# Action Taken on Matters Arising
## 32nd SPREP Meeting (2-4 September 2025)

| Agenda Items | Meeting decisions / Member requests | Key actions taken |
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| **Agenda Item 6.2** : Audit Committee Report | The Meeting:<br>1) Noted and approved the report of the Audit Committee for the period 1 August 2024 to 31 July 2025;<br>2) Acknowledged the significant improvement in the Secretariat's reserve position, from US$2,304,271 in 2023 to US$2,965,095 in 2024;<br>3) Welcomed the increased support from partners and donors;<br>4) Encouraged strengthened engagement between Members and the Secretariat, alongside the timely settlement of Member contributions, to support SPREP to effectively fulfil its mandates;<br>5) Encouraged the Secretariat to sustain and build momentum in addressing and implementing the recommendations prioritised by the ICR and MTR Working Group, while ensuring that adequate resources are allocated for their timely completion ahead of the next scheduled review;<br>6) Encouraged Members' active engagement and collaboration in finalising their respective Country and Territory Strategic Partnership Frameworks (CTSPFs);<br>7) Urged the Secretariat to strengthen project monitoring and prioritise the development of an integrated Project Management Information System under the IEMS initiative to enable real-time tracking and improved reporting;<br>8) Encouraged the Secretariat to strategically continue leveraging on its GCF and AF accreditation status to explore and access new project opportunities; | ***The Secretariat continues to implement its on-going efforts and initiatives for strengthening its institutional capacity including policies, systems, and processes with regular updates provided to the Audit Committee.***<br><br>*Decision 4* – Members continued support to resourcing SPREP remains as evident in membership contribution income for the year 2025. While with a reduction from USD$1.3mil (2024) to USD$1.1mil (2025), this is primarily due to withdrawal of funding from the USA. Status of Membership contributions is reported in detail under Agenda Item 6.3.<br><br>*Decision 5* – The Secretariat continued to implement the approved ICR/MTR priorities with substantial progress achieved.<br><br>*Decision 7* – A revamped integrated Project Management Information System is being developed under the IEMS initiative that will enable real-time tracking and improved reporting.<br><br>*Decision 8* – The Secretariat strategically continues to maintain its GCF and AF accreditation status and standards and develop the projects pipeline to support Members access climate finance. The projects pipeline under development currently comprises of five priority projects with the GCF and four with the AF – a total value of USD 300m. |

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| | 9) Encouraged the Secretariat to continue embedding a proactive risk management culture across all levels of the organisation, ensuring timely risk identification, clear accountability, and integration of risk considerations into strategic and operational decision-making;<br>10) Urged the expedited development and implementation of a Project-level Grievance Redress Mechanism (GRM) to enhance accountability and responsiveness;<br>11) Urged the Secretariat to prioritise resolving human resource challenges and to strengthen capacity-building efforts, ensuring that the Internal Audit function is adequately resourced and empowered to deliver its essential oversight responsibilities;<br>12) Encouraged the Secretariat to address the identified gaps and leverage the opportunities highlighted in current and previous Committee reports, ensuring alignment with SPREP's strategic priorities and commitment to continuous improvement; and<br>13) Recorded its appreciation for the continued cooperation and support of the Director General, Senior Leadership Team, and all staff of SPREP over the past 12 months. | *Decision 9* – On-going learning continued to raise awareness and improve the application of risk management practices and approaches across the Secretariat.<br><br>*Decision 10* – A Project-level Grievance Redress Mechanism (GRM) policy has been developed and presently being finalised for endorsement.<br><br>*Decision 11* – Following guidance from Executive and further assessment of the Secretariat's priority needs, the Internal Auditor Officer role previously identified under the UK priority roles was deferred and is considered in the 2027 personnel budget as unfunded. We acknowledge the importance of strengthening the internal audit capacity. The internal audit unit remains to be supported through existing resources and measures<br><br>*Decision 12* – On-going work continues (refer Decision 5) |
| **Agenda Item 6.3:** Report on Membership Contribution | The Meeting:<br>1) **Considered** the report;<br>2) **Discussed** the issue of outstanding Member contributions;<br>3) **Requested** the Secretariat to continue to follow up with those Members with long-outstanding contributions; and<br>4) **Committed** itself collectively and individually to paying current and outstanding contributions in full in 2025. | *Decision 3* – The Secretariat continues to send out follow up letters to members notifying the decision for membership contributions to support the FY 2026 Budget. Letters sent out in February and March this year. |

