during Commonwealth Heads of Government Meeting and King Charles visit</li> <li>✓ Utilised P3D models as interactive three-dimensional learning tools to help communities understand watershed landscapes and facilitate intergenerational knowledge transfer</li> <li>✓ Held joint commemoration event in Savaii on 22-23 May 2025 for the World Water, Wetlands, Forests and Biodiversity Day 2025</li> <li>✓ Programme included official opening at Apita o Pisaga Hall, youth forum, science field trips to project sites and water sector agencies in Savaii, and community consultation on sustainable forestry and watershed management practices</li> <li>✓ Successfully coordinated multi-stakeholder event leveraging various funding sources</li> <li>✓ Only one P3D model constructed during the fiscal year due to resource and time constraints, despite the recognised value of these models as important intergenerational</li> </ul>		
<b>3. Reliable and effective Hydrometric Network</b>	<ul style="list-style-type: none"> <li>1. At least 5 river channels maintained;</li> <li>2. Flood Incident Reports issued</li> </ul>	<b>Achieved</b>
<p><b><u>Malololelei Rainfall Station:</u></b></p> <ul style="list-style-type: none"> <li>✓ Established new rainfall monitoring station in western Malololelei area</li> <li>✓ Addresses previous data gap for Fuluasou Catchment downhill from Lake Lanotoo</li> <li>✓ Integrated into Multi-Hazard Early Warning System (MHEWS) network with access provided to Samoa Meteorology Division and Disaster Management Office</li> </ul> <p><b><u>Afulilo Rainfall Quality Sampler:</u></b></p> <ul style="list-style-type: none"> <li>✓ Installed rainfall quality sampling equipment at Afulilo</li> <li>✓ Integrated into Multi-Hazard Early Warning System network with access provided to Samoa Meteorology Division and Disaster Management Office</li> </ul> <p><b><u>Lalomauga Groundwater Monitoring Borehole:</u></b></p> <ul style="list-style-type: none"> <li>✓ Constructed groundwater monitoring borehole in March 2025 at Lalomauga village (90 metres above sea level)</li> <li>✓ Lalomauga groundwater monitoring borehole currently lacks telemetry capability for real-time data transmission</li> <li>✓ Planned upgrade to install telemetry system under the PREPARE Project in the near future</li> </ul> <p>Successfully expanded hydrometric network by three monitoring stations during the fiscal year, enhancing data collection capacity for rainfall, water quality, and groundwater monitoring across critical catchment areas</p>		
<b>4. Enhanced Flood Resilience</b>	<ul style="list-style-type: none"> <li>1. At least 2 new telemetry stations installed and/or upgraded</li> <li>2. At least 1 new monitoring borehole completed</li> </ul>	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ River channelisation undertaken to manage erosion, stabilise riverbanks, and reduce flood risks in vulnerable communities through reshaping and reinforcing river channels</li> <li>✓ Programme prevents sediment build-up, protects infrastructure, and safeguards land and community assets</li> <li>✓ Works integrated with watershed management and village engagement for long-term sustainability</li> <li>✓ Annual Government allocation of \$200,000.00 for minor river channelisation works</li> <li>✓ Completed channelisation works at six river sites across both islands: <ul style="list-style-type: none"> <li>- Upolu (4 sites): Sinamoga-Alamagoto, Fagalii-tai, Mulivai Safata, and Pesega-Vaimoso</li> <li>- Savaii (2 sites): Saipipi and Vailoa Palauli</li> </ul> </li> <li>✓ All sites dredged, deepened, and channelised to increase river flow capacity and accommodate high water levels during flooding events</li> <li>✓ Enhanced community resilience in flood-prone areas</li> <li>✓ Flooding remains a significant challenge for communities in flood-prone areas due to sediment and debris accumulation that impedes river flows and waterways</li> </ul>		

<ul style="list-style-type: none"> <li>✓ River channelisation is critical for Samoa given steep catchments, intense rainfall events, and increasing climate and land-use pressures</li> <li>✓ Programme protects livelihoods and reduces disaster recovery costs through proactive waterway management</li> <li>✓ Issued eleven flooding incident and situational reports during FY 2024/2025 using data collected from monitoring stations</li> <li>✓ Operated Flood Detection and Surveillance System linked to siren warning system activated by Disaster Management Office when critical thresholds are reached</li> <li>✓ Provided timely flood warnings to protect communities and enable emergency response</li> </ul>		
<b>5. Effective IWRM Governance (enforcement/increased compliance to WRM regulations)</b>	1. National Drought Policy launched 2. Water Resource Board Meetings conducted 3. At least 5 EIAs reviews conducted	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ National Drought Policy tabled and approved by Cabinet on 30th April 2025</li> <li>✓ Official launch held on 22 May 2025</li> <li>✓ Conducted extensive sector-specific and public consultations during policy development</li> <li>✓ Developed accompanying National Drought Management Plan with costed actions and priority investments for drought management enhancement</li> <li>✓ Completed Diagnostic Report to support policy implementation</li> <li>✓ Established Drought Early Warning Technical Group comprising relevant stakeholders to ensure effective information sharing and collaborative policy development</li> <li>✓ Secured interest from Food and Agriculture Organization and Secretariat of the Pacific Regional Environment Programme to implement key policy components including Anticipatory Action</li> <li>✓ Programme strengthens policy and legal framework for sustainable water resources management</li> <li>✓ Enhances disaster risk management and early warning systems</li> <li>✓ Policy implementation requires financial and technical resources from development partners and Ministry continues advocacy efforts to secure partner support</li> <li>✓ Drought Early Warning Technical Group will coordinate implementation once resources are secured</li> <li>✓ Central governing body for water resource management established under Water Resources Management Act 2008 Chaired by Minister for Natural Resources and Environment with representatives from key agencies and community</li> <li>✓ Primary responsibilities include overseeing sustainable management, use and protection of water resources; approving policies, strategies, watershed and groundwater management plans; and regulating water abstraction licensing</li> <li>✓ Facilitates coordination across government, communities and stakeholders while integrating scientific advice and community practices</li> <li>✓ Enforces regulations, supports village bylaws, and provides national oversight for climate and disaster resilience in water governance</li> <li>✓ Convened three Board meetings: 13 September 2024, 28 February 2025, and 3 July 2025</li> <li>✓ Conducted two site visits during the fiscal year</li> <li>✓ Meeting frequency dependent on availability of Chair (Hon. Minister), committee members, and issues requiring discussion</li> <li>✓ Competing commitments and meetings affected scheduling, particularly in the last quarter of 2024</li> <li>✓ Completed review of eleven Environmental Impact Assessment reports for developments in Mulivai Safata, Lailii, Papaloloa, Matautu, Motootua, and Maninoa Siumu</li> <li>✓ Issued eleven flooding incident and situational reports during FY 2024/2025 using data collected from monitoring stations and analysed by Flood Detection and Surveillance System</li> <li>✓ System linked to siren warning system activated by Disaster Management Office when critical thresholds are reached</li> </ul>		

### Output 9 : Disaster Management

<b>Output Manager</b>	Assistant Chief Executive Officer
<b>Scope of Appropriation</b>	This appropriation is limited to the provision of disaster and national emergency services to support sustainable development of natural resources

