



GOVERNMENT
OF
THE
REPUBLIC
OF
VANUATU



MINISTRY OF EDUCATION AND TRAINING 2024 ANNUAL REPORT



Welkam bak long skul!



Ministri blong Edukesen mo Trening
Gavman blong Vanuatu

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Table 1. Acronyms

ADP	Asia Development Bank
CAT	Common Assessment Task
CDU	Curriculum Development Unit
CEO	Chief Executive Officer
COM	Council of Ministers
DFAT	Department of Foreign Affairs and Trade – Government of Australia
DG	Director General
DoFT	Department of Finance and Treasury
DSPPAC	Department of Strategic Policy Planning and Aid Coordination
EAU	Examination and Assessment Unit
ECCE	Early Childhood Care and Education
ECD	Early Childhood Development
EOC	Emergency Operation Centre
GGP	Grant Assistance for Grassroots Project – Government of Japan
GPE	Global Partnership for Education
HRMU	Human Resource Management Unit
IE	Inclusive Education
JICA	Japan International Cooperation Agency
LLN	Language, Literacy & Numeracy
MEO	Mobile ECCE Officers
MFAT	Ministry of Foreign Affairs and Trade – Government of New Zealand
MoA / U	Memorandum of Agreement / Understanding
MoET	Ministry of Education and Training
MoH	Ministry of Health
NDMO	National Disaster Management Office
NHRDP	National Human Resource Development Plan
NPP	New Policy Proposal
NSIDP	National School Infrastructure Development Plan
NSDP	National Sustainable Development Plan
NUV	National University of Vanuatu
OBA/R	Outcome Based Assessment and Reporting
OV / Open	Open Vanuatu Education Management Information System
VEMIS	
PDNA	Post Disaster Needs Assessment
PS	Primary School
PSC	Public Service Commission
PSET	Post School Education and Training
PSS	Psychosocial Support
PSSMH	Psychosocial Support & Mental Health
QMS	Quality Management System
SIO	School Improvement Officer
SIP	School Improvement Plan
TC Harold / Pam	Tropical Cyclone Harold / Pam
TSC	Teaching Service Commission
TVET	Technical and Vocational Education and Training
UNDP	United Nation Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations International Children’s Emergency Fund
USP	University of the South Pacific
VESP	Vanuatu Education Support Program
VET	Vocational Education and Training
VETSS	Vanuatu Education and Training Sector Strategy
VIT	Vanuatu Institute of Technology
VITE	Vanuatu Institute of Teacher Education (School of Education)

VNPF's MESS
VQA
WASH
Wins

Vanuatu National Provident Fund's Members Education Support Scheme
Vanuatu Qualifications Authority
Water, Sanitation and Hygiene
WASH in Schools

1. Foreword from the Director General

Dear Honourable Minister,

I have the Honor of submitting to you the 2024 Annual Report of the Ministry of Education and Training (MoET).

This report has been prepared in accordance with the guidelines for the preparation of Annual Reports referred to under Subsection 20(1)(h) of the Public Service Act of 1998 and is in accordance with guidelines referred to in that subsection, and related documents issued by the Public Service Commission.

I am privileged to present to you this comprehensive report on the achievements and challenges faced by the Ministry of Education and Training (MOET) during the unprecedented events of the year 2024. The national Vanuatu Teachers Union industrial strike has urge impact on the teaching and learning of the students throughout Vanuatu in 2024.

The year 2024 presented significant challenges for Vanuatu's education sector, with the national strike organized by the Vanuatu Teachers' Union (VTU) being a key event that disrupted teaching and learning nationwide. While we respect the rights of teachers to advocate for their welfare, this strike had profound impacts on students—our nation's future leaders.

Classrooms were left empty, examinations were disrupted, and many students and families experienced stress and uncertainty. This highlighted the pressing need for stronger collaboration and dialogue among all stakeholders to ensure our students are not adversely affected by such conflicts in the future.

As we reflect on this period, I am encouraged by the resilience demonstrated by our students, teachers, and communities. Moving forward, we are committed to:

- Rebuilding trust between teachers, the government, and communities.
- Strengthening contingency plans to mitigate future disruptions.
- Investing in education by addressing teacher needs and ensuring the continuity of student learning.

Let this experience serve as a turning point for Vanuatu's education system. Together, we can build a stronger, more resilient foundation for the future of our children.