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| **Agenda Item 6.5:** Report of the SPREP Working Group on the 2021 Staff Remuneration Review | The Meeting:<br>1) **Noted** the report of Strategic Pay *"Review of SPREP Remuneration System Inclusive of all Staff Terms and Conditions: Final Report."*;<br>2) **Noted** the comments from the Secretariat and Members Working Groups position on the recommendations set out in *'Working Paper 6.5 Attachment 2 Annex B.'*;<br>3) **Endorsed** the DG and Secretariat to progress implementation of recommendations that don't have substantial budget impacts;<br>4) **Invited** the Secretariat to report to the 5th Executive Board in 2026 to seek decisions on recommendations with financial impacts for the supp 2027 budget process as appropriate;<br>5) **Endorsed** the Working Group to continue to provide oversight, support, and guidance for the Secretariats implementation of the recommendations; and<br>6) **Endorsed** the Working Groups recommendations on the Strategic Pay Review of SPREP Remuneration System Inclusive of all Staff Terms and Conditions in *'Working Paper 6.5 Attachment 2 Annex B'*. | *Decision 3* – This remains in progress, due to budget constraints implementation has been slow.<br><br>*Decision 4* – Discussions pending finalisation of the 2027 Supplementary Budget by the end of June 2026<br><br>*Decision 5 & 6* – Immediate and medium-term priorities are being considered by the Secretariat within any available funding. A 10 per cent proposed increase based on current salaries is included for discussions of the 2027 supplementary budget, which are highly unlikely due to current financial conditions. Any available funding allocation would then be channelled towards implementing immediate priorities. |
| **Agenda Item 6.6:** Report on the review of the 2012 Staff Regulations | The Meeting:<br>1) **Noted** that substantive overarching principles that govern staff terms and conditions remain outstanding pending the outcomes of the Remuneration Review;<br>2) **Noted** the need for Members to prioritise finalisation of the Remuneration Review;<br>3) **Noted** that a report on the Remuneration Review was presented by the Members Working Group under Agenda Item 6.5; and<br>4) **Approved** that a report on the Staff Regulations Review and Update be presented to the Members once the Remuneration Review is completed | *Decision 4* – Work in progress |
| **Agenda Item 6.7:** Update on the preparation of the next SPREP Strategic Plan 2027-2036 | The Meeting:<br>1) **Noted** the update on the preparation of the next SPREP Strategic Plan 2027– 2036; and<br>2) **Encouraged** Members to engage in opportunities to contribute to the formulation of the SPREP Strategic Plan 2027–2036 | *Decision 2* - Since the 32SM Members, have been engaged and have contributed to SPREP Strategic Plan 2027–2036 formulation through: CTSPF processes; the ACP MEAs project closing meeting; regional strategy review processes (e.g. Cleaner Pacific Strategy, Framework for Nature Conservation and Protected Areas, Pacific Islands Meteorological Strategy); and recent Troika, Trilateral and Members Working Group meetings. |