Output Performance Measures	2024/2025	Outcome
Performance Measure/ Indicator	Budget Standard or Target	Progress Indicator
<b>1. Effective law for disaster and emergency management</b>	1. Disaster and Emergency Management Act 2007 review completed	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Successfully completed comprehensive review of Dams and Environmental Management Act 2007, representing a significant milestone since the Act's initial enactment</li> <li>✓ Conducted extensive consultative process to inform review</li> <li>✓ Engaged Legislative Drafter Consultant from Capital Legal Network LLP to provide legal expertise</li> <li>✓ Review process and consultant recruitment funded under Building Safety and Resilience in the Pacific Project 2 (BSRP 2)</li> <li>✓ Final draft of proposed amendments submitted by Legislative Drafter</li> <li>✓ Proposed amendments currently with Legal Division awaiting submission to Office of the Attorney General for subsequent Cabinet consideration</li> </ul>		
<b>2. Effective DRM Policy and Planning</b>	<ol style="list-style-type: none"> <li>1. SDRM Policy and NDMP plan launched</li> <li>2. At least 2 Sectors Response Plans developed;</li> <li>3. At least 2 Response Agencies Response Plans developed;</li> <li>4. At least 2 School Disaster Plans developed;</li> <li>5. At least 5 village response plans developed</li> </ol>	<b>Partially Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall completion rate of 98%</li> <li>✓ Sector Disaster Risk Management Policy 2024-2034 approved by Cabinet in February 2024</li> <li>✓ Final version of National Disaster Management Plan awaiting submission to Cabinet for approval</li> <li>✓ Both documents will be launched jointly following Cabinet approval of National Disaster Management Plan</li> <li>✓ Education Sector completed development of sector response plan</li> <li>✓ Environment Sector completed development of sector response plan</li> <li>✓ Agency Response Plans remain in draft form requiring finalisation</li> <li>✓ Two response agencies completed response plans: National University of Samoa and Caritas Samoa</li> <li>✓ Two businesses completed response plans: Tanoa Hotel and Return to Paradise Resort</li> <li>✓ Developed and tested dedicated Multi-Hazard Response Plan specifically for Commonwealth Heads of Government Meeting to ensure preparedness for various hazards during the event</li> <li>✓ Seventeen schools developed Disaster Plans in collaboration with Ministry of Education and Culture through TAUTUA DFAT Project Output 17, comprising: <ul style="list-style-type: none"> <li>- One early childhood education centre: Sogi ECE</li> <li>- One secondary school: Amoa College</li> <li>- Fifteen primary schools: Saipipi, Gataivai, Siufaga, Paia, Salua Manono-Tai, Apolima-Uta, Aleipata, Piu, Salelesi, Vaimea, Vaimoso, St Mary's, Marist Brothers, Lalomauga, and Uafato</li> </ul> </li> <li>✓ Successfully implemented Community Disaster and Climate Risk Management Programme in six villages with Village Response Plans developed: <ul style="list-style-type: none"> <li>- Savaii (2 villages): Pu'apu'a and Fusi Safotulafi</li> <li>- Upolu (4 villages): Tafagamanu, Tafitoala, Falevao, and Vavau</li> </ul> </li> </ul>		
<b>3. Improved Disaster Risk Management Awareness and trainings</b>	1. At least 5 Awareness and Educational Programs conducted	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Procured three digital screens under National Emergency Management Agency Disaster Risk Management Programme to disseminate Disaster Risk Management information</li> <li>✓ Promoted Disaster Risk Management materials through social media platforms to enhance public outreach</li> <li>✓ Developed three short video clips focusing on wet season preparedness</li> <li>✓ Produced video for Disaster Risk Reduction Day celebration</li> <li>✓ Conducted training on Sendai Framework Monitoring funded under Partner 2 Project</li> </ul>		

<ul style="list-style-type: none"> <li>✓ Conducted training on RiskScape Modelling funded under Partner 2 Project</li> <li>✓ Delivered First Aid training in collaboration with Samoa Red Cross Society</li> <li>✓ Held three training sessions for liaison officers in preparation for Commonwealth Heads of Government Meeting</li> <li>✓ Installed 129 tsunami warning signs and information boards within Apia Urban Area funded under National Emergency Management Agency Disaster Risk Management Programme to improve public safety and awareness</li> <li>✓ Successfully implemented awareness and educational programmes at various levels to strengthen community preparedness and disaster risk reduction knowledge</li> </ul>		
<b>4. Effective and efficient disaster and emergency early warning systems, coordination and response initiatives</b>	1. Annual maintenance of ERN & ESN 2. Funding for Warehouse Construction and Savaii Sub National EOC secured 3. SOPs developed and finalised 4. Hazard Early Warning System launched.	<b>Partially Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall Achievement of 98%</li> <li>✓ Conducted three maintenance activities for Emergency Siren Network</li> <li>✓ Completed seven sound tests for Emergency Siren Network</li> <li>✓ Emergency Radio Network officially transferred to Ministry of Police</li> <li>✓ Secured funding for construction of National Emergency Operations Centre Warehouse under Pacific Humanitarian Warehousing Program</li> <li>✓ Secured funding for construction of Savai'i Emergency Operations Centre under Building Safety and Resilience in the Pacific II Project</li> <li>✓ Completed draft Standard Operating Procedures for National Emergency Operations Centre, Flooding, Tropical Cyclones, and Tsunami</li> <li>✓ Standard Operating Procedures pending finalisation awaiting approval of National Disaster Management Plan</li> <li>✓ Completion contingent on National Disaster Management Plan approval to ensure content alignment and consistency</li> <li>✓ Multi-Hazard Early Warning System installed and completed under PREPARE Project</li> <li>✓ System awaiting official launch</li> </ul>		

### Output 10 : Water Sanitation and Hygiene Sector Coordination

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	Effective coordination and management of the water and sanitation programme	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Enhanced sector policy, strategy and planning frameworks</b>	1. National Sanitation Policy launched	<b>Achieved</b>
✓ The National Sanitation Policy was launched in November 2024		
<b>2. Enhanced HR capacity for the sector</b>	1. At least 10 Sector Capacity Building Strategy actions implemented	<b>Achieved</b>
✓ Completed all 10 Capacity Building Trainings, Staff attended 2 Trainings overseas and the remaining 8 were all local. Topics ranged from Climate Change and Mitigation, DRR, ICT, Email and Cyber Security, PAS, KPI Review, GIS, Data Management and First Aid Training all completed in May 2025		
<b>3. Effective sector governance and coordination</b>	1. Quarterly JWSSSC meetings conducted	<b>Achieved</b>
✓ All 4 JWSSSC Meetings were held from January 2025-May 2025		
<b>4. Effective and robust performance monitoring systems sustained</b>	1. 17th AR completed; 2. 2 Sector monitoring visits conducted;	<b>Achieved</b>

✓ Annual Review completed in February 2025 ✓ Monitoring site visits were carried out in December 2024 and JWSSSC site visit May 2025		
<b>5. Effective and efficient sector communications strengthened</b>	1. At least 5 Sector awareness programs conducted;	<b>Achieved</b>
✓ Strategy launched in July 2022 and now in implementation. ✓ 2 School awareness programmes were conducted in April 2025. ✓ Ongoing quarterly newsletters were disseminated (total of 4). ✓ In November 2024, the National Sanitation Day was commemorated. There is also an ongoing participation of WSSCD staff in Sector IA's subsector meetings.		

### Output 11: Information and Communication Technology

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	Manage and ensure the effective and efficient operation of ICT services to support the Ministry of Natural Resources and Environment	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Improved ICT Security</b>	1. Helpdesk and Hardware/Software support provided and updated	<b>Achieved</b>
<p>The ICT Division delivered on its commitment to strengthen the Ministry's digital security. Throughout FY24/25, 80% helpdesk issues raised were successfully resolved, ensuring minimal disruption to staff operations. Common requests included:</p> <ul style="list-style-type: none"> <li>✓ Password resets and user account lockouts</li> <li>✓ Hardware replacements and repairs, such as faulty laptops, desktops and printers</li> <li>✓ Software updates and troubleshooting, including antivirus installation and email configuration</li> <li>• Network connectivity issues, such as internal access.</li> </ul> <p>In addition, the Division maintained an ICT inventory database to track assets (PCs, laptops, and peripherals), improving accountability and enhancing security oversight.</p> <ul style="list-style-type: none"> <li>✓ ICT Asset Type Quantity Notes</li> <li>✓ Desktop PCs 115 Office workstations</li> <li>✓ Laptops 30 Office/field use</li> <li>✓ Printers 25 Office printers</li> <li>✓ Servers 15 Central systems &amp; data management</li> <li>✓ TV Whiteboards 8 For presentations &amp; meetings</li> <li>✓ Total Assets 193</li> </ul> <p>A significant milestone was the development of the ICT Disaster Recovery Plan (DRP), a vital safeguard for data and operations continuity.</p> <p>The ICT Division delivered on its commitment to strengthen the Ministry's digital security. Throughout FY24/25, 80% helpdesk issues raised were successfully resolved, ensuring minimal disruption to staff operations. Common requests included:</p> <ul style="list-style-type: none"> <li>✓ Password resets and user account lockouts</li> <li>✓ Hardware replacements and repairs, such as faulty laptops, desktops and printers</li> <li>✓ Software updates and troubleshooting, including antivirus installation and email configuration</li> <li>• Network connectivity issues, such as internal access.</li> </ul> <p>In addition, the Division maintained an ICT inventory database to track assets (PCs, laptops, and peripherals), improving accountability and enhancing security oversight.</p> <ul style="list-style-type: none"> <li>✓ ICT Asset Type Quantity Notes</li> <li>✓ Desktop PCs 115 Office workstations</li> <li>✓ Laptops 30 Office/field use</li> <li>✓ Printers 25 Office printers</li> <li>✓ Servers 15 Central systems &amp; data management</li> <li>✓ TV Whiteboards 8 For presentations &amp; meetings</li> <li>✓ Total Assets 193</li> </ul> <p>A significant milestone was the development of the ICT Disaster Recovery Plan (DRP), a vital safeguard for</p>		

