

PIP 5 (2026-2027)

KEY PRIORITY ACTIVITIES

REGIONAL GOAL 1
**Pacific people benefit from strengthened
resilience to climate change**

REGIONAL GOAL 1 – Pacific people benefit from strengthened resilience to climate change

PIP5
2026-2027

2026 Regional Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
RO1.1 Strengthen the capacity of Pacific Island members to lead, prioritise, and manage national climate change adaptation (CCA), mitigation (NDCs) and disaster risk reduction (DRR) in fulfilment of their national environment and development goals and their voluntary and legal obligations under regional and international agreements	RO1.1.0 Capacity of Pacific Island Members strengthened to manage national CCR programmes (CCA, LCD, NDCs, and DRR) in achieving national development goals under regional and international agreements	RO1.1.1: At least 7 PICTs supported to develop and or review policies/ legislation/strategic plans to strengthen climate change resilience	<ul style="list-style-type: none"> Support 3 PICs in the implementation of their NDC requests under the NDC Hub Phase 3 assistance commencing in July 2022 to August 2023: <ul style="list-style-type: none"> Tuvalu - Recruiting a consultant to develop Tuvalu's GHG Data Repository; Nauru - Recruiting 2 separate consultants for the 2 NDC requests submitted to the NDC Hub; Samoa - Recruiting a consultant for one NDC request and funding agroforestry activities for their second request. Partner with research institutions to host Webinars the latest IPCC reports (ClimSA / PCCC) Provide rapid response to PICs through Tomai Pacific on climate change resilience issues Support 14 PSIDS in negotiations in the lead up, during and after UNFCCC COPs and related meetings (DFAT – ICCE) Inform and update the Pacific Resilience Partnership Task Force on relevant and applicable SPREP activities that contribute to implementation of actions and Goals of the FRDP
		RO1.1.2: Mainstreamed CCR considerations into operational development plans at national level across 7 PICTs	<ul style="list-style-type: none"> Support at least three PICs in implementing their National Adaptation Plans and / or programmes (PNG, Kiribati) and / or national adaptation planning process (FSM, Niue) .
		RO1.1.3: At least 50% of trained PICT representatives in CCR capacity building programmes are women	<ul style="list-style-type: none"> Implement CCR-related capacity building activities in 21 PICTs (In-person, virtual, hybrid delivery mode) (PCCC) Development of Sustainability Plan for Capacity Building through the PCCC
		RO1.1.4: At least 10 PICTs are supported to strengthen climate change resilience communication, advocacy and information sharing capacity	<ul style="list-style-type: none"> Database of adaptation and mitigation technologies and techniques developed for PCCP
		RO1.1.5: At least 10 PICTs supported with development of information products and knowledge brokerage	<ul style="list-style-type: none"> Ongoing Socializing of the Concept Note on 'Scaling Up Support for the Application of Climate Knowledge in the Pacific' for further support from partners, PMDP/ClimSA/PCCC Host a knowledge exchange dialogue and South-South Collaboration with the Caribbean Community Climate Change Centre (5Cs)- NAP Projects / PMDP / ClimSA / PCCC
		RO1.1.6: At least 7 Pacific Island countries' capacity enhanced through innovative adaptation practices, tools and technologies to address climate change challenges.	<ul style="list-style-type: none"> Development and delivery of on-line M & E training (PCCC) Development of online innovation platform for addressing development challenges relating to climate change (PCCC)
RO1.2 Minimise multiple pressures on vulnerable Pacific island ecosystems by implementing ecosystem-based approaches to climate change adaptation, including responses to ocean acidification and sea level rise, to sustain biodiversity and the provision of ecosystem services that support livelihoods and sustainable development	RO1.2.0 Minimised multiple pressures on vulnerable Pacific Island ecosystems by implementing ecosystem-based approaches to climate change adaptation, including responses to ocean acidification and sea level rise, to sustain biodiversity and the provision of ecosystem services that support livelihoods and sustainable development.	RO1.2.1: At least 4 PICTs incorporate EbA initiatives into national adaptation plans.	<ul style="list-style-type: none"> Support incorporation of EbA initiatives into NAPs (FSM, Niue)
		RO1.2.2 At least three PICTs implement EbA initiatives in vulnerable island ecosystems as responses to climate change impacts.	<ul style="list-style-type: none"> Development of concept for the KIWA Initiative call for proposal on Building Coastal Community Resilience to Climate Change in PICs Using Traditional Knowledge and Practices (TKP) and Protection of their Biodiversity Components Inception phase followed by implementation of Pacific Ecosystem-based Adaptation to Climate Change Phase 2 (PEBACC+) project funded by Kiwa Initiative. (IOE) Climate-smart ecosystem-based management in Ra Province, Fiji funded by the EU ACP SIDS Pacific BioScapes Programme. (IOE)

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		RO1.2.3 At least 14 PICTs are trained on EbA approaches and or implementation.	<ul style="list-style-type: none"> Implement Local Early Action Planning tool (LEAP) for community-based conservation solutions to reduce human vulnerability to climate change and land-based pollution in Micronesia. (IOE)
RO1.3 Enhance National Meteorological and Hydrological Services (NMHS) capacity in weather forecasting, early warning systems, long-term projections, and improved climate services to support members' decision-making and coordination through the Pacific Meteorological Council	RO1.3.0 Enhanced National Meteorological and Hydrological Services (NMHS) capacity in weather forecasting, early warning systems, long-term projections, and improved climate services to support Members' decision-making and coordination through the Pacific Meteorological Council.	RO1.3.1: At least 7 PICs are supported to develop and or review policies-legislation-strategic plans to strengthen NMHS operations	<ul style="list-style-type: none"> Development of El Nino Southern Oscillation (ENSO) Directive for 4 countries (COSPPac) Help 4 NMHS to update standard operational procedures to include change in ENSO Directive (COSPPac) Adoption of New PIMS Strategy (2026 – 2035)
		RO1.3.2: At least 10 PICs have traditional knowledge programmes supporting national early warning system	<ul style="list-style-type: none"> Development of traditional knowledge (TK) programmes in 3 PICs (COSPPac/GCF-UNEP) Conduct training on collection, storage, and monitoring of weather and climate TK indicators for at least 10 PICs (COSPPac/GCF-UNEP) Support NMHS for the development and integration of TK into climate forecasts and warnings (COSPPac) Support the development of a TK Strategy and Implementation Plan for the Pacific
		RO1.3.3: At least 14 PICs have enhanced the communication of climate information to sectors and communities for decision making.	<ul style="list-style-type: none"> Incorporate ways for 4 NMHS to communicate to different stakeholders to the ENSO Directive (COSPPac) 14 NMHS to develop Ocean and DRR climate bulletin (COSPPac) Translate COPE Hazard Preparedness Children Series Booklets into the local language, printed and distributed to schools for Tokelau and Niue (WRP) Install 1 C-Band Weather Radar in Samoa (WRP) Conduct Impact Based Forecasting training in Samoa, Tokelau, Vanuatu and Solomon Islands (WRP) Conduct common Alert Protocol installation and training in Samoa, Tonga, and Fiji (WRP) Support the establishment of a Regional Hydrology Strategy and Implementations Plan (WRP) Establish a Regional Governance Model for meteorological instrument maintenance in the Pacific (WRP) Provide ICT support for NMHSs (WRP) Support the development of the regional instrument Center and Regional Training Center in Nadi (WRP) Develop Crop Calendar for Vanilla and Kava in Tonga. Develop 1 Regional Tailored Climate Product either Agriculture/Tourism/DRR officially Deliver NCOF for Samoa, Kiribati and Tonga Enhance Climate Services infrastructure including IT infrastructure supported for Tonga, Nauru, Samo and Kiribati Launch of Samoa Mobile App (Climate & Multi Hazard Early Warning) Launch of Kiribati Mobile App on Climate and Oceans Upgrading of NMHS Websites (Samoa, Kiribati & Nauru) Support Masters' scholarship for 2 NMHS