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| **Agenda Item 6.8**: SPREP Director General's Performance Assessment and Contract Renewal (Closed Session) | The Meeting:<br>1) **Noted** and **endorsed** the review completed by the Troika of the DG's PDP for the period September 2024 - August 2025, acknowledging the many initiatives and positive outcomes, as well as areas requiring attention over the next year;<br>2) **Invited** all Members through a circular to propose relevant and appropriate specific targets they wish to be included in the DG's next PDP by the 31 October 2025. The Troika will then discuss and finalise with the DG his PDP targets by the end of November 2025; and<br>3) **Approved** renewal of DG's contract by 2 years to fulfil a maximum 6-year term. | *Decision 2 – Comments received from one member were considered by the Troika before finalisation of the DG PDP in December 2025.*<br>*Decision 3: Contract renewal for DG signed by Chair and DG at Troika meeting in May 2026.* |
| **Agenda Item 7.1**: Implementing the Pacific Leaders Agenda Update on the 2050 Strategy for the Blue Pacific Continent Implementation | The Meeting:<br>1) **Noted** the progress on the 2050 Strategy implementation;<br>2) **Noted** the update on the Review of the Regional Architecture and that the Report of the HLPG will be presented to and considered by Forum Leaders at their upcoming meeting in Honiara;<br>3) **Noted** the Secretariat's designated roles and continued engagement in the 2050 Strategy implementation and the Review of the Regional Architecture;<br>4) **Affirmed** the decision of the 4th SPREP Executive Board Meeting in 2024 on Implementing the Leaders Agenda, which: "Confirmed that SPREP is an independent intergovernmental organisation established under the SPREP Agreement and the SPREP Meeting is the plenary body responsible for its governance."; and<br>5) **Requested** that the SPREP Troika and Director General work closely together on any issues arising from phase 3 of the Review of the Regional Architecture that may impact SPREP, noting the difference in the Membership within the CROP agencies. | *Decision 5* – On-going |

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| **Agenda item 7.2b:** Pacific Climate Change Research Roadmap 2025-2036 | The Meeting:<br>1) **Endorsed** the Pacific Climate Change Research Roadmap 2025 – 2036. | *Decision* 1 – PCCC |
| **Agenda Item 8.2**: Report on the outcomes of the CBD COP16 | The Meeting:<br>1) **Noted** the outcomes of CBD COP16;<br>2) **Encouraged** Members to implement required national actions and engage in the intersessional CBD meetings; and<br>3) **Utilised** the support of SPREP's technical advisory and assistance role and its designation as the CBD sub-regional Centre for Technical and Scientific Cooperation for Oceania. | The Secretariat continued to provide technical support on the implementation of the Global Biodiversity Framework including Pacific SIDS' engagement in CBD negotiation processes. |
| **Agenda Item 8.3**: Report on Basel, Rotterdam, Stockholm (BRS), and Minamata Conventions | The Meeting:<br>1) **Noted** the outcomes of the 17th Meeting of the Conference of the Parties to the Basel Convention, 12th Meeting of the Conference of the Parties to the Rotterdam Convention, and 12th Meeting of the Conference of the Parties to the Stockholm Convention;<br>2) **Encouraged** Parties to undertake necessary national actions to implement the outcomes of the BRS COPs;<br>3) **Noted** preparations toward the sixth meeting of the Conference of the Parties to the Minamata Convention on Mercury; and<br>4) **Encouraged** Members who are not yet parties to accede and implement the BRS and Minamata Conventions. | The onboarding of Mr. Soseala Tinilau, Hazardous Waste Management Adviser (HWMA) in November 2025. Some of the key assistance provided to Parties included the removal of hazardous waste legacy stockpiles in 8 PICs, capacity development training and workshops conducted in all 14 PICs including a regional workshop on the Rotterdam Convention with financial and technical support from the Rotterdam Secretariats UNEP and FAO, policy and legislation support to address hazardous waste.<br><br>In addition, the HWMA directly implemented BRS COP outcomes and enabled national actions, including:<br>• **Tonga**: Coordinated follow-up on Minamata Initial Assessment (MIA) files, prepared responses and clarifications, and submitted UNEP extension request inputs.<br>• **FSM**: Reviewed the used-oil disposal system proposal and provided technical comments supporting design and regional alignment.<br>• **PNG (Ensisi Valley)**: Reviewed PacWastePlus E-waste pilot updates and provided technical observations.<br>• **Asbestos**: Provided responses and international guidance on asbestos handling, country queries, and regional code of practice files (noting need for updated Pacific asbestos guidelines). |