data and operations continuity. Collectively, these measures reinforced a resilient digital environment and strengthened the Ministry's protection against both technical disruptions and cyber risks.		
<b>2. Effective Maintenance of IT Network Operational and Infrastructure</b>	1. Robust System backup and recovery; 2. ICT Quarterly Inventory Reports prepared.	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Ensuring the reliability and continuity of the Ministry's IT systems was a key focus in FY24/25. The ICT Division successfully maintained and operated 15 core servers in the main office, covering system servers, file servers, the Firewall, Active Directory, DNS, Website and the Telephone System.</li> <li>✓ Daily system monitoring was conducted to ensure smooth performance and early detection of issues. A robust backup and recovery framework was also implemented to safeguard the Ministry's valuable information. This included regular data backups of staff files and emails, reviewing firewall logs and daily, weekly antivirus reports to detect potential threats. These proactive measures ensured that, in the event of hardware failure, cyber incidents, or accidental data loss, the Ministry could restore its systems quickly and continue operations with minimal disruption.</li> <li>✓ By establishing this strong foundation of infrastructure management and disaster preparedness, the ICT Division provided the Ministry with a stable and resilient digital environment, enabling all divisions to deliver services effectively.</li> </ul>		
<b>3. Effective Awareness Programs</b>	1. Samoa CAREs National Environment Campaign Roll-Out	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ As part of its Media and Communication function, the ICT Division played a central role in delivering the Samoa CAREs Environment Campaign, the umbrella for all Ministry awareness activities. In FY24/25, the Ministry conducted 98 events, including consultations, trainings, workshops, forums, and school awareness programs.</li> <li>✓ 86 events recorded participation data, totalling 3,481 participant <ul style="list-style-type: none"> <li>- Male: 2,430 (70%)</li> <li>- Female: 861 (25%)</li> <li>- Unspecified: 5%</li> </ul> </li> <li>✓ 12 events did not capture attendance, as these were primarily internal meetings. While not formally recorded, they were critical in supporting program delivery and maintaining stakeholder engagement. In addition, ICT extended public outreach through 16 community clean-ups, 16 press releases, 25 public notices, 21 Requests for Quotations (RFQs) and 20 media productions (talk shows, awareness videos, and program features). Collectively, these activities reflect a comprehensive and effective approach to awareness, fully achieving KPI 3.</li> </ul>		

### Output 12 : Environment Sector Coordination

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	Ensure coordinated efforts amongst all stakeholders for optimum results 2024/2025	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Effective Sector Wide Coordination</b>	1. Quarterly NESSC meetings and reports;	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Completed the 11th Sector Annual Review for Financial Year 2023/2024, engaging stakeholders to assess progress against the NESP 2023–2027.</li> <li>✓ Conducted three stakeholder meetings (December 2024, April 2025, and June 2025) to ensure continuous monitoring and sector engagement.</li> <li>✓ Achieved 65% of sector targets outlined in the NESP 2023–2027.</li> <li>✓ Partially achieved 16% of targets, demonstrating ongoing progress toward full completion.</li> <li>✓ 19% of sector targets remained unachieved, indicating areas requiring focused intervention.</li> <li>✓ The Division continues to convene regular stakeholder review meetings to identify implementation barriers and develop corrective measures aimed at improving target achievement in subsequent financial years</li> </ul>		

<b>2. Effective and efficient Sector-wide Planning, Performance Monitoring and Evaluation</b>	<ol style="list-style-type: none"> <li>1. 11th Sector Annual Review completed</li> <li>2. Quarterly Projects Updates prepared;</li> <li>3. 2 Sector monitoring visits conducted;</li> </ol>	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Annual Review on 12 February 2025 to assess implementation progress of the NESP.</li> <li>✓ Convened four quarterly NESSC meetings to monitor key development projects and ensure regular stakeholder engagement.</li> <li>✓ Completed bi-annual site visits to Upolu (29 January 2025) and Savaii (27–28 May 2025) to validate project implementation and assess ground-level progress.</li> <li>✓ Prepared and submitted four project update reports documenting sector performance across more than 40 projects, including large development initiatives and capacity building programs.</li> <li>✓ Successfully completed the Vaisigano Catchment Project in December 2024, funded by the Green Climate Fund, benefitting over 10,000 people through Cash for Work, Ecosystem-based Adaptation Enterprise Development, and Payment for Ecosystem Services programs.</li> <li>✓ MNRE led Activity 2.2 component through collaborative efforts involving the Water Resources Division, Division of Environment and Conservation, DMO, Forestry Division, and external partners (Civil Society Support Program, Samoa Business Hub, and Samoa Conservation Society).</li> <li>✓ Site visits enabled firsthand assessment of projects and real-time identification of implementation challenges.</li> <li>✓ The NESSC provided technical advice and guidance to address bottlenecks, facilitating corrective action and improved delivery outcomes.</li> <li>✓ Regular quarterly meetings and site visits enhanced monitoring effectiveness and enabled proactive intervention to maintain project momentum.</li> </ul>		

### Output 13 : Climate Change

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>		
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Enhanced Climate Resilience</b>	<ol style="list-style-type: none"> <li>1. At least 10 CIM Plan interventions implemented</li> <li>2. Carbon Stock Analysis conducted;</li> <li>3. National Adaptation Plan launched</li> </ol>	<b>Partially Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall Achievement of 96%</li> <li>✓ 10 CIMPlan interventions implemented</li> <li>✓ The Carbon Feasibility Assessment of Samoa's Blue, Green and Brown Carbon Study kick started on the 5th of April, 2025.</li> <li>✓ NAP Validation Completed in June 2025 but yet to be launched.</li> </ul>		
<b>2. Enhanced Climate Change Governance</b>	<ol style="list-style-type: none"> <li>1. Climate Change Response Bill submitted to Cabinet;</li> <li>2. National Climate Change Taskforce activated.</li> </ol>	<b>Partially Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall Achievement of 93%</li> <li>✓ The Bill is currently being reviewed by the Attorney General's Office. A follow-up letter has been dispatched from the Ministry to the AGO to inquire about the status of their review from the most recent face to face meeting between the two 24 December, 2024</li> <li>✓ The Cabinet in FY24/25 approved of the taskforce but renamed to National Climate Change Coordination Committee.</li> </ul>		
<b>3. Enhanced Sustainable Climate Financing and Project Management</b>	<ol style="list-style-type: none"> <li>1. GEF 8 project proposals developed;</li> </ol>	<b>Achieved</b>