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			<ul style="list-style-type: none"> • Develop Pacific Capacity Building Plan for Climate Services , including 4 develop and deliver priority training packages developed and delivered • Develop Case Studies on Agriculture/DRR developed and host as a side event in COP • Complete Social Economic Benefit of Climate Products in the Pacific and share with the Pacific. • Data Rescue programme fully supported for Samoa, Kiribati, Nauru and Tonga. • Climate Station rolled out for 3 NMHS • Regional IT scripting Training package Developed • Communication and Media training package developed for the Pacific Develop tailor-made tools/ products for Agriculture and DRR in Samoa and Kiribati (ClimSA) • Implement Community-based Early Warning and TK Systems in at least 7 member countries. (CREWS) • Collaborate with NMHS to develop country specific TK communication products for communities (COSPPac/GCF-UNEP) • Installation of weather observation equipment/ ICT infrastructure enhancement in Samoa, Kiribati, Tonga & Nauru to improve their climate services (ClimSA)
		RO1.3.4: The Pacific Island regional climate center is recognised by WMO as fully operational and providing climate services and information to all 14 members.	<ul style="list-style-type: none"> • Pacific RCC designated by WMO as operational (ClimSA) • Standalone Pacific RCC website developed. (ClimSa) • Supporting the RCC Management Committee meeting including performing the secretariate role. (ClimSA) • Establish Regional and National UIP for Agriculture and DRR for Samoa and Kiribati. (ClimSA) • Host Pacific Island Climate Outlook Forums (PICOFS) twice a year and support organization of National Climate Outlook Forums (NCOFS) and sector-focused climate sessions. (ClimSA/COSPPac) • Develop sector-focused case studies demonstrating the use and value of climate-science for decision making. (ClimSa) • Convene monthly OCOF and develop and circulate to NMHSs guidance materials on ENSO, drought monitoring and tropical cyclone outlook (COSPPac / ClimSa)
		RO1.3.5: At least 60% of the recommendations of the PIMS-PMC outcomes are implemented.	<ul style="list-style-type: none"> • Coordinate and support implementation of PMC outcomes including and alignment of projects and partners to implement outcomes of the PMC • Support the implementation and resourcing of the Weather Ready Pacific (WRP) Decadal Programme of Investment (DFAT/MFAT/UK) • Organise two annual WRP Steering Committee Meetings (WRP)

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2026 Regional Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
		RO1.3.6: At least 14 PICs have access to credible climate science information for planning, negotiation and decision making	<ul style="list-style-type: none"> Organize monthly Ocean and Climate Outlook Forum (COSPPac) Develop monthly Pacific Islands Climate and Ocean bulletin (COSPPac) Develop monthly Pacific Islands Early Action Rainfall Watch bulletin (COSPPac) SPREP to develop weekly climate brief (COSPPac) Develop monthly Pacific Islands Climate and Ocean bulletin (COSPPac) Organize two annual Pacific Climate Outlook Forum (COSPPac/ClimSA) Support 4 NMHS with the National Climate Outlook Forum (NCOF) Support regional training on Climate Services (ROK-PI CLIPS) Support Regional Training of Meteorologists (BIP-M) and Meteorological Technicians (BIP-MT) (WRP) WRP/GEDSI Readiness funds established and operational for all 14 NMHSs (WRP) Credible climate science information will be developed for the PICS to deliver high quality services to their sectors and communities. (COSPPac / ClimSA)
RO1.4 Support Pacific Island Members to access and manage climate change finances and their national accreditation processes	RO1.4.0 Pacific island Member national institutions strengthened through access to climate change finances and national accreditation processes.	RO1.4.1: At least 4 PICs supported with institutional strengthening to access climate finance	<ul style="list-style-type: none"> Support PICs in developing and or reviewing relevant institutional and governance arrangements for enabling access to climate change finance. Support the development and delivery of climate change finance executive courses through the PCCC online learning platform. Facilitate climate finance related capacity development and training in collaboration with partners such as the Climate Finance Advisors Network (CFAN) and other relevant stakeholders in the Pacific region.
		RO1.4.2: At least 4 PICs supported with technical assistance towards improved national systems to access climate finance.	<ul style="list-style-type: none"> Provide technical assistance to at least 3 PICs (Niue, RMI, Nauru, Solomon Islands) to strengthen their national planning processes and systems for enabling access to bilateral and multi-lateral climate change finance. Develop climate change finance readiness projects for at least 3 PICs in collaboration with the Project Coordination Unit. Support the development of concept notes and project ideas in at least 2 PICTs (Solomon Islands and RMI)
		RO1.4.3: At least 5 projects submitted and or approved for SPREP as Regional Implementing/ Accredited Entity for Climate finance	<ul style="list-style-type: none"> Secure project preparation facility funding to support the development of the full proposals to the Green Climate Fund on the One Pacific Programme and RPACA Secure project preparation grant to support development of full proposals to the Adaptation Fund for Fiji's Rewa District Adaptation proposal, PNG Water Security Proposal, Palau Resilient School Proposal, Vanuatu resilient communication infrastructure, and Solomon Islands water security proposal.

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RO1.5 Support Pacific Island Members to develop policy responses to issues of loss and damage, and climate change and disaster induced population mobility	RO1.5.0 Pacific Island Members implemented policy measures regarding loss and damage to life and property and disaster induced population mobility.	RO1.5.1: At least 2 PICs supported in developing frameworks responding to issues of loss and damage	<ul style="list-style-type: none"> • Implement projects to strengthen regional and national responses for addressing loss and damage • Implement national dialogue on climate change-induced loss and damage • Support research and knowledge brokerage in climate change-induced loss and damage to support advocacy, international engagement, and identification of national needs to address loss and damage
		RO1.5.2: Repository for loss and damage sustained in 8 PICs.	<ul style="list-style-type: none"> • Support development of case studies and reports documenting experienced loss and damage in the PICTs to maintain/update repository for loss and damage