In response to the 2024 national strike organized by the Vanuatu Teachers' Union (VTU), the Ministry of Education and Training (MoET) took several actions to address the situation:

1. **Government Commitment to Settle Claims:** The Council of Ministers (COM) urged teachers to resume classes, assuring them of the government's commitment to settle their claims. Prime Minister Charlot Salwai indicated that while not all claims could be settled within the year, they would be included in future budgets. A working committee comprising the Teaching Service Commission (TSC), MoET, and the Department of Finance and Treasury (DoFT) was established to review and verify each case within six months.
2. **Suspension of Striking Teachers:** The TSC, as the employer of government teachers, suspended over 600 teachers for participating in the nationwide strike. This action underscored the government's stance on the industrial action.
3. **Directive to Resume Classes:** The Minister of Education issued a directive for teachers to return to classes. However, VTU members decided to continue the strike, indicating a need for further dialogue between the union and the ministry.

These responses highlight the ministry's efforts to balance addressing teachers' grievances with minimizing disruptions to students' education.

The political advisors made the most difference in working together as a strong team in terms of unconditional support. The directors and the Principal Education Officers (PEOs), all School Principals, the CEO of the VQA, the Acting Secretary to the TSC, the Provincial Education Officers and all senior and junior staff that have all contributed in their unique ways in realizing these positive changes.

As we move forward, MOET is unwaveringly dedicated to the successful execution of the Efate earthquake recovery plan, fostering a sense of hope and continuity for the people of Vanuatu. We extend our heartfelt appreciation to all those who have supported us during these trying times.

Yours Sincerely,



Bergmans Iati
Director General, Ministry of Education and Training



In 2024, the Ministry of Education and Training (MOET) demonstrated remarkable resilience and dedication in the face of significant challenges. These included the Vanuatu Teachers Union strike, financial crises, political instability leading to the dissolution of Parliament, and the Efate earthquake.

The teachers' strike had a severe impact on the teaching and learning of school-age children nationwide, as well as contributing to broader instability within the government. Additionally, the suspension of the Director of Education Services, along with key officers from the Examination Unit, further disrupted the education sector.

The national crisis in New Caledonia also affected Vanuatu students on scholarships, causing disruptions to their studies. Furthermore, MOET faced the unfortunate passing of the Director of Policy, adding to the challenges of the year. Throughout 2023, MOET remained steadfast in its commitment to the well-being and education of the Vanuatu population. Despite the challenges faced, the dedication of MOET's team, coupled with the support of partners and stakeholders, enabled significant progress in fulfilling the ministry's mission.

Table 2: Issues encountered & ways forward

Main Issues of 2024	Way forward
<p>A key challenge faced by Activity Managers and the Monitoring team during 2024 implementation of Business plan is the inadequate planning of 2024 activities by some directorates. Due to the lack of well-structured plans, these directorates struggle to provide clear progress updates during reporting. This has resulted in difficulties in tracking implementation, measuring outcomes, and ensuring accountability. Addressing this issue will require stronger planning mechanisms, improved coordination, and better alignment of activities with reporting requirements.</p>	<p>During the Mid-Year Review of the plan, Activity Managers must update their activities to ensure proper implementation and accurate reporting. Regular updates will enhance alignment with organizational goals, improve tracking of progress, and facilitate more effective monitoring and evaluation. Strengthening this process will help address planning gaps and improve overall accountability in activity execution.</p>
<p>Financial Overview The country is facing a financial crisis, with government expenditure exceeding revenue. This has led to strict budgetary controls, particularly affecting the recurrent budget.</p> <p>2. Government Response & Budget Measures The government has enforced spending restrictions across all ministries. Ministries are required to manage existing funds efficiently. Travel and workshops have been put on hold, causing delays in planned activities.</p> <p>3. Impact on Ministry Operations Activities dependent on operational budgets are now stalled or postponed. Ministries are focusing on essential expenditures only. Budget reallocation and prioritization are being considered to sustain key services.</p> <p>4. Key Areas of Concern Delayed implementation of planned programs. Reduced capacity for monitoring and evaluation activities. Potential impact on service delivery, especially in sectors like health, education, and infrastructure.</p>	<p>Ministries are expected to conduct internal reviews to optimize resource use.</p> <p>Cost-cutting strategies and alternative financing sources are being explored.</p> <p>The government may consider revenue-generating initiatives to stabilize the economy.</p>