<p>The main two project proposals under the GEF 8 cycle have been approved: GEF 8- - BGI, "Coastal Resilience; 2. GEF-8- SCCF/TF, "Strengthening Climate Adaptation, Biodiversity Conservation and Combating Land Degradation through Ecosystem-based Adaptation"</p>		
<p><b>4. Effective engagement and collaboration in regional and international climate change conventions</b></p>	<p>1. At least 10 international meetings attended, including regional. 2. 3rd National Communications report launched</p>	<p><b>Partially Achieved</b></p>
<p>✓ Overall Achievement of 95%          ✓ Meetings Attended          ✓ PreCOP29 COP29, GEF Constituency Meeting, SBSTA &amp; SBS - Bonn, UNGA- NY, Coordinators Meeting - NY, Just Transition Meeting, AOSIS and PSIDS coordination meetings are attended throughout the year but all negotiators in each UNFCCC COP Thematic areas          ✓ TNC report has been completed and officially handed over to the MNRE from the United Nations Development Programme</p>		
<p><b>5. Strengthened stakeholder and community engagement</b></p>	<p>1. At least 3 Community and stakeholder Awareness programs conducted.</p>	<p><b>Achieved</b></p>
<p>✓ Presentation at SPREP – Delivered a session focused on media engagement around climate change, hosted by the Secretariat of the Pacific Regional Environment Programme (SPREP).          ✓ Presentation for SUNGO – Engaged with the Samoa Umbrella for Non-Governmental Organisations (SUNGO) to highlight the role and involvement of NGOs in climate change activities across Samoa.          ✓ Youth Engagement with EFKS – Conducted an awareness session with the Congregational Christian Church of Samoa (EFKS) Youth, focusing on the impacts of climate change in Samoa.          ✓ Community Consultation and Awareness – Facilitated community consultations under the Coastal Resilience Program in the villages of Laulii and Satupaitea to gather local perspectives and enhance community awareness.          ✓ Academic Presentation – Presented to students and faculty from the University of the South Pacific (USP) and Monash University on Samoa's climate change priorities and actions.          ✓ Inaugural Youth Dialogue at NUS – Participated in the first National University of Samoa (NUS)          ✓ Youth Dialogue, promoting youth involvement in climate action and policy development.          ✓ CBIT Waste Sector Workshop – Supported the Capacity Building Initiative for Transparency (CBIT) through a specialized workshop focused on greenhouse gas (GHG) emissions in the waste sector.</p> <p>Stakeholder Consultation and Workshops</p> <ul style="list-style-type: none"> <li>✓ National PreCOP29 Workshop</li> <li>✓ National PostCOP29 Workshop</li> <li>✓ National Adaptation Plan Stakeholder Consultation</li> <li>Third National Communication Peer review Workshop</li> <li>✓ Capacity and Technology Needs Assessment Validation Workshop</li> <li>✓ Third National Communication Validation Workshop</li> <li>✓ Loss and Damage Stakeholder Consultation Workshop</li> <li>✓ Loss and Damage Framework Validation Workshop</li> <li>✓ GEF 8/SCCF PPG Community Consultation (Upolu &amp; Savaii)</li> <li>✓ GEF 8/ SCCF PPG Stakeholder Consultation</li> <li>✓ TNC Learning Session for MNRE Management</li> <li>✓ NAP Validation Workshop</li> </ul> <p>Highlights of the Projects the Division was involved in:</p> <p><b>GEF 8 Project Cycle:</b></p> <ul style="list-style-type: none"> <li>✓ Blue Green Island (BGI): Project Proposal approved.</li> <li>✓ Star Climate Change Fund (SCCF): Project Identification Document approved Submission of the Capacity Building Initiative for Transparency Project Proposal to GEF Sec Submission of the Capacity Building Initiative for Transparency Project Proposal to GEF Sec</li> <li>✓ Tender for the Construction of Fasitoo Uta Seawall Package 1 advertised for interested bidders.</li> <li>✓ Establishment of the Loss and Damage Fund Account</li> <li>✓ Sending of two surveyors under the Ministry for further studies in New Zealand</li> </ul>		

✓ In May 2025, Samoa hosted its inaugural Climate Action Day, highlighting national efforts to strengthen resilience against climate change. The event, launched in Lotofaga as the pilot community, brought together stakeholders from villages, communities, and government to showcase collective

### Output 14 : Waste Management & Pollution Control

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>		
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Effective policy and regulatory framework for solid chemicals and hazardous waste.</b>	1. Quarterly NESSC meetings and reports;	<b>Partially Achieved</b>
<ul style="list-style-type: none"> <li>✓ Overall Achievement of 85%</li> <li>✓ Advanced the development of the Waste Levy with draft regulations being prepared by the Legal Services Division to clarify implementation mechanisms, roles, and responsibilities of relevant agencies.</li> <li>✓ Secured \$400,000 allocation for the upcoming financial year to address legacy waste and prepare local recycling companies for full Levy implementation.</li> <li>✓ Established collaborative partnerships with the Ministry of Customs and Revenue through the National Revenue Board (NRB) and engaged the private sector via the Chamber of Commerce to inform Levy design and implementation strategy.</li> <li>✓ Completed a draft Waste Management Strategy with stakeholder endorsement from the Waste Management Taskforce, supported by the Cero Waste Project (UNDP), scheduled for Cabinet approval in the next financial year.</li> <li>✓ Identified and assessed six potential alternative sites for the relocation of Vaiaata Landfill, with three sites (Lata, Faala Palauli, and Maota) passing preliminary screening for further detailed analysis.</li> <li>✓ Tafaigata Landfill lifespan extension under the J-PRISM III Project remains on track, pending finalization of the conceptual design before implementation works commence.</li> <li>✓ Expanded site evaluation for Vaiaata Landfill relocation beyond government-owned land to identify the most sustainable and practical solution.</li> <li>✓ Waste Levy implementation requires additional external funding to execute the conceptual design for Tafaigata Landfill and achieve intended lifespan extension outcomes.</li> <li>✓ The phased implementation approach, combined with close collaboration with the NRB and ongoing private sector consultation, ensures proper groundwork is established before full Levy implementation in the following financial year.</li> <li>✓ The phased implementation approach, combined with close collaboration with the NRB and ongoing private sector consultation, ensures proper groundwork is established before full Levy implementation in the following financial year.</li> <li>✓ Comprehensive site assessment criteria—including land ownership, proximity to populated areas, and environmental conditions—applied to ensure optimal site selection for Vaiaata Landfill relocation.</li> </ul>		
<b>2. Improved enforcement and compliance</b>	1. At least 2 Waste Audit Surveys conducted;	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Conducted more than five waste audits during the review period, maintaining current and effective waste data collection methods to support informed planning and decision-making.</li> <li>✓ Delivered three targeted capacity building sessions to strengthen waste audit practices across key stakeholders: <ul style="list-style-type: none"> <li>1. Training of Trainers for Samoa Tourism Authority staff</li> <li>2. Dedicated training for Samoa Recycling and Waste Management Association (SRWMA)</li> <li>3. Refresher training for Waste Management and Pollution Control Division (WMPCD) personnel</li> </ul> </li> <li>✓ Integrated waste audits with community clean-up initiatives to ensure consistent monitoring and data collection aligned with operational activities.</li> <li>✓ Regular training programs support the Division's commitment to maintaining up-to-date waste audit practices and enhancing technical capacity across the waste</li> </ul>		