REGIONAL GOAL 2
Pacific people benefit from healthy and
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2026 Regional Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
RO2.1 Effectively manage and protect marine and coastal ecosystems; mitigation of the impacts of fisheries activities to ensure healthy populations of threatened species, and reduce the release of marine pollutants that increase human health risks in order to achieve healthy and productive oceans that support food security and sustainable development	RO2.1.0 Supported effective management and protection of marine and coastal ecosystems towards healthy oceans supporting sustainable development through food security	RO2.1.1: Marine and coastal ecosystem management policies implemented in at least 4 countries.	<ul style="list-style-type: none"> Identify and build capacity for management policies through coordination of the Kiwa Initiative Component B1. Integrated island and ocean management in Central Province, Solomon Islands through EU ACP SIDS Pacific BioScapes Programme. Development of grouper harvest strategies in the Republic of the Marshall Islands through Pacific BioScapes Programme.
		RO2.1.2: National scale marine spatial planning implemented in 2 more PICTs	<ul style="list-style-type: none"> Implementation of EU ACP SIDS Pacific BioScapes Programme MSP activities in the Cook Islands and Kiribati.
		RO2.1.3: At least 5 PICTs regularly accessed up-to-date information on the sustainable use and conservation of coastal and marine resources.	<ul style="list-style-type: none"> Support countries to use available evidence to promote the sustainable use and conservation of coastal and marine resources. Share the information gathered with Ministries and for dissemination through Inform Portal. Coral-reef fishery learning exchange and workshop to develop fisheries data analysis and species-based assessments in Micronesia through Pacific BioScapes Programme.
		RO2.1.4: Impacts and threats to the health of coastal and marine environments reduced in at least two PICTs.	<ul style="list-style-type: none"> Commence implementation of the Pacific Coral Reef Action Plan by working with partners and countries. Identify and build capacity for addressing impacts and threats through coordination of the Kiwa Initiative Component B1. Assess and map regional marine protection priorities through Pacific BioScapes Programme for Polynesia, Micronesia, and Melanesia. Produce and implement ecosystem score cards for Micronesia through the Pacific BioScapes Programme. Assess impacts of kava cultivation on tropical forests and on coastal ecosystems and key bird species, develop and implement solutions through Pacific BioScapes Programme. Moata'a and Saipipi, Samoa, coastal management, and restoration through Pacific BioScapes Programme.
	RO2.2.0 Supported the conservation and sustainable use of marine, coastal, and terrestrial ecosystems and biodiversity consistent with international commitments	RO2.2.1: Protected area (PA) management capacity improved in 12 PICTs through SPREP regional support program with support tools such as use of PIPAP.	<ul style="list-style-type: none"> Conduct virtual basic-level training on the use of tools and features, and navigation of the Pacific Islands Protected Area Portal (PIPAP) and protected area related GIS training for at least 3 PICTs. Assist the work of national protected area advisory committees in 2 PICTs. Continue compiling the PIPAP weekly newsletter to disseminate information and training resources to national and regional stakeholders and ensure that PIPAP is still relevant by inviting new subscribers – especially colleagues from government agencies, environmental departments, and protected area management authorities. Update and clean up our current mailing list to ensure we're reaching the right people.

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			<ul style="list-style-type: none"> Continue adding new information resources to the PIPAP and increase to 6,000 records as well as facilitating integrated links with other relevant online sources of protected area information, tools and solutions. Update and upgrade PIPAP and PIPAP newsletter to ensure they are user friendly and accessible via smart devices. Promote the use of the PIPAP at <i>talanoa</i> discussion forum as tool for facilitating regional information sharing and exchange. Work closely with national protected area contacts and experts and with UNEP-WCMC to review and finalise protected area data in at least 3 PICs, including publishing on PIPAP and the World Database on Protected Areas (WDPA). Support implementation of the Protected Areas Network Policy Framework in the Federated States of Micronesia through the Pacific BioScapes Programme. Increase site level management capacity of Palau protected areas through the Pacific BioScapes Programme. Conduct Protected Area Management Effectiveness (PAME) assessment for at least 2 sites.
		RO2.2.2: PIRT effectively coordinated including the implementation of the Regional Framework for Nature Conservation and Protected Areas.	<ul style="list-style-type: none"> Convene PIRT annual meeting and associated meetings of PIRT working groups to support coordinated and effective regional progress to new regional and global biodiversity frameworks. Establish and coordinate Pacific islands Biodiversity Youth Network priorities through Pacific BioScapes Programme. Continue to expand PIRT membership. Host the 11th Pacific Islands Nature Conference with SPREP, PIRT and New Caledonia in mid-2026
		RO2.2.3: The capacity of 14 Pacific Island CBD Parties is strengthened to implement their obligations under the CBD. including Objective 3 on ABS enabling better Regional and National management of genetic resources within the nine ratified countries.	<ul style="list-style-type: none"> Convene a Pre- and Post-COPs meetings for the Pacific Island region relating to the CBD, including implementation of the Global Biodiversity Framework. Enhance SPREP support to countries for CBD obligations through the sub-regional Technical and Scientific Cooperation Centre. ABS technical support available during regional pre and post-COP meetings utilising regional expertise.
RO2.3 Prevent the extinction of threatened species and support measures to sustain their conservation status	RO2.3.0: Supported measures to prevent extinction and conservation of threatened species.	RO2.3.1: At least 12 PICTs implemented MSAP as the basis for the conservation of threatened marine species	<ul style="list-style-type: none"> Marine turtle trainer provides training on turtle monitoring for PICs through Pacific BioScapes Programme.
		RO2.3.2: Data and information on the conservation status of threatened species shared at regional and national level regularly	<ul style="list-style-type: none"> Implement e-CITES in one CITES member country. (ACPMEA3) Provide technical support for PICTs on CITES and CMS related issues Support Parties to CITES COP Support IWC small cetacean's subcommittee meetings on Pacific cetaceans

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		RO2.3.3: At least 1 Member(s) and partners regularly shared information on the conservation status of marine species at regional level.	<ul style="list-style-type: none"> Continuing Marine turtle protection public awareness campaign in PNG.
		RO2.3.4: At least 6 additional marine sanctuaries or management plans sustained by Members for the protection of threatened species in the region	<ul style="list-style-type: none"> Activities will be finalised when funding will be available.
		RO2.3.5: Regional guidelines for best practice for species ecotourism developed and implemented by 6 PICTs	<ul style="list-style-type: none"> Work with SPTO to socialize the Responsible marine wildlife viewing guidelines with NTOs, and tourism operators.
		RO2.3.6: By-catch of threatened species in commercial fisheries mitigated the impacts of fishery activities in two key PICT fishery through established collaboration in five Member countries	<ul style="list-style-type: none"> Activities will be finalised under PEUMP 2 to address Bycatch. Note that BIEM was completed in 2023
RO2.4 Significantly reduce the socio-economic and ecological impact of invasive species on land and water ecosystems and control or eradicate priority species	RO2.4.0 Significantly reduced the socio-economic and ecological impact of invasive species on land and water ecosystems by controlling and eradicating priority species.	RO2.4.1: Risk of new socio-economic-environmental impacts lowered due to active specific Early Detection-Rapid Response (EDDR) Plans in 21 PICTs	<ul style="list-style-type: none"> Continuing Key activities until mid-2026 through the NZMFAT funded "PRISMSS-Restoring Island Resilience project". <ul style="list-style-type: none"> Support PRISMSS Protect Our Islands Programme to Marshall Islands, Nauru and Tuvalu, filling gaps in their Clean Boats, Clean Ports Framework. Encourage further development of national EDDR plans through the PRISMSS Protect Our Islands regional programme. Develop projects promoting Early Detection Rapid Response through progressing national Clean Boats, Clean Ports Frameworks, within the Pacific Regional Invasive Species Management Support Service (PRISMSS).
		RO2.4.2: Island and coastal ecosystems more resilient due to invasive vertebrate species being eradicated on 100 islands .	<ul style="list-style-type: none"> Continuing Key activities until mid-2026 through the NZMFAT funded "PRISMSS-Restoring Island Resilience project". Support will be provided to Tuvalu to remove rodents from Niulakita Island. <ul style="list-style-type: none"> Encourage further development of eradication plans and operations through the PRISMSS Predator Free Pacific regional programme. Develop projects promoting the removal of vertebrate species from islands, within the Pacific Regional Invasive Species Management Support Service (PRISMSS).
		RO2.4.3: At least 98 Invasive species management (plans) integrated into NEMS development process in at least 20 PICTs	<ul style="list-style-type: none"> Support RMI and Fiji to update their NEMS, integrate them with MEA commitments and mainstream them into national planning processes. Guidance to other PICs that may need support on the development of the NEMS as requested.