<p>The liquidation of Air Vanuatu has significantly affected the implementation of key activities planned for 2024.</p>	<p>Due to the ongoing liquidation challenges, resolving the issue is now dependent on government intervention. While awaiting a solution, the implementation of school-level activities has been suspended.</p>
<p>Learning Losses and Curriculum Delays Extended school closures and teacher absences disrupted learning. Examination-year students faced delays in completing their curriculum. Disruptions to Education Programs</p> <p>Planned projects, policies, and training programs were stalled. Home reading programs, literacy initiatives, and curriculum rollouts were postponed.</p> <p>Examination and Assessment Setbacks National exams were postponed, causing scheduling conflicts. Students' preparedness for assessments was impacted by inconsistent learning periods. Administrative and Operational Constraints Delays in school registration, Open VEMIS updates, and M&E reporting. Disruptions in financial and logistical planning affected resource distribution. Trust and Morale Issues Teacher dissatisfaction and strained relationships between MOET and VTU continued. Public confidence in the education system weakened.</p>	<p>Strengthen Dialogue and Negotiation with VTU Establish a transparent negotiation process to address grievances. Develop a long-term agreement to prevent recurring industrial actions.</p> <p>Implement Contingency Plans for Future Strikes Set up a rapid response system to minimize disruptions.</p> <p>Improve Teacher Welfare and Support Systems Conduct a comprehensive review of teacher conditions. Provide professional development programs to enhance morale and engagement.</p> <p>Enhance Communication and Public Engagement Strengthen MOET's communication with teachers, parents, and stakeholders. Provide regular updates on policy changes and interventions.</p>
<p>Impact of the 7.3 Magnitude Earthquake: The earthquake that struck Efate on December 17, 2024, has caused significant disruption. The Ministry of Education and Training had to prioritize emergency response efforts, particularly addressing the needs of affected schools, which delayed ongoing projects and activities.</p> <p>Pause on Activities: As a result of the earthquake, all planned activities were put on hold, affecting the progress of the 2024 Annual Plan. The focus shifted to recovery and relief efforts, with key activities needing to be rescheduled or postponed.</p> <p>Urgent Response to Affected Schools: The Ministry was required to respond swiftly to the needs of the schools affected by the disaster, with a deadline set for completing the response by February 2025. This response also impacted the ability to proceed with planned initiatives under the annual plan.</p>	<p>Strengthening Partnerships: The collaboration with key partners in the education sector is a positive step forward. A successful GIP requires strong partnerships with both local and international organizations, including NGOs, donors, and government agencies. It's important to continue fostering these partnerships to ensure effective project implementation and sustainable outcomes.</p>

As we reflect on the achievements of 2024, MOET extends heartfelt appreciation to all who contributed to our success. Together, we remain committed to a future of continued progress, resilience, and unwavering dedication to the education and training needs of the people of Vanuatu."

The Ministry of Education and Training achieved substantial progress in various areas, successfully overcoming challenges and contributing to the improvement of educational infrastructure, disaster response, policy development, and overall educational quality in 2024.