<b>3. Effective Waste Management Operations and Maintenance (Rubbish Collection, Landfill, Litter, Sludges, Public Toilets, Lawn Maintenance)</b>	1. Waste (Collection, Landfill, Public Toilets and Litter) Monitoring reports prepared	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Established a compliance monitoring and reporting system to track waste management service delivery using public complaints as primary data sources.</li> <li>✓ Implemented GPS-based Skyeeye tracking system to record and cross-reference complaints, enabling precise verification and follow-up action.</li> <li>✓ Conducted site visits to verify service deficiencies and informed contractors of identified issues, ensuring accountability and corrective measures.</li> <li>✓ Compiled monthly performance reports to document contractor service delivery and maintain reliable records for evaluation purposes.</li> <li>✓ Processed monthly payments to service contractors upon verification of satisfactory performance and service delivery standards.</li> <li>✓ The compliance monitoring system serves as a critical evaluation tool for waste management contracts, supporting informed decision-making during future tendering processes.</li> <li>✓ Enhanced accountability mechanisms ensure continuous improvement in contractor performance and service quality across waste management operations.</li> </ul>		
<b>4. Effective Information &amp; Knowledge Management for Waste Management</b>	1. At least 3 Waste related training conducted	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Delivered more than five community awareness initiatives focusing on solid waste management and environmental responsibility, including: <ul style="list-style-type: none"> <li>✓ Two programs broadcast under the Samoa Care platform</li> <li>✓ One Radio 2AP broadcast highlighting the E-waste Drive Initiative funded by the EU Support to the PACWASTEPLUS Project</li> <li>✓ Two targeted awareness programs for the Recycle Organics Home Composting Program in Vailuutai and Magiagi communities, including the launch of compost bin distribution</li> </ul> </li> </ul>		
<b>5. Improved Environmental Safeguards</b>	1. At least 5 EIAs reviews conducted	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Maintained active participation as a member of the Environmental Impact Assessment (EIA) Review Committee throughout the reporting period (July 2024 to June 2025).</li> <li>✓ Reviewed and assessed more than seven EIA submissions, ensuring waste management considerations are integrated into development proposals.</li> <li>✓ The Division's engagement strengthened the alignment of national waste policies and plans with environmental assessment processes, supporting sustainable development outcomes.</li> </ul>		

### Output 15: Internal Audit

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	To provide independent assurance services to help improve and strengthen MNRE's risk management, governance and internal control processes	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Annual Risk Based Internal Audit Work Plan endorsed</b>	1. Work Plan endorsed by July 2024	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Completed and secured Chief Executive Officer endorsement of the Annual Workplan.</li> <li>✓ Developed the workplan using a Risk-Based Approach, aligned with the organization's strategic objectives.</li> <li>✓ Prioritized identified risks while accounting for resource constraints to ensure practical and effective implementation.</li> </ul>		
<b>2. Sufficient audit coverage ensuring compliance and operational improvement on high risk areas</b>	1. 80% of Work Plan activities delivered	<b>Achieved</b>

<ul style="list-style-type: none"> <li>✓ Successfully delivered the majority of planned activities, including significant ad hoc assignments requested by the Chief Executive Officer.</li> <li>✓ Demonstrated effective prioritization and adaptability in managing all tasks with limited staffing capacity.</li> <li>✓ Current workload and scope of responsibilities exceed the capacity of a single staff member, affecting sustained performance levels and future delivery.</li> <li>✓ The Ministry recognizes that increased staffing capacity is essential to maintain service quality and meet growing operational demands.</li> <li>✓ Strategic capacity planning is required to enhance delivery of future activities effectively.</li> </ul>		
<b>3. Conducting Risk based audits required by Internal Audit Forum</b>	1. 100% Achieved	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Fulfilled mandatory participation in the Internal Audit Forum led by the Ministry of Finance Internal Audit and Investigations Unit, contributing to cross-government audit initiatives.</li> <li>✓ Successfully delivered two risk-based audits:               <ol style="list-style-type: none"> <li>1. Debtor Audit</li> <li>2. Information Technology (IT) Audit</li> </ol> </li> <li>✓ Cross-government audits promoted consistency, transparency, and accountability across government entities while ensuring effective identification and management of key risks affecting multiple agencies.</li> </ul>		

### Output 16: Legal Services Division

<b>Output Manager</b>	Assistant Chief Executive Officer	
<b>Scope of Appropriation</b>	To provide sound and timely legal services for the Ministry to support the sustainable development of natural resources and the environment	
<b>Output Performance Measures</b>	<b>2024/2025</b>	<b>Outcome</b>
<b>Performance Measure/Indicator</b>	<b>Budget Standard or Target</b>	<b>Progress Indicator</b>
<b>1. Annual Risk Based Internal Audit Work Plan endorsed</b>	1. Work Plan endorsed by July 2024	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Processed four permit applications during the early phase of the financial year to facilitate a smooth transition of responsibilities to the Ministry of Lands and Survey.</li> <li>✓ Timely processing ensured continuity of service delivery during the handover period between agencies.</li> </ul>		
<b>2. Effective Procurement Process</b>	1. At least 5 Tenders cleared for Procurement 2. process	<b>Achieved</b>
✓ Cleared six tenders for publication, ensuring compliance with procurement processes.		
<b>3. Timely review and clearance of legal instruments such as contracts, variations and agreements</b>	1. At least 5 Tenders cleared for Procurement 2. processes	<b>Achieved</b>
✓ Cleared over 65 legal instruments as of January 2025, ensuring regulatory compliance and timely legal processing.		
<b>4. Increased enforcement matters and compliance.</b>	1. At least 4 Trainings for authorised officers conducted; 2. At least 4 Monitoring/Inspection Visits; 3. At least 1 civil matters resolved	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ 8 Monitoring/Inspection Visits undertaken;</li> <li>✓ More than 1 civil matter resolved;</li> <li>✓ 4 Trainings scheduled for April/May 2025</li> </ul>		
<b>5. Effective Legislative Framework</b>	1. At least 2 Bills submitted to OAG for endorsement; and 2. At least 1 Regulation submitted to OAG for endorsement.	<b>Achieved</b>
<ul style="list-style-type: none"> <li>✓ Submitted the Climate Change Response Bill to the Office of the Attorney General (OAG) for endorsement.</li> <li>✓ Submitted the Environmental Management and Conservation (EMC) Bill to the OAG for endorsement.</li> <li>✓ Submitted the CITES Bill to the OAG for endorsement.</li> <li>✓ Submitted the Water Resources Division (WRD) Regulations to the OAG.</li> <li>✓ Upland Watershed Protection Regulations under review.</li> <li>✓ Refrigerant Management Regulations under review.</li> </ul>		

## PROJECT UPDATES

Project Name / Details	Project Objectives and Outcomes/Components	Updated Progress Highlights
<p><b>1. Samoa Climate Finance Partnership Arrangement</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: NZ MFAT</li> <li>✓ Total Funding: NZD \$15 Million</li> <li>✓ Timeframe: 2024 - 2025</li> <li>✓ Focal Point: MNRE &amp; MOF</li> <li>✓ Implementing Partners: MNRE – Renewable Energy Division, Climate Change &amp; GEF Services Division</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Accelerated climate change mitigation to keep global climate temperatures below 1.50</li> <li>✓ Enhanced resilience and adaptation to the impacts of climate change</li> <li>✓ Effective management of climate change risks</li> <li>✓ Sustainable climate financing to effectively respond to climate change impacts</li> </ul> <p><b>Key Activities:</b></p> <ul style="list-style-type: none"> <li>✓ Accelerated implementation of nationally determined contributions and Low Emissions Development Strategy</li> <li>✓ Accelerated implementation of national adaptation strategies and priorities (CIM Plans, Watershed Management Plans etc)</li> <li>✓ Improved institutional capacity</li> <li>✓ Innovative financing mechanisms including private sector financing, carbon trading and payment for ecosystem services, carbon levie</li> </ul>	<p><b>Samoa Emissions RedWuction Programme</b></p> <ul style="list-style-type: none"> <li>✓ The Call for Proposal for the 3 components have been completed. Component 1: Procurement of Electric Vehicles; Component 2: Support for Tourism Operators; Component 3: Encourage Community Based RE technology Projects.</li> <li>✓ The evaluation of proposals is nearing full completion following the hold up due to Caretaker Government Convention period</li> <li>✓ Awaiting the clearance of the draft Agreement to proceed with Agreement signing and roll out for approved project proposals.</li> </ul> <p><b>National Carbon Assessment Programme</b></p> <ul style="list-style-type: none"> <li>✓ The contract with GAIT Company has been extended. The flux sensor device has been installed at Togitogiga for data collection over 12 months. The project is expected to be completed in March 2026</li> </ul> <p><b>Coastal Resilience Programme</b></p> <ul style="list-style-type: none"> <li>✓ The programme is underway with the completion of the Laulii Seawall.</li> <li>✓ The two projects at Fasitoota and Satupaitea have been initiated</li> </ul>
<p><b>2. Third National Communication (TNC) and First Biennial Update Report (BUR) Project</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: GEF/UNDP/GoS</li> <li>✓ Total Funding: USD\$902,000</li> <li>✓ Timeframe: 2020 – 2025</li> <li>✓ Responsible Division/Focal Point: MNRE Climate Change and GEF Services Division.</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To assist Samoa in meeting reporting requirements under the UNFCCC in accordance with its commitments as a Non-annex 1 Party, and to strengthen its technical and insitutional capacity to prepare National Communications and Biennials Update Reports.</li> </ul> <p><b>Key Activities:</b></p> <ul style="list-style-type: none"> <li>✓ Development of Third National Communications Report</li> <li>✓ Development of First Biennial Update report</li> <li>✓ Knowledge management and Monitoring and Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>✓ Biennial Update Report has been completed, launched and submitted to the UNFCCC Secretariat in 2024</li> <li>✓ The technical review of the National Adaptation Plan (NAP) commenced in February 2025</li> <li>✓ The TNC was completed and launched in June 2025</li> <li>✓ 100%</li> </ul>