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		RO2.4.4: Active invasive plant biological control programmes evident in at least 9 PICTS in lowering the impact of widespread weeds.	<ul style="list-style-type: none"> Continuing Key activities until mid-2026 through the NZMFAT funded "PRISMSS-Restoring Island Resilience project". <ul style="list-style-type: none"> Promote further PICT activities through the PRISMSS Natural Enemies – Natural Solutions regional programme. Promote the development of new agents for novel regional priority target species for improving ecosystem resilience. Develop projects promoting the development and use of natural enemies for widespread weed management, within the Pacific Regional Invasive Species Management Support Service (PRISMSS).
		RO2.4.5: At least 100 priority ecological sites restored ecosystem function through managing multiple invasive species taxa.	<ul style="list-style-type: none"> Key activities will be sustained until mid-2026 through the NZMFAT funded "PRISMSS-Restoring Island Resilience project". <ul style="list-style-type: none"> Continue to support restoration sites in Cook Islands, Kosrae, Niue, Palau, Samoa, Solomon Islands, Tonga and Vanuatu. Encourage further development of site restoration plans through the PRISMSS Resilient Ecosystems – Resilient Communities regional programme. Develop projects promoting the restoration of priority sites, within the Pacific Regional Invasive Species Management Support Service (PRISMSS).

REGIONAL GOAL 3

Pacific people benefit from improved waste management and pollution control

2026 Regional Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
RO3.1 Minimise the adverse impacts of chemicals and all wastes on human health and the environment via environmentally sound life-cycle management in accordance with agreed regional and international frameworks, including Cleaner Pacific 2025, and significantly reduce the release of pollutants to air, water, and soil	RO3.1.0 Minimised the adverse impacts of waste through environmentally sound life cycle management in accordance with agreed regional and international frameworks including Cleaner Pacific 2025	RO3.1.1: Hazardous legacy wastes (healthcare wastes, e-wastes, used oil, asbestos, liquid chemicals) appropriately safeguarded, recovered for processing, or sent to final disposal in PICTs	<ul style="list-style-type: none"> Management of hazardous legacy wastes (healthcare wastes, e-wastes, used oil, asbestos, liquid chemicals) in 5 PICs (Niue, Nauru, Tonga, Samoa, Solomon Islands, Vanuatu Kiribati) under SWAP 2 and ISLANDS projects.
		RO3.1.2: At least 10 PICs with contaminated sites appropriately managed from the contamination of legacy wastes across PICTs	<ul style="list-style-type: none"> Activities to continue what PWP has completed will be undertaken with other existing projects e.g SWAP, others
		RO3.1.3: Funding secured for implementing high priority actions for PICs under Regional Pacific Action Plan- Marine Litter	<ul style="list-style-type: none"> Negotiate to secure funding agreements to implement key priorities in next iteration of the Regional Pacific Action Plan – Marine Litter
		RO3.1.4: Waste management practices improved in at least 5 PICTs	<ul style="list-style-type: none"> Assist PICTs (Kiribati, FSM, Fiji, Niue, Samoa, , Tuvalu, Palau, RMI, , French Polynesia, Wallis & Futuna, Tonga) to improve waste management practices and improve management of waste disposal sites and storage facilities under SWAP 2 and ISLANDS Projects.
		RO3.1.5: At least 21 PICTs implemented the agreed regional and international frameworks, including Cleaner Pacific (CP) 2025.	<ul style="list-style-type: none"> Assist PICTs in ratification, acceding and implementing the regional and international frameworks including CP2025 Develop a regional framework to address marine litter and microplastics possibly through the scope of the Noumea Convention Provide support for the Cleaner Pacific Round Table (CPRT) and conduct the 5th Cleaner Pacific Round Table (CPRT) Assist PICs develop global agreement to end plastic pollution including in the marine environment under the AU INC Project. Develop the next Cleaner Pacific - Pacific Regional Waste and Pollution Management Strategy
RO3.2 Strengthen national, regional, and international mechanisms for waste management including for chemicals, hazardous wastes, ship and aircraft generated waste, marine plastic litter, and other marine debris. (Institutional)	RO3.2.0: Strengthened institutional mechanisms at all levels for waste management and pollution control	RO3.2.1: At least 10 PICTs operationalised specific waste and pollutant management policies, strategies, legislation, and regulations	<ul style="list-style-type: none"> Assist PICTs to develop Waste Management Strategies, Policies, legislation, or regulations to improve waste management outcomes Assist PICTs to operationalise National Waste Management Strategies, legislation, and regulations Assist PICs develop single use plastic legislation under the POLP project. Assist PICs develop single use plastic policy under the POLP Project. Assist PICs develop baseline surveys and monitoring systems for single use plastic in the marine coastal environment under the POLP project. Behavioural change and public awareness strategies to reduce single use plastics implemented in POLP pilot countries. Strategies to replace single use plastics using alternatives implemented in POLP pilot countries Assist Tuvalu to develop and implement a used oil management plan under SWAP 2.
		RO3.2.2: Regional strategy integrated PACPOL in 21 PICTs for marine pollution into national plans and strategies for oil spill response, invasive marine species, and marine plastic pollution.	<ul style="list-style-type: none"> Assist PICTs (Kiribati, Nauru, Niue, PNG, Samoa, Solomon Islands, Tonga, W&F) developing capability for implementation of national plans and strategies under PACPOL and PACPLAN Resilience Project.

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		RO3.2.3: At least 10 PICTs adopted the NEAP for better waste management practices influenced by educational awareness and behaviour change projects delivered by schools-NGOs- CSOs across PICTs	<ul style="list-style-type: none"> POLP to conduct educational awareness activities in 2 pilot countries
		RO3.2.4: At least 42 staffs or 2 in each 21 PICTs enhanced technical capacity who participated in WMPC capacity building opportunities	<ul style="list-style-type: none"> Assist PICTs with capacity development for waste and pollution management (either assist to attend courses, or deliver courses where project modality allows) under SWAP 2 project Develop and deliver training on used oil management in the seven SWAP 2 countries (more than 2 staff per country)
		RO3.2.5: At least 14 PICs represented at regional and international fora on waste management and pollution control	<ul style="list-style-type: none"> Support the attendance and engagement of PICTs at regional and international MEAs and other fora (3R & CE Forum) which intersect with WMPC funded activities. POLP to support PICs at international and regional fora in global efforts to end plastic pollution post INC 5.2.
RO3.3 Recover resources from waste and pollutants through composting (nutrient recovery), recycling (material recovery), energy recovery, and other measures in order to minimise waste and contribute to economic and social development	RO3.3.0 Waste minimisation contributed to social and economic development of communities adopting mechanisms for resource recovery	RO3.3.1: Resource recovery from waste implemented in 14 PICTs	<ul style="list-style-type: none"> Improve or establish material resource recovery infrastructure (facilities, plant, and equipment) in 9 PICTs (Cook Is, Fiji, FSM, Palau, RMI, Samoa, SI, Tuvalu, and Vanuatu) under the PWP and ISLANDS projects. Implementation of a metal recovery facility in Wallis under SWAP 2. Implementation of a waste recovery facility in French Polynesia under SWAP2.
		RO3.3.2: At least 2% per capita increased diversion from landfill and or avoided from being generated in at least 16 PICTs	<ul style="list-style-type: none"> Assist 16 PICTs to develop and implement resource recovery programmes under the ISLANDS Projects. Assist 16 PICTs to develop and implement waste prevention programmes under the ISLANDS, SWAP 2, POLP projects.
		RO3.3.3: At least 4 PICTs strengthened relationships between public-private entities contributing to social and economic development of communities	<ul style="list-style-type: none"> Assist 4 PICs (Samoa, Fiji, Vanuatu, Solomon Islands, and PNG) to strengthen relationships between private-public entities through support for the National Recycling Associations and project activities supporting Public Private Partnerships including through the Moana Taka Partnership with Swire Shipping Assist 4 PICTs (, Cook Islands, Marshall Islands, Palau) to establish and implement recycling associations POLP targeted sectors (tourism, food industry) relationships lead to reduced use of single use plastics
RO3.4 Improve waste and pollution monitoring of receiving environments to enable informed decision-making on appropriate measures to protect human health and the environment and to reduce associated environmental damage	RO3.4: PICTs made evidence-based decisions using reliable waste and pollution information	RO3.4.1: Regional environmental waste monitoring system implemented with support from national governments in 21 PICTs	<ul style="list-style-type: none"> Assist the implementation of the Regional Waste Monitoring system in selected countries.
		RO3.4.2: Dissemination of information on the findings of the regional environmental waste monitoring system influenced decision-making on waste management and pollution control across PICTs	<ul style="list-style-type: none"> Provision of waste data analysis to inform evidence-based decision making on waste management systems, processes, and private-public partnerships