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| | | The Secretariat with support from Australia DCCEEW provided technical assistance to Parties before and at the Minamata COP-6 in Geneva Switzerland. The COP-6 was attended by RMI, Samoa, Tuvalu and Vanuatu.<br><br>Post-Minamata COP-6, the HWMA provided mercury-specific follow-up support: Tonga MIA extension and detailed technical guidance to Bougainville (PNG) on mercury-free artisanal and small-scale gold mining (ASGM) methods, including awareness, monitoring, and alignment with PNG authorities (advisory only as Bougainville is not a SPREP member).<br><br>The Secretariat provided technical support to Fiji to accede to the Basel, Rotterdam and Minamata Convention. |
| **Agenda Item 8.4**: Update on the Intergovernmental Negotiating Committee on Plastic Pollution | The Meeting:<br>1) **Noted** the outcomes of the INC sessions as well as the preparatory meetings and **request**ed a report be made available, including reference to the next steps;<br>2) **Encouraged** active engagement from Members states in the execution and delivery of the current and future projects; and<br>3) **Encouraged** SPREP and partners to secure additional support to implement national priorities in the area of plastic pollution. | The report of the INC-5.2 was made available to all PICs including the references to the next steps. The onboarding of Ms. Mavis Joseph, INC Coordinator in March 2026. A roadmap to INC-5.4 has been made available through the Government of Fiji Dr. Sivendra Michael, PS, MECC, as the PSIDS Chair. Coordination assistance was provided to PSIDS at INC-5.3 which was to elect a new INC Chair Ambassador Julio Cordano of Chile. Preparations are underway to prepare PSIDS for the INC-5.4 that is scheduled from 13 -24 March 2027 in Nairobi Kenya. The INC Chair has convened 3 informal virtual HODs and Asia Pacific Group, AOSIS and PSIDS groupings have each convened 3 coordination meetings. By the 5th EBM the INC Chair would have convened first HODs in-person meetings in Nairobi and Asia Pacific, AOSIS and PSIDS groupings would have each convened 3 coordination meetings. The second informal in-person meeting in the lead up to INC-5.4 is scheduled to be held from 27- 30 September 2026 in Bangkok, Thailand. |

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| **Agenda Item 9.1:** Regional Goal 1 Overview: Pacific People benefit from strengthened resilience to climate change. | The Meeting:<br>1) **Noted** and endorsed the progress on implementation of Regional Goal 1 activities and planned activities for the biennial period 2026-2027. | On-going implementation through the activities of the Climate Change Resilience Programme and the Climate Science and Information Programme.<br><br>*Details will be presented in Agenda Item 9.1* |
| **Agenda Item 9.1.1**: Pacific Climate Change Roundtable Outcomes | The Meeting:<br>1) **Noted** the outcomes of the 2025 Pacific Climate Change Roundtable; and<br>2) **Agreed** that regional progress towards advancing the outcomes of the 2025 PCCR will be considered at the next PCCR, scheduled for 2027. | Work in progress |
| **Agenda Item 9.1.2**: Outcomes of the Seventh Meeting of the Pacific Meteorological Council (PMC-7) | The Meeting:<br>1) **Noted** the outcomes of the 7th Meeting of the Pacific Meteorological Council; and<br>2) **Requested** development partners to invest in the Weather Ready Pacific as the programme to coordinate the wider implementation of people-centered end- to-end multi-hazard early warning systems for all Pacific island countries and territories. | New Zealand has recommitted to investing in the Weather Ready Pacific. The UK Wiser under the UKMO has also committed GBP500,000 to WRP from August 2026 to March 2027. SPREP has also engaged with the Finnish Meteorological Institute (FMI) who are bringing in funds to support the region and happy to be aligned to the WRP. Discussions continue with the PRF and French Embassy. The USA is supporting the WRP activities on Cell Broadcasting through the Groupe Spécial Mobile Association (GSMA) to support Vanuatu, Fiji, Samoa, Cook Islands, Solomon Islands, Kiribati, Tuvalu, Nauru, Niue. |