<p><b>3. Intra-ACP Climate information services and Application (Clim-SA) project (Regional Project for PICs)</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: ACP/EU 11th European Development Fund</li> <li>✓ Total Funding: US-D\$10.9M</li> <li>✓ Timeframe: 2023 - 2027</li> <li>✓ Responsible Division/Focal Point: MNRE Samoa Meteorological Division</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To support the climate information services chain with technical and financial assistance, infrastructure and capacity building</li> </ul> <p><b>Key Activities:</b></p> <ul style="list-style-type: none"> <li>✓ Structured interaction between the users, researchers and climate services providers in Pacific ACP region.</li> <li>✓ Effectively guaranteed provision of climate services at regional and national level.</li> <li>✓ Improved access to climate information</li> <li>✓ Enhanced capacity of region to generate and apply climate information and products relevant to their particular concerns.</li> <li>✓ Enhanced climate informed decision making and mainstreamed climate services into policy processes at regional and national level.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Procurement of 4 new Automated Weather Stations (AWS) and spare parts completed and installation commenced with repairs for 5 existing AWS at Afiamalu (completed) and Mulinuu (in progress). 3 stations in Upolu in Savaii scheduled for November.</li> <li>✓ Ten (10) New ocean buoys secured to expand climate and ocean observations.</li> <li>✓ New AWS installed at Vailoa Aleipata.</li> <li>✓ MET App and Website development in progress.</li> <li>✓ Procurement in progress for Electronic Billboards for Mulinuu.</li> <li>✓ Trainings for staff secured for 6 months in Fiji. Staff to return on early November</li> <li>✓ Request for procurement of vehicle submitted</li> </ul>
<p><b>4. Climate and Oceans Support Program in the Pacific (COSPPac) Phase 3 (Regional Project for 14 PICs)</b></p> <ul style="list-style-type: none"> <li>✓ Total Funding: USD\$16,293,000</li> <li>✓ Timeframe: June 2023 - 2028</li> <li>✓ Development Partners: Aus DFAT,</li> <li>✓ Responsible Division/Focal Point: MNRE Samoa Meteorological Division, SPREP</li> </ul>	<p><b>Project Objective:</b></p> <ul style="list-style-type: none"> <li>✓ To enhance the capacity of Pacific Islands to manage and mitigate the impacts of climate variability and tidal events.</li> </ul> <p><b>Key Deliverables</b></p> <ul style="list-style-type: none"> <li>✓ Observations infrastructure and data support</li> <li>✓ Data management, products and services</li> <li>✓ Communications with and between key stakeholders and diverse communities</li> <li>✓ Capacity development</li> <li>✓ Governance – including transition arrangements.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ongoing support for Climate services (Climate bulletins, reports etc)</li> <li>✓ Installation of tide gauge at Matautu Wharf</li> <li>✓ Maintenance of Geodetic station at Fagalii</li> </ul>
<p><b>5. Global Biodiversity Framework Early Action Support to review an align their national targets, NBSAPs, policy frameworks, monitoring frameworks and finance with the Global Biodiversity Framework</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: UNDP</li> <li>✓ Total Funding: USD \$256,000</li> <li>✓ Timeframe: 2024 - 2025</li> <li>✓ Implementing Focal Point: MNRE Division of Environment and Conservation</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Continuous monitoring to update the status of Marine Protected Areas (MPAs):</li> <li>✓ Conduct monitoring surveys for Aleipata and Safata MPA and Palolo Deep Marine Reserve;</li> <li>✓ Conduct turtle nesting surveys at specify sites at MPA and other potential areas in Upolu and Savaii</li> </ul>	<ul style="list-style-type: none"> <li>✓ Draft National Biodiversity Strategy and Action Plan (NBSAP) 2025 – 2030 prepared for finalisation following completion of nation-wide community and stakeholder consultations and national validation workshop.</li> <li>✓ Draft National Biodiversity Policy 2025-2030 prepared for finalisation and endorsement.</li> </ul>

<p><b>6. GEF 7: Enhancing integrated sustainable management to safeguard Samoa's natural resources</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: GEF/UNDP</li> <li>✓ Total Funding: USD\$3,552,968</li> <li>✓ Timeframe: 2022 - 2028</li> <li>✓ Responsible Division/Focal Point: MNRE Division of Environment Conservation</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To equip and empower local communities to safeguard Samoa's indigenous species, natural ecosystems and food production systems from Invasive alien species (IAS) and unsustainable land use practices.</li> </ul> <p><b>Project Components:</b></p> <ul style="list-style-type: none"> <li>✓ Enhancing institutional and technical capacity in safeguarding indigenous species, natural ecosystems from IAS.</li> <li>✓ Demonstrating integrated management of catchments from ridge to reef to safeguard indigenous species, natural ecosystems and food production systems from IAS and unsustainable land use practices.</li> <li>✓ Gender mainstreaming and knowledge management.</li> </ul>	<ul style="list-style-type: none"> <li>✓ NISSAP and SISERP in final design for endorsement by CEO/ Minister</li> <li>✓ Simulation Training for SISERP to be carried out once approved by CEO.</li> <li>✓ Project Technical Assistants have been recruited to support implementation, comprising of the Project Communication Specialist, Gender Specialist and the IAS Database Design Consultant.</li> <li>✓ Procurement of Biosecurity X-Ray and laboratory equipment nearing completion in collaboration with MAF</li> <li>✓ Recruitment for TA for Rapid Field Survey for IAS in the process</li> </ul>
<p><b>7. GEF 8-Coastal Resilience Samoa (BGI-IP)</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: Global Environment Facility, UNDP</li> <li>✓ Total Funding: USD 2,346,482</li> <li>✓ Timeframe: Feb 2025 – Feb 2029</li> <li>✓ Implementing Focal Point: MNRE Division of Environment &amp; Conservation</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Ensure nature-positive development and reduce ecosystem degradation in Samoa by valuing nature and applying nature based solutions with specific application to food and tourism sectors.</li> </ul> <p><b>Key Outputs:</b></p> <ul style="list-style-type: none"> <li>✓ Integration of nature values via NCA in key economic sectors through targeted economic, governance and financial interventions.</li> <li>✓ Implementation landscape and seascape NbS in key ecosystems supporting the food and tourism sectors</li> <li>✓ Unlocking private sector capital and finance for NbS action in Samoa through PES and International Visitor Levee.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Recruitment of PMU through PSC-TORs to be finalized between MNRE and UNDP</li> <li>✓ Expected date for Project document signing – 8 July 2025</li> <li>✓ First disbursement – 8 September 2025</li> <li>✓ Anticipated date of Inception workshop – 8 November 2025</li> </ul>
<p><b>8. National Biodiversity Strategy and Action Plan &amp; 7th National Report</b></p> <ul style="list-style-type: none"> <li>✓ Development Partners: 1. GEF, 2. UNDP</li> <li>✓ Total Funding: USD \$463,547</li> <li>✓ Timeframe: May 2024 – November 2027</li> <li>✓ Implementing Focal Point: MNRE Division of Environment &amp; Conservation</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Support countries in revising and updating NBSAPs to align with the recently agreed Kunming-Montreal Global Biodiversity Framework and enable effective implementation at the national level.</li> <li>✓ Supports countries in preparing and submitting 7th National Report of Implementation.</li> </ul>	<ul style="list-style-type: none"> <li>✓ National inception workshop completed</li> <li>✓ Working sessions to align workplans</li> </ul>