REGIONAL GOAL 4
Pacific people benefit and their
environment benefit from commitment to
and best practice of environmental
governance

**REGIONAL GOAL 4 – Pacific People benefit and their environment benefit
from commitment to and best practice of environmental governance**

**PIP5
2026- 2027**

2026 Regional Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
RO4.1 Strengthen national sustainable development planning and implementation systems including through use of Environmental Impact Assessments, Strategic Environmental Assessments and spatial planning	RO4.1.0 Strengthened national sustainable development planning and implementation systems through increased utilisation of the results of environmental development assessments such as EIA, SEA and Spatial Planning	RO4.1.1: At least 16 PICTs received technical assistance, capacity building and training based on the regional EIA/SEA guidelines developed by SPREP	<ul style="list-style-type: none"> Conduct awareness and capacity building on the regional EIA and SEA guidelines and Environmental and Social Risks for government officials in 4 PICTs and to include Gender mainstreaming in the Programme. (PNG, Tonga, Niue, Palau) – Conduct awareness and capacity building on the regional EIA coastal tourism development guidelines for coastal tourism; and the Guidance Note for Coastal Engineering Good Practice in Environmental Impact Assessment for Pacific Island Countries and Territories n 2 PICTs (Tonga and Tokelau). Train of trainers in one CROP (SPTO Staff) and one national tourism authority on how to conduct EIA awareness training. Produce online EIA, SEA capacity building modules based on the Regional EIA Guidelines. – Undertake a review of national EIA regulations, or EIA/ESS guidelines and policies in 3 PICs. (Tonga, Samoa, and PNG) Build and strengthens SPREP capacity to address Environmental and Social Risk management of projects d Core Budget
		RO4.1.2: At least two new sector-specific regional EIA Guidance Notes; EIA guidelines; policies and legislation developed	
		RO4.1.3: At least 11 PICTs have received capacity building and training on the use of Geo-Spatial data and tools to support environmental assessment, planning, and reporting	
RO4.2 Improve national capacity for good environmental governance supported by technical assistance for the development of policy and legislation, and in support of the implementation of Member international and regional commitments	RO4.2.0 Strengthened national capacity for good environmental governance through improved awareness and implementation of policy legislation or international and regional commitments	RO4.2.1: At least continued to support MEA obligations and commitments into National Environmental Management Strategies or equivalent	<ul style="list-style-type: none"> Support 3 PICs (Fiji, Vanuatu, and RMI) to update and develop NEMS to integrate into MEA commitments and mainstreamed into national planning processes and to include Gender mainstreaming in the Programme.
		RO4.2.2: At least 5 PICTs have received capacity building and training on environment policy formulation, implementation, compliance and enforcement	<ul style="list-style-type: none"> Regional assessment on the status of MEA Implementation to identify ratification, enforcement and compliance issues and challenges Strengthen the implementation of the Noumea Convention by its members and make non-members become members to the convention.- Noumea Convention profile raised amongst its members and improve the management of convention within SPREP. Raise profile of the ACP/MEA 3 programme through newsletters, publications, outreach materials and media platforms on progress of Programme implementation and achievements Review and update environment policies as well as develop new policies for 3 PICs (Samoa, Tokelau and Niue) including policy development training.
RO4.3 Strengthen environmental data collection, monitoring and analysis and reporting on results, nationally and regionally	RO4.3.0 Increased access to, and use of environmental data and information to support planning, monitoring, reporting and decision making	RO4.3.1: More than 15 PICTs have received technical assistance and capacity building to support the formulation of the State of Environment Report as basis for reporting to international and regional MEAs	<ul style="list-style-type: none"> Building capacity for national level environment reporting in at least 3 PICs (Fiji, Vanuatu, Cook Islands) and linking SOE reporting to MEA and SDG reporting obligations

**REGIONAL GOAL 4 – Pacific People benefit and their environment benefit
from commitment to and best practice of environmental governance**

**PIP5
2026- 2027**

2026 Regional Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
		RO4.3.2: At least 14 PICTs updated its environmental databases and are being used to support planning and decision making.	<ul style="list-style-type: none"> Continue to strengthen the PEP network, updating the content management systems and user interface. Increase available datasets over 30000 (GEF/UNEP Project on Enhancing Climate Data, NZ MFAT).
		RO4.3.3: A functional environmental indicator reporting tool updated with new information in 14 PICs to support the SoE, MEA, SDG reporting and other strategic reporting requirements	<ul style="list-style-type: none"> Support the use and adoption for the IRT in at least 2 PICs (Samoa and Fiji) and document use for strategic reporting requirements- GEF/UNEP Project
		RO4.3.4: At least 140 staff in 14 PICTs trained on environmental database monitoring system for better reporting	<ul style="list-style-type: none"> Build capacity in at least 50 staff in member countries to use the environmental database supported by e-learning platforms (GEF/UNEP Project on Enhancing Climate Data, MSP and NZMFAT). Conduct workshop trainings for enforcement officers (Quarantine, Customs and Fisheries) in selected PICs to improve collection of data/information that will contribute to reporting requirements for relevant MEAs, such as CITES, CMS, BRS, Minamata, Waigani and Noumea Conduct trainings for enforcement officers on the e-CITES tool
		RO 4.3.5: Funding secured for SPREP and member countries to scale up the INFORM Project	<ul style="list-style-type: none"> Develop at least one proposal to scale up and address gaps uncovered in the delivery of EMG program and Inform project implementation during PIP4. Secure ESS project support with World Bank and Asian Development Bank.
RO4.4 Strengthen access to funding mechanisms and using funds effectively and efficiently to deliver required interventions	RO4.4.0 PICTs access to funding mechanisms strengthened including effective and efficient fund utilisation in the delivery required environment interventions	RO4.4.1: At least 9 PICTs supported in establishing national mechanisms as an accrediting entity in accessing environment funds for national priority projects	<ul style="list-style-type: none"> Refer to OG2.2.1
		RO4.4.2: PICTs increased access to funding opportunities in the implementation national environmental priorities encompassing international commitments.	<ul style="list-style-type: none"> Refer to OG2.2.1
		RO4.4.3: At least 5 PICTs enabled in implementing responses to national environmental priorities in accordance with the regional commitments	<ul style="list-style-type: none"> Review the progress of the EG Programme existing projects to in line with CTSPF implementation.
RO4.5 Strengthen synergies between science, policy, and traditional and local knowledge to guide decision making	RO4.5.0 Knowledge shared across Member countries through optimised management and access to reliable information systems	RO4.5.1: At least 15 PICTs implemented new policies integrating traditional knowledge with modern science with focus on the environment sector across Member countries	<ul style="list-style-type: none"> Refer to RG 1.3.2 and or RG1.3.3
		RO4.5.2: At least 8 PICTs promoted the cohesions of traditional knowledge with modern science in the decision-making process for the environment sector across Members	<ul style="list-style-type: none"> Refer to RG 2.3.2