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| **Agenda Item 9.1.3**: Pacific Roadmap for Strengthened Climate Services | The Meeting:<br>1) **Noted** the updated Pacific Roadmap for Strengthened Climate Services (2024- 2033); and<br>2) **Requested** SPREP Members to support your National Meteorological & Hydrological Services, including sector agencies in the implementation of actions of this updated roadmap. | COSPPac supported Communications Staff in Tonga, Fiji, xxxx. WRP supported NMHSs to recruit IT Staff in Tonga, Cook Islands, Niue, Samoa, Tuvalu, Solomon Islands, RMI, Fiji. The Pacific Regional Climate Centre (P-RCC) Network and SPREP is supporting NMHSs with monthly Climate Bulletins, EAR Watch, Weekly sub-seasonal Updates. SPREP and the P-RCC Network website improved and the hosting the annual Pacific Islands Climate Outlook Forum to provide up-to-date seasonal climate information to support NMHSs in generating their national climate outlooks. EU-ClimSA strengthens resilience in Samoa, Kiribati, Tonga, and Nauru by upgrading weather observation stations and IT infrastructure to enhance climate data quality. As pilot countries, Samoa, Kiribati, Nauru and Tonga receive targeted support to tailor climate services for the agriculture and disaster sectors including supporting National Climate Outlook Forums (NCOFs). Across all four nations, the program implements **drought early warning systems**, develops response plans, and **digitizes historical hydro-met records**. Additionally, ClimSA funds **National Technical Support Officers** in Samoa, Kiribati, and Tonga to coordinate activities, while providing specialized technical training for meteorological staff including 6 fully funded scholarships at USP for Fiji, Kiribati, Samoa and Tonga. |
| **Agenda Item 9.2:** Overview of Regional Goal 2 - Pacific people benefit from healthy and resilient island and ocean ecosystems | The Meeting:<br>1) **Noted** and **endorsed** the progress on implementation of Regional Goal 2 activities and planned activities for the biennial period 2026 - 2027. | On-going implementation through the Biodiversity Conservation Programme.<br>*Details will be presented in Agenda Item 9.2* |

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| **Agenda Item 9.2.1:** Pacific Chapter of the Global Youth Biodiversity Network (GYBN) | The Meeting:<br>1) **Noted** the GYBN Pacific Chapter is being developed as a strategic platform for youth engagement in regional biodiversity frameworks and consultations;<br>2) **Supported** and **collaborated** with the GYBN Pacific Chapter to develop the regional Youth Engagement Strategy;<br>3) **Supported** the participation of youth in government regional training workshops, mentorship programs, and youth fellowships in biodiversity science, policy, and advocacy;<br>4) **Considered** including a youth representative/s in national delegations for CBD meetings and other global and regional fora; and<br>5) **Nominated** youth focal points to engage with the Chapter. | Implementation on-going – details in Agenda Item 9.2 |
| **Agenda Item 9.2.2:** 11$^{th}$ Pacific Island Conference on Nature Conservation and Protected Area | The Meeting:<br>1) **Noted** the importance of the 11$^{th}$ Pacific Islands Nature Conference for setting the regional conservation agenda, as well as progress in preparations;<br>2) **Committed** to participating including through collaboration, partnership and financial support including to support participation of country representatives, youth representatives, and Indigenous Peoples and Local Communities; and<br>3) **Noted** current process for updating the regional Framework for Nature Conservation and Protected Areas which will be a major outcome from the Conference to set the direction for regional action and collaboration into the future. | The Conference will be convened from 11 – 17 September hosted by the Government of New Caledonia. Preparations underway for the conference in close collaboration with the Government of New Caledonia and the Pacific Islands Roundtable for Nature Conservation. *Detailed information is provided under Agenda Item 9.2* |
| **Agenda item 9.3:** Overview of Regional Goal 3: Pacific people benefit from improved waste management and pollution control | The Meeting:<br>1) **Endorsed** overview of key priorities to support the implementation and achievement of Regional Goal 3 for the biennial period 2026-2027. | The Secretariat continues to implement delivery of activities under the Regional Goal 3.<br>*Details will be presented in Agenda Item 9.3* |