<p><b>9. Samoa CARES: Building Sustainable Resilient Communities Together</b></p> <ul style="list-style-type: none"> <li>✓ Development Partners: GEDevelopment Partner: Australian Government, DFAT, UNDP</li> <li>✓ Total Funding: AUD\$2,000,000</li> <li>✓ Timeframe: 2025 – 2027</li> <li>✓ Implementing Agencies MNRE - Environment Sector Coordination Division, UNDP Small Grants Program</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Further enhance the capacities of local communities across priority landscapes/seascapes by building social and ecological resilience to climate change, through an inclusive community based and local led adaptation approach.</li> </ul> <p><b>Key Outputs:</b></p> <ul style="list-style-type: none"> <li>✓ Socio economic and climate resilience is enhanced in select landscapes/seascapes through implementation of locally driven CBA solutions</li> <li>✓ Socio economic and climate resilience is enhanced in select landscapes/seascapes through implementation of locally driven CBA solutions</li> <li>✓ Local communities are capacitated for effective CBA and LLA implementation, knowledge sharing, and policy representation at national levels</li> <li>✓ CBA solutions and innovations are replicated, scaled up and mainstreamed at the local and national levels.</li> <li>✓ CBA and LLA approaches integrate principles of 'leaving no one behind' with an emphasis on vulnerable communities ensuring the inclusion of women and girls, the elderly, youth and PWDs</li> </ul>	<ul style="list-style-type: none"> <li>✓ Implementation commenced with the Call for Proposals launched in September 2025 and will be due on Monday 20th October 2025</li> </ul>
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<p><b>10. Pacific Regional Invasive Species Management Support Services – Restoring Island Resilience (PRISMSS-RIR) Project</b></p> <ol style="list-style-type: none"> <li>1. Natural Enemies Natural Solutions (NENS) Project</li> <li>2. Predator Free Pacific Project (PFP)</li> <li>3. War on Weeds Project (WOW)</li> <li>4. Resilient Ecosystems Resilient Communities project (RERC)</li> <li>5. Protect Our Islands Project (POI)</li> </ol> <ul style="list-style-type: none"> <li>✓ Development Partners: NZMFAT British High Commission,</li> <li>✓ Total Funding: <ol style="list-style-type: none"> <li>1. NZD\$1,174,711</li> <li>2. USD \$15,000</li> <li>3. USD \$5,000</li> <li>4. NZD\$ 14,000</li> </ol> </li> <li>✓ Timeframe: 2024 – 2031</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Enhance PRISMSS capabilities and delivery of 5 main focal programs.</li> <li>✓ NENS: Management of invasive weed species using safe and well researched biological control agents.</li> <li>✓ PFP: Eradication of invasive rats and feral pigs from Nuutele Island Aleipata.</li> <li>✓ WOW: Support the nations efforts to eradicate the Rattan Palm from the remaining introduction site at Tuaeфу.</li> <li>✓ RERC: Effective management of the invasive False Kava (Ava Koga) at Mt. Vaea, and the invasive Cordia Aleora (Kotia) from Faleata National Reserve.</li> <li>✓ POI: Procurement of equipment and resources required for the successful implementation of the Samoa Invasive Species Emergency Response Plan (SI-SERP)2025-2030.</li> </ul>	<p><b>1.NENS</b></p> <ul style="list-style-type: none"> <li>✓ Completed nation-wide consultations in July</li> <li>✓ The rearing/post quarantine facility is nearing completion as the responsibility of SROS</li> <li>✓ Importation of biological control agents for rearing before release to the targeted priority sites.</li> </ul> <p><b>2.PFP</b></p> <ul style="list-style-type: none"> <li>✓ Eradication activities for feral pigs on Nuutele Island completed targeting 95% of the animal population</li> <li>✓ Completed the rat eradication activities using helicopter to drop baits in September. Monitoring confirmed 100% eradication success.</li> </ul> <p><b>3.WOW</b></p> <ul style="list-style-type: none"> <li>✓ Letter of Agreement between MNRE and SPREP signed</li> <li>✓ Procurement of resources and equipment underway</li> </ul> <p><b>4.RERC</b></p> <ul style="list-style-type: none"> <li>✓ Initial project implementation arrangements discussed and confirmed.</li> <li>✓ Arrangements for involvement of communities have been discussed</li> </ul> <p><b>5.POI</b></p> <ul style="list-style-type: none"> <li>✓ Initial project implementation arrangements discussed and confirmed.</li> </ul>
<p><b>11. Weather Ready Pacific Decadal Investment Programme. (Regional Project for 14 PICs)</b></p> <ul style="list-style-type: none"> <li>✓ Development Partners:Government of Australia, Government of New Zealand, United Kingdom</li> <li>✓ Total Funding: Tranche 1- AUD30M, NZD20M, GBP 700,000</li> <li>✓ (Target: USD 167M over 10 years)</li> <li>✓ Timeframe: 2024 - 2034</li> <li>✓ Implementing Agencies: MNRE Meteorology Division, SPREP, Pacific Meteorological Council, World Meteorology Organisation</li> </ul>	<p><b>Project Objectives:</b></p> <p><b>Reduce human and economic costs:</b></p> <ul style="list-style-type: none"> <li>✓ Through providing more specific, local, and clear forecasts and warnings, the program aims to help communities make better-informed decisions and limit the economic impact of natural disasters.</li> </ul> <p><b>Protect livelihoods and economies:</b></p> <ul style="list-style-type: none"> <li>✓ Improved forecasting and warnings support timely, targeted preparedness measures to protect infrastructure, supplies, and livelihoods.</li> </ul> <p><b>Strengthen national capacity:</b></p> <ul style="list-style-type: none"> <li>✓ The program focuses on strengthening the technical capabilities of national meteorological and hydrological services through investment in governance, forecasting, warning production, and capacity development.</li> </ul> <p><b>Enhance multi-hazard early warning systems:</b></p> <ul style="list-style-type: none"> <li>✓ It works to create more integrated, end-to-end early warning systems to protect communities from various hazards.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Funded the participation of 3 staff on 10 month training in Melbourne to be Certified Meteorologists in 2024. Two additional staff for 2026.</li> <li>✓ Secured the procurement of Samoa's first ever Radar.</li> <li>✓ Supported the feasibility study which identified the urgent need to confirm availability of land at Faleolo (recommended) for radar installation.</li> <li>✓ Awaiting decision of Land Board on submission for use of government lands at Faleolo for radar installation.</li> </ul>