ORGANISATIONAL GOALS

ORGANISATIONAL GOAL 1: SPREP has information, knowledge, and communication systems that get right information to the right people at the right time and influence positive organisational, behavioural, and environmental change

**PIP5
2026- 2027**

2026 Organisational Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
OO1.1 Share and use knowledge through the development and maintenance of reliable systems and processes for the effective collection, storage, and access to critical information	OO1.1.0 Knowledge shared across Member countries through optimised management and access to reliable information systems	OO1.1.1: Maintained 90% uptime operation of the ICT platforms providing increased accessibility to stakeholders including the public	<ul style="list-style-type: none"> Core Network infrastructure upgrade Strengthen network and systems security controls and measures Increase internet bandwidth Migrate Public folders to Office 365 Upgrade PABX and Unified Communications Improve IT Infrastructure threat detection and prevention, monitoring and reporting using ML and AI etc. Provide further improvement and enhancement to the Virtual Library for a seamless user experience.
		OO1.1.2: At least 90% of service requests from key stakeholders acted upon in a timely manner	<ul style="list-style-type: none"> Improve service desk application functionality and integration Contribute to development of IT capacity and information systems for stakeholders Increase SPREP IT capacity and resourcing. Manage online learning platform and develop e-learning materials for IT training for staff and members (self-learning, onboarding, how-to, technical courses) Conduct staff survey on Effectiveness and Efficiency of IT Services and Systems Information requests from Members and stakeholders are dealt with in a timely manner
		OO1.1.3: At least 80% of the staff satisfied with the provision of technical oversight on IT matters annually	<ul style="list-style-type: none"> IT participations in key strategic advisory groups and committees EDRMS Upgraded Annual IT Services Satisfaction Survey Digital transformation initiatives progressed. Conduct staff Feedback on IS systems and Services
		OO1.1.4: Increased by 10% annually on the access of SPREP Knowledge products by staff, Members, and stakeholders	<ul style="list-style-type: none"> Deliver targeted research and document services Maintain and expand the SPREP Virtual Library Enhance regional library and information services Acquire strategic knowledge resources Implement the SPREP information & knowledge management strategy Capacity building for Pacific Information Professionals Host thematic knowledge cafes Promote SPREP's work through education outreach
		OO1.1.5: At least 80% of the SPREP KM products disseminated utilising ICT platforms to all stakeholders and partners including the depository libraries annually	<ul style="list-style-type: none"> Conduct staff satisfaction survey Timely dissemination of Publications and KM products Host internal knowledge sharing seminars Promote good records management Develop diverse library collections
		OO1.1.6: At least 90% of SPREP's legacy collection made available digitally	<ul style="list-style-type: none"> Increase IKM staff resources and capacity Review existing policies Digitise SPREP's archive collection
OO1.2 Influence positive behaviour change within SPREP and its stakeholders through persuasive, purposeful and integrated communications	OO 1.2.0 SPREP and partners influenced integrated communications in Member countries	OO1.2.1: At least 50% of media trained environmental specialists amplified the Pacific voice on the role of media in the environment during SPREP flagship events including COP to Multi-lateral Environment Agreements across Member countries	<ul style="list-style-type: none"> Media literacy and communication skills training for Pacific practitioners Training for Pacific journalists to amplify the Pacific voice on environment issues through media platforms Participation in regional media events to build effective networks helping to enhance the Pacific environment profile
		OO1.2.2: At least 9 PICTs implemented National Communication Strategy utilising the developed SPREP communication model.	<ul style="list-style-type: none"> Implement a Pacific Communications Campaign at SPREP Pacific Flagship events and MEA COP's, where applicable Support activities in SPREP Member countries leading to the development of communications plans,

ORGANISATIONAL GOAL 1: SPREP has information, knowledge, and communication systems that get right information to the right people at the right time and influence positive organisational, behavioural, and environmental change

**PIP5
2026- 2027**

2026 Organisational Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
			<p>strategies, and guides to bring about positive environmental awareness and behaviour change</p> <ul style="list-style-type: none"> Support Communication Strategy development aligned to the SPREP Communications Strategy for Members based upon request.
		001.2.3: All communication outreach activities are guided by sustainable environmental practices.	<ul style="list-style-type: none"> Conduct capacity building activities for Pacific Members upon request to develop, implement, monitor, and evaluate communication strategies and guides, inclusive of support for development of resource materials under these guides and strategies. Provide guidance by the Blue Wave Principles to all SPREP communications and outreach activities to be guided
		001.2.4: SPREP communication products utilised by 14 PICs in developing its national environment policy with support from partners and donors.	<ul style="list-style-type: none"> Develop and distribute SPREP resources with a focus on the Pacific environment such as but not limited to the SPREP Annual Report, factsheets, case studies, reports, manuals, and guides.
001.3 Improve quality and interoperability of information and communications technology infrastructure in SPREP and the region	001.3.0 Quality of services delivered through improved interoperability of information and communications technology infrastructure in SPREP HQ and regional offices	001.3.1: At least 90% Inter-operability of SPREP's systems delivered timely in responding to the needs of ICT users	<ul style="list-style-type: none"> Review and enhance corporate information systems to support interoperability and remote accessibility. Review and improve user experience across all systems Facilitate digital transformation to streamline business and corporate processes Improve Datacenter disaster recovery and resilience – implement HCI, increased storage capacity and computing resources, DR site and power protection.
		001.3.2: Inter-operability standards mainstreamed into project development activities	<ul style="list-style-type: none"> Active involvement of IT in strategic advisory groups and committees Review and update interoperability standards Review IT policies and internal peer consultations
		001.3.3: Improved interoperability in at least one sub-regional office and SPREP HQ	<ul style="list-style-type: none"> Develop standard remote interoperability guidelines Implement ICT Strategy including new policies to support the shift to conducting business on-line Improve on the linkage and interoperability of the SPREP Virtual Library to existing information portals and databases
		001.3.4: ICT cost recovery adopted and mainstreamed into project developments /activities with recommendation on ICT technologies.	<ul style="list-style-type: none"> Promote and include ICT cost recovery in project activities and budgets Promote e-waste management and disposal practices
		001.3.5: At least 80% of KM products produced by programmes are catalogued with links established to SPREP portals.	<ul style="list-style-type: none"> Integrate KM services into project budgets Catalogue and share SPREP publications Enhance metadata and integration Include cost recovery budgetary provisions for knowledge management activities into projects. Monitor and improve internal information management including the sharing the utilisation of Fagogo Build capacity in information and knowledge management in the region