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| **Agenda item 9.3.1:** Development of a Pacific Women in Circular Economy (PacWiCE) Network | The Meeting:<br>1) **Endorsed** the development of the Pacific Women in Circular Economy (PacWiCE) Network and to seek support for its activities. | **Establishment of the PacWiCE Network:**<br>PacWiCE was launched in March 2026 in Nadi, Fiji, following endorsement at the 32nd SPREP Meeting of Officials (2025). Engagement with member countries is ongoing to support network implementation.<br><br>**Identification of National Focal Points:**<br>Identification and confirmation of national focal points are underway, with countries undertaking consultations. Focal points will serve as key contacts linking national initiatives with regional priorities and supporting implementation of the network.<br><br>**PacWiCE Strategy and Action Plan:**<br>A draft Strategy and Action Plan has been developed and will be circulated for review and feedback. A consultation meeting is planned to support its finalisation, subject to funding availability. |
| **Agenda item 9.3.2:** Pacific Marine Spill Contingency Plan (PACPLAN) Resilience Project | The Meeting:<br>1) **Noted** the outcomes and findings of the PACPLAN Resilience Project; and<br>2) **Noted** that SPREP will continue and build on the work of the PACPLAN Resilience Project and be guided by the decisions of the 18th Noumea COP | The onboarding of Mr. Allen Ofea, Marine Pollution Officer in May 2026. Support is being provided to Fiji, Tuvalu and Nauru to update the national oil spill contingency plans and also to bridge existing gaps in regional oil spill response. The focus has shifted to operationalizing recommendations into country specific work plans and developing a targeted training roadmap for high-risk zones. Moving forward, working is ongoing to establish robust monitoring mechanisms to ensure efficacy, while ensuring all marine pollution initiatives remain fully aligned with COP decisions to maintain project continuity and regional resilience. |
| **Agenda item 9.4:** Regional Goal 4 Overview: Pacific people and their environment benefit from commitment to best practice of environmental governance | The Meeting:<br>1) **Endorsed** the key strategic priorities to support the implementation and achievement of Regional Goal 4 for the biennial period 2024 to 2026 | The Secretariat continues to implement delivery of activities under the Regional Goal 4.<br><br>*Details will be provided in Agenda Item 9.4* |

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| **Agenda Item 10.1:** Draft Performance Implementation Plan (PIP5) 2026-2027 and Updates on the Country Territory Strategic Partnership Framework (CTSPF) | The Meeting:<br>1) **Endorsed** the PIP5 (2026 – 2027) activities; and<br>2) **Encouraged** Pacific Island Members to engage in initiating and/or finalising CTSPFs. | *On-going implementation*<br><br>Draft CTSPFs co-developed with the Federated States of Micronesia, French Polynesia, Niue, Marshall Islands and Tuvalu, now awaiting government review / endorsement.<br><br>CTSPF discussions initiated with Tonga and Wallis and Futuna. |
| **Agenda Item 10.2**: 2026-2027 Biennial Work Programme and Budget | The Meeting:<br>1) **Considered** and **approved** the proposed Biennial Work Programme and Budget of USD$51,686,939 for 2026 and provisional Work Programme and Budget of USD$31,428,882 for 2027; and<br>2) **Noted** that a funding gap of USD$6,387,105 provision for Core expenditure for the 2026 Budget is not reflected in the proposed budget due to inadequate funding available at the time the budget was prepared. The Secretariat will continue to explore funding sources to address the gap as funding opportunities arise which when identified can cover the said unfunded 2026 budget allocations. | On-going work by the Secretariat in securing new funding opportunities guided by the Sustainable financing and resourcing strategy. |