<p><b>12. Institutional Strengthening Project Phase XII for the implementation of the Montreal Protocol / The Ozone Project</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: UNEP</li> <li>✓ Total Funding: USD 180,000</li> <li>✓ Timeframe: - 2024 – 2026</li> <li>✓ Implementing Agency: MNRE Meteorology Division, UNDP</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To implement Samoa's obligations under the Montreal Protocol on Substances that deplete the ozone layer.</li> <li>✓ To strengthen capacities, enforcement and national coordination efforts under the HCFC Phase-Out Management Plan (HPMP) Phase II.</li> <li>✓ To build and strengthen local capacities in preparation towards the HFC phase down in accordance with the Kigali Amendment to the Montreal Protocol.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Awaiting decision of Land Board on submission for use of government lands at Faleolo for radar install</li> <li>✓ Enforcement of the Ozone Layer Protection Regulations 2006 and the MGO Act 2021</li> <li>✓ Supported the National Ozone Unit technical capacities</li> <li>✓ Supported trainings for staff and technicians and key stakeholders including Customs staff, brokers and importers of refrigerators, air conditions, coolers etc.</li> </ul>
<p><b>13. Pacific Biodiversity and Sustainable Land - Seascapes (BioScape Programme) (Regional Project for 11 PICs)</b></p> <ul style="list-style-type: none"> <li>✓ Development partner: EU</li> <li>✓ Total Funding: USD 250,000</li> <li>✓ Timeframe: 2023 – 2025</li> <li>✓ Implementing Agencies: MNRE DEC, SPREP</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To strengthen capacities of Pacific countries to effectively manage coastal and marine biodiversity and enhance resilience to climate change.</li> <li>✓ To support regional, national and local efforts to assess, conserve, protect, manage and sustainably use marine and terrestrial biodiversity.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Supported health research assessments for key mangrove areas including Moataa, Lotopu'e, and Vaiusu Bay in partnership with the University of Newcastle Australia.</li> <li>✓ Supported community awareness programmes for the villages to report back on the research findings.</li> </ul>
<p><b>14. PacWaste Plus Project</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: European Union</li> <li>✓ Total Funding:</li> <li>✓ Timeframe: 2018 - 2025</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To ensure the safe and sustainable management of waste with due regard for the conservation of biodiversity, health and wellbeing of Pacific island communities and climate change mitigation and adaptation requirements".</li> </ul> <p><b>The key target areas for Samoa's project</b></p> <ul style="list-style-type: none"> <li>✓ Design Recyclable Take Back System to sustainably manage waste in the country.</li> <li>✓ Procure and install a storage facility for e-waste collection to support local recycling initiatives.</li> <li>✓ Build local capacity on understanding of responsible management of e-waste and recyclables.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Drafting Instruction on Product Stewardship Act</li> <li>✓ Drafting Instructions on Product Stewardship Regulations</li> <li>✓ Established an E-waste Storage Facility within the Tafaigata Waste Disposal Site</li> <li>✓ early 20258 training courses delivered increasing capacity of Samoa staff to safely manage healthcare waste, hazardous waste and hazmat, e-waste, and waste collection and monitoring.</li> <li>✓ 1.4 tonnes of e-waste removed from local communities</li> </ul>
<p><b>15. Pacific Ocean Litter Project (POLP) (Regional Project)</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: Australian Government</li> <li>✓ Total Funding: AUD 16M for 14 PICs</li> <li>✓ Timeframe: 2019 – 2027</li> <li>✓ Implementing Agencies: MNRE WMPC, SPREP</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Decreased marine litter within the coastal environments of Pacific island countries by reducing the availability of select categories of problematic single-use plastics from household and tourism sources (i.e. plastic bags, polystyrene, straws, PET bottles and other products).</li> </ul>	<ul style="list-style-type: none"> <li>✓ Review and Update of the Waste Management (Plastic Bag) Regulation</li> <li>✓ Reduction and management of Single Use Plastics (SUPs) and alternatives.</li> <li>✓ Awareness Campaigns for Prevention of SUPs and use of Alternatives via support to Stakeholders</li> </ul>

<p><b>16. GEF Islands Project</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: Global Environment Facility, UNEP</li> <li>✓ Total Funding: USD 20M for 12 PICs)</li> <li>✓ Timeframe: 2021- 2027</li> <li>✓ Implementing Agencies: MNRE WMPC, SPREP</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Decreased marine litter within the coastal environments of Pacific island countries by reducing the availability of select categories of problematic single-use plastics from household and tourism sources (i.e. plastic bags, polystyrene, straws, PET bottles and other products).</li> </ul>	<ul style="list-style-type: none"> <li>✓ Review and Update the Waste Management Act 2010</li> <li>✓ Drafting and development of a National Action Plan to reduce hazardous and chemical waste in Samoa</li> <li>✓ Establishment of a bulky Waste management system (ELVs)</li> </ul>
<p><b>17. Japan Project for Promotion of Regional Initiative on Solid Waste Management (JPRISM) – JICA/SPREP</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: JICA</li> <li>✓ Total Funding:</li> <li>✓ Timeframe: 2023 – 2028</li> <li>✓ Implementing Agencies: MNRE WMPC, JICA, SPREP</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To strengthen independent solid waste management in the Pacific Region through improving human resource, institutional and financial capacity of solid waste management with developing monitoring system in each targeted Pacific Island Countries(PICs)</li> <li>✓ Basic framework and necessary measures towards sound material cycle society through 3R+Return are in place in the Pacific region.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Replacement of the Tafaigata Weigh Bridge and data operation system by early 2026</li> <li>✓ Conceptual Plans for Tafaigata Landfill Costed by end of 2025</li> <li>✓ Conceptual Plans for Vaiaata Relocation finalized</li> <li>✓ Pilot Project Implemented for certain recyclable Items from 2026</li> </ul>
<p><b>18. 3 Million Tree planting Campaign</b></p> <ul style="list-style-type: none"> <li>✓ Funding Agency: Government of Samoa</li> <li>✓ Timeframe: 2022 – 2028</li> <li>✓ Implementing Agency: MNRE FD</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To promote replanting of degraded forests to ensure the sustainable availability of natural resources for a resilience Samoa.</li> </ul> <p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li>✓ Increased protection and conservation of forest, water and marine resources</li> <li>✓ Strengthened sustainable management and development of forest resources through adopting best practices to minimize environmental impacts</li> <li>✓ Maintained and monitored nursery facilities and operations to raise recommended tree seedlings</li> <li>✓ Strengthened public awareness and educational trainings at all levels</li> <li>✓ Improved project coordination and administration to ensure effective implementation of project activities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Verified total of 1,132,000 trees planted already</li> </ul>
<p><b>19. Building Safety &amp; Resilience in the Pacific (BSRP) Phase 2 (Regional Project)</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: EU</li> <li>✓ Total Funding: Euro 14M for 14 PICs)</li> <li>✓ Timeframe: 2022-2027</li> <li>✓ Implementing Agencies: MNRE DMO, SPC</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To reduce the impact of disaster, including those related to climate change in the Pacific Island Countries (PICs).</li> </ul>	<ul style="list-style-type: none"> <li>✓ Supported the construction of the NEOC Savaii office, tender is being advertised</li> <li>✓ Review of the Disaster Emergency Management Act 2007</li> <li>✓ MNRE ICT Disaster Response Plan</li> <li>✓ Supported the roll out of the CDCRM Project to communities</li> </ul>

<p><b>20. Pacific Humanitarian Warehousing Program (PHWP) regional project</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: Australia, NZ, France, Japan</li> <li>✓ Total funding: AUD 40m for 14 PICs</li> <li>✓ Timeframe: 2023-2031</li> <li>✓ Implementing agencies: MNRE DMO</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ Humanitarian partners work together to support Pacific island countries and Timor-Leste to respond to disasters increasingly independently and sustainably by 2031</li> </ul>	<ul style="list-style-type: none"> <li>✓ Support the construction of the NEOC Warehouse – in design phase to confirm cost.</li> <li>✓ Support the supply of Preposition supplies for emergencies.</li> </ul>
<p><b>21. Pacific Disaster Risk Management Program NZ</b></p> <ul style="list-style-type: none"> <li>✓ Development Partner: Australia, NZ, France, Japan</li> <li>✓ Total funding: AUD 40m for 14 PICs</li> <li>✓ Timeframe: 2023-2031</li> <li>✓ Implementing agencies: MNRE DMO</li> </ul>	<p><b>Project Objectives:</b></p> <ul style="list-style-type: none"> <li>✓ To provide a program of technical and advisory support to PICs to strengthen domestic DRM capabilities.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Supported the implementation of the CDCRM program</li> <li>✓ Review of the national Disaster Management Plan</li> <li>✓ Installation of 129 tsunami evacuation signages for Apia Urban Area</li> <li>✓ Supported the update of the Response Agency Toolkit</li> <li>✓ Discussion of the Work Plan for the next phase.</li> </ul>