ORGANISATIONAL GOAL 2: SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies

**PIP5
2026- 2027**

2026 Organisational Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
OO2.1 Promote integrated programme approaches to address environmental management challenges.	OO2.1.0 Promoted the integration of programming approaches in collaboration with partners in addressing environmental management challenges	OO2.1.1: At least 21 SPREP CTSPFs developed and or signed with high level agreed strategic priorities clearly articulated	<ul style="list-style-type: none"> Lead the consultation in partnership with SPREP Pacific Island Members to initiate the development of CTSPFs. Develop Country and Territory Strategic Partnership Frameworks in partnership with Pacific Island Members, focusing on high level strategic priorities that are aligned to national and regional environment priorities. Monitor and review CTSPFs on an annual basis in line with the PIP timelines and agreed M&E plans for each approved CTSPF.
		OO2.1.2: At least 95% of the projects endorsed by SLT for donor funding compliant with appropriate safeguard mechanisms adopted by PRMG annually.	<ul style="list-style-type: none"> Ensure the implementation of ESS mechanisms and other relevant project implementation standards through PRMG Conduct periodic feedback review of project status using dashboards or traffic lights to aid management in its decision making
		OO2.1.3: Improved services provided to 21 PICTs through the delivery of integrated programmes adopting transformative environmental leadership in the region	<ul style="list-style-type: none"> Integrate multidisciplinary approaches including gender equity and social inclusion, innovation, risk management to support effectiveness, efficiency, and sustainability across the organisation Review existing SPREP policies, and guidelines as well as develop new thematic policies that would strengthen integrated programming across the organisation Consult with SPREP Members and staff to inform development of the next SPREP Strategic Plan. Identification of Strategic Plan priorities to also be informed by SPREP roundtable meetings, review of thematic strategies (e.g. Cleaner Pacific Strategy, Framework for Nature Conservation & Protected Areas, Pacific Islands Meteorological Strategy), and CTSPFs.
		OO2.1.4: At least 85% of PMIS-recorded projects from "concept design to implementation phases" reported annually with feedback to PRMG.	<ul style="list-style-type: none"> Monitor the status of project phases with reference to the project cycle entered the PMIS/PIMS Solicit feedback from directors of programmes, departments, and work units on the status of project implementation with reports provided to PRMG
	OO2.2 SPREP capacity enhanced as a Regional Implementing Entity (RIE) for climate change funding mechanisms as conduit for other environmental funding mechanisms (From OO3.4)	OO 2.2.1: Increased number of projects approved and under implementation including moving into planning stage and amount of funding received	<ul style="list-style-type: none"> Undertake PICs requests to develop and submit concept notes, PPFs and project plans (Readiness Support, NAPs and full-size proposals) for submission to the GCF and AF, and the GEF. Commence implementation of the FSM and Niue NAPs. Collaborate with Implementing Entities to work with PICs to develop. Secure funding for regional projects funded under the GEF e.g. Pacific I2I blue economy project. And the One Pacific Programme. Support PICs through Readiness Support projects to work towards the establishment of national direct access entities in the relevant country. Undertake the role of Implementing Entity and provide management and supervisory functions on approved projects. Monitor the implementation, progress, and effectiveness of approved projects. (Readiness = Niue, RMI & Nauru, FSM AF, VanKIRAP & CSL PPF) Collaborate with other AEs, partners, and organisations to maximise PICs access to climate financing. Develop donor engagement strategy to expand access to finance beyond existing vertical climate funds (GCF, AF, GEF) Actively engage in regional fora/international development partner forums to identify strategic and thematic opportunities to finance country priorities that align with SPREP Strategic Plan

ORGANISATIONAL GOAL 2: SPREP has multi-disciplinary processes in programme delivery and in supporting Members to develop national and regional policies and strategies

**PIP5
2026- 2027**

2026 Organisational Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
		002.2.2: SPREP maintained accreditation to the GCF and AF as per status.	<ul style="list-style-type: none"> Follow through the re-accreditation of SPREP to the AF for completion. Continue to report as required by the GCF AMA and FAA(s)
		002.2.3: At least 80% of PICs which SPREP worked with its RIE roles are satisfied on the services received	<ul style="list-style-type: none"> Continue to work collaboratively with PICs on project development and project implementation. Work towards securing funding for the Kiribati AF water security project, One Pacific Programme, SolCIEWs and the CSL PNG.
		00 2.2.4: SPREP's project related systems, policies and procedures upgraded to support RIE/IE functionality	<ul style="list-style-type: none"> Progress the implementation of the SPREP Readiness that will lead to the finalisation of the SPREP IE Manual, reviewed PRMG, better structure process for the SPREP ESMS and the SPREP GRM.
002.3 Strengthen SPREP learning and outcomes reporting framework, integrating organisational and environmental performance.	00 2.3.0 Strengthened SPREP learning and outcomes reporting framework integrating organisational and environmental performance based on a results-focused policy for programme implementation	002.3.1: SPREP outcome-focused learning framework adopted and implemented	<ul style="list-style-type: none"> Continue to deliver in-house training on learning and awareness for Programme Officers on Logframe, Results framework, indicator settings, M&E Plan, Theory of Change, formative and summative assessments, and performance evaluation Conduct a 3-day M&E workshop in regional offices for staff and partners (Nauru, Tonga, Vanuatu, RMI and Solomon Islands) including reporting including MEL Develop strategic outcome indicators for the new strategic plan.
		002.3.2: SPREP Performance Implementation Plan (PIP) Report endorsed by Members during high level governance meetings based on RF/ PIP achievements / AWPB	<ul style="list-style-type: none"> Coordinate the management of PIP reporting for higher governance meetings Facilitate the endorsement of RF/ PIP/ AWPB in higher governance meetings Ensure outcome-focused budgeting utilised by programmes in ensuring implementation of planned activities as part of M&E practice Develop PIP, RF, M&E Logframe and Theory of change, and Results Chain for the new strategic Plan
		002.3.3: Performance of SPREP Programme implementation supported by partners	<ul style="list-style-type: none"> Encourage donors and partners to advocate SPREP institutional frameworks (PIP, RF, AWPB) Develop MERL Plans for CTSPF Collaborate with CROP agencies and partners on creating a cohesive platform on assessing performance frameworks and other learning frameworks Conduct CTSPF Assessment(s) to countries who signed the framework
		002.3.4: SPREP M&E Policy institutionalised within the organisation	<ul style="list-style-type: none"> Integrate MEL to the strategic planning process across SPREP. Provide technical inputs on MEL activities across programmes through implemented projects as required. Pilot-test Internal Formative Assessments, where possible, for some selected SPREP projects in coordination with the programmes Finalise enhanced PIDOC system for capacity building delivery for strategic reporting and for reference by other departments and or programmes Assess effectiveness and efficiency of selected SPREP projects implemented in PICTs as needed Monitor and report on the integration of gender equity and social inclusion indicators across programmes as part of the MEL process Assess and monitor priority enterprise risk enterprise management in relation to organisational effectiveness and efficiency Implement M&E Policy and guidelines in collaboration with SPREP programmes and departments, donors, and partners

ORGANISATIONAL GOAL 3: SPREP has a reliable and sustainable funding base to achieve environmental outcomes for the benefit of the Pacific islands region and manages its programmes and operations to stay within its agreed budget

**PIP5
2026- 2027**

2026 Organisational Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
OO3.1 Achieve a balanced and sustainable budget.	OO3.1.0 Balanced and sustainable budget achieved	OO3.1.1: At minimum, a breakeven point achieved for annual financial performance OO3.1.2: Reserves maintained at a positive level	<ul style="list-style-type: none"> Regularly monitor the organisation's cash flow and budget and provide relevant recommendations/advice to management Provide timely financial projects and budget standards Provide administrative support services to all staff and tenants and review for improvements where necessary Advise SLT and staff on financial and policy matters Actively monitor and manage Foreign Exchange exposure Manage properties to maintain their conditions to agreed standards Provide administrative support services to all staff and tenants and review for improvements where necessary Continuously work with Executive and SLT to address any Budgetary gaps for 2026/2027
OO3.2 Manage funds efficiently and transparently through effective financial, risk management and audit systems, integrated with programme management, monitoring, evaluation, and reporting systems.	OO3.2.0 Funds managed efficiently with transparency through effective financial, risk management and audit systems, integrated into programme management, monitoring, evaluation, and reporting systems.	OO3.2.1: Risks properly identified and mitigated utilising an updated Risk Management Policy	<ul style="list-style-type: none"> Respond and resolve contractual requests and legal problems Regular review and management of risks
		OO3.2.2: Fiduciary systems ensured accurate financial management with integrity	<ul style="list-style-type: none"> Continuously assess and monitor risks Facilitate internal audit work plan to mitigate identified risks Provide timely and accurate financial statements and data for both years 2026 and 2027 Ensure an unqualified audit opinion is achieved for the SPREP annual audit both 2026 and 2027
		OO3.2.3: Donors and partners endorsed relevant project financial reports	<ul style="list-style-type: none"> Facilitate project audits to ensure positive audit reports are received for both 2026 and 2027 Support the donor requirements by providing high quality advice and services Provide timely financial reports for all donor requirements Strengthen the Internal Audit Function – resources, system, and process. Leverage the use of technology to automate the manual process.
OO3.3 Seek additional sources and forms of sustainable financial support.	OO3.3.0 Additional funding sources with sustainable financing managed	OO3.3.1: "Cost Recovery Policy" implemented and utilised effectively on Investments from donor engagements	<ul style="list-style-type: none"> Monitor Programme Support Fees and Cost Recovery Plan Review of SPREP Funding structure Implement recommendations of the Finance & Resource Sustainability Strategy
		OO3.3.2: At least 75% of projects included cost recovery process	
		OO3.3.3: Programme support fees integrated in relevant project budgets	

ORGANISATIONAL GOAL 4: SPREP is leading and engaged in productive partnerships and collaborations

PIP5
2026- 2027

2026 Organisational Objectives	PIP5 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
OO4.1 Improve SPREP partnerships, including development of mutually beneficial agreements, with clearly defined roles for both partners and measurable results that are regularly maintained.	OO4.1.0 Strengthened SPREP partnerships based on mutually beneficial agreements with defined partner roles for sustained ownership	OO4.1.1: SPREP Partnership Engagement and Resource Mobilisation Strategy (PERMS) guided by clear partnership operational guidelines and processes.	<ul style="list-style-type: none"> Assess all new proposed organisational level partnerships by PRRG in line with the approved PERMS. Finalise the partnership policy and procedures for SPREP
		OO4.1.2: At least 6 new partnerships developed and/or signed to support progressing environment priorities contributing to regional and international commitments	<ul style="list-style-type: none"> Explore and develop new strategic partnerships that will contribute to the Strategic Plan 2017 - 2026 priorities. New partnerships established and agreements signed.
		OO4.1.3: At least 50% of existing partnerships generated results that add value to the achievement of SPREP's strategic priorities.	<ul style="list-style-type: none"> Monitor and report on progress of existing partnerships including key results and outcomes achieved. Explore the continuation of the SPREP Partnership Dialogue as a mechanism for donor and partner engagement with SPREP
	OO4.2.0 Strategic regional partnership engagements including international collaboration sustained with high-level engagements in various forum focused on the protection and safety of environment in the Pacific region (From OO3.3)	OO4.2.1: At least 4 high level strategic events supported by SPREP in collaboration with key partners. OO 4.2.2: SPREP protected from legal actions by resolving cases and actions on recommendations with legal advice to management across programmes OO4.2.3: Contractual obligations ensured with any party (donor, consultants and or staff, or any other partner) including country agreements with the Government of Samoa for eligible privileges and immunities including tax and civil offenses for all staff	<ul style="list-style-type: none"> Continue to engage and contribute to key CROP forums in line with SPREP's mandate and in support of Leaders' priorities. Provide sufficient legal advice to staff and management to ensure legal protection in SPREP's engagements across programmes and in department. Ensure that the standard obligations under contracts and partnership agreements are maintained across programmes during legal reviews. Any proposed amendments to the contract terms and conditions will be carefully considered and negotiated by the Legal Department before it is incorporated. Engage and collaborate with key partners in high level strategic dialogues and forums including MEAs COPs to promote key environmental issues and priorities. Update environmental legislative reviews published for Members in 2018 as a resource to Member countries, staff, and public users.

ORGANISATIONAL GOAL 5: SPREP has access to a pool of people with the attitudes, knowledge, and skills to enable it to deliver on its shared regional vision

**PIP5
2026- 2027**

2026 Organisational Objectives	PIP4 2026-2027 Outcomes	Indicators 2026-2027	Key Priority Activities 2026-2027
OO5.1 Recruit and retain people who contribute their skills and knowledge in a collaborative manner to execute SPREP's strategic plan in an effective and efficient manner, including the channeling of technical assistance.	OO5.1.0: Staff recruited and retained have the knowledge and skills contributing to effective and efficient achievements of SPREP Strategic Plan	OO5.1.1 a) The Recruitment and Selection policy is implemented b) "No-more-than-6-months" recruitment period adopted/implemented c) At least 70% staff retention rate annually	(a) Implement the revised Recruitment and Selection policy and continue to identify areas for improvement of the process especially the shift to an online system b) Implement Institutional Strengthening initiatives c) Implement the priorities identified in the Workforce Plan including: i. Succession Planning ii. Talent Management iii. Link to Remuneration and other Organisational initiatives addressing issues on staff turnover
		OO5.1.2 a) Budget support allocated and approved for the implementation of the People Strategy including remuneration, performance, and salary scale movements. b) At least 70% positive rating on actions and results supported resolutions from Suggestion Box, Staff Committee, and staff issues in general relating to people policies, practices, and ways of working	a) Implement the following: i. Approved Remuneration Review outcomes that support up to date staff remuneration in line with relevant recruitment market; ii. Relevant pay rewards linked to performance iii. Relevant salary scale movements and adjustments b) Respond and provide resolutions from the Suggestion Box, Staff Advisory Committee submissions and staff issues in general
		OO5.1.3 a) At least 50% of the recommendations from the Remuneration Review implemented	a) Implement the revised and updated Staff Regulations b) Implement the new policies on matters relating to: i. Flexi and remote work arrangements ii. Staff remuneration iii. Secondary employment and engagement iv. Grievance v. Performance Development System vi. Continue to develop new policies where necessary
OO5.2 Build our human resource capability and capacity through continuous professional development within an empowering professional workplace culture.	OO5.2.0: Human resource capability and capacity strengthened through continuous professional development within an empowering professional workplace culture in a Pacific environment	OO5.2.1 a) Capability budget of 5% Payroll appropriated for leadership and capacity building programmes for staff b) At least 70% of staff have attended leadership and continuous professional development programmes	a) Staff needs identified in their Learning and Development Plans are supported through relevant Capacity building programmes b) Develop and implement: i. Leadership Talent Framework; ii. Capability Building Framework iii. Leadership and Capability Building Programmes
		OO5.2.2 a) At least 70% of Near Miss Incident reporting documented with actions undertaken. b) Reduced TRIFR (Total Recordable Injury Frequency Rate Formula = number of incidents x 1000000 / total number of employee hours worked)	a) Develop and implement: i. HSSE and Wellbeing Management System ii. Policy Review iii. Incident Reporting System iv. Safe to Work Permit System v. Change Management System b) Implement two Annual Hazards & Controls Audit
OO5.3 Build a constructive, empowering, and results-oriented culture was working as a collaborative team that respects and values each other is the norm.	OO5.3.0 Results-oriented culture empowered staff through collaborative teamwork	OO5.3.1 a) At least 70% positive ratings derived from Culture and Engagement survey on actions covering staff performance, ethics and integrity, communications, teamwork, representations, and practices b) At least 90% of the staff are fully engaged in culture transformation programmes that reflect collaborative teamwork that values each other's norm and supports a culture that is inclusive and resilient	a) Implement and develop and implement Action Plan for addressing outcomes and feedback of the Staff Survey b) Develop and implement: i. Competency and Values Framework ii. Culture transformation programme that is inclusive and resilient;