2. Corporate Structure

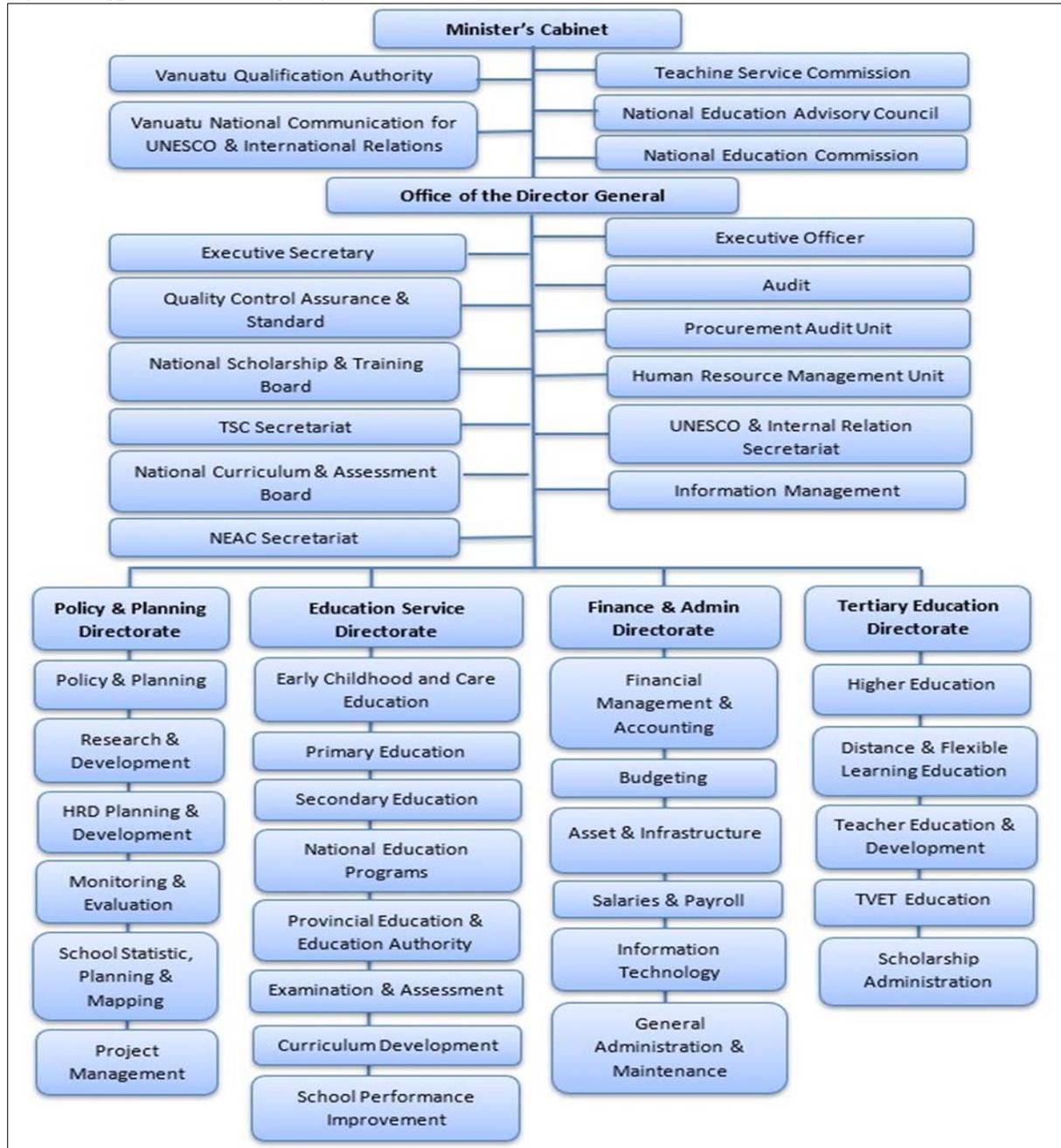
Since 2006, the MoET's organizational structure had 5 director positions (Policy & Planning, Primary Education, Secondary Technical & Further Education, Administrative Services, and Vanuatu Institute of Education). In 2007, a review of the MoET organization structure was made and the 5 Director positions were reduced to 2.

The 2 directors were responsible for the 2 Divisions, (particularly the division of Corporate Services and the Division of Education Services). However, the importance of having a Planning Directorate in an organization led to a later review to the structure in 2009 that saw the inclusion of one more director position which brings the total directorate positions in the MoET structure to 3 (Director of Administration and Finance, Director of policy and planning and the Director of Education Services).

In 2014 another amendment was made in the organizational structure to cater for the new directorate position looking after all tertiary education outlets which includes a new function (TVET & Training) which previously was a function under the Ministry of Youth & Sports.

Find below is the copy of the approved 2014 MoET organizational structure. The consultation and reviewing of the MoET structure are underway. It is expected that the current review of the MoET structure will provide a better platform to ensure, there is better alignment of the structure, and the functions outlined in the revised education legislations, to better address the current MoET policies and the MoET priorities, as outlined in the education and training sector plans.

Figure 1: Approved MoET Organizational Structure of 2014



3. Corporate Overview

Vision

Our vision is for a quality caring education and training system which provides every person with lifelong skills, values, and confidence to be self-reliant and to contribute to the development of Vanuatu, and which works in partnership with all stakeholders to provide well-managed schools.

Mission

Our mission is to provide a quality, student-centred education that is accessible, relevant, sustainable, inclusive, and responsive, to guarantee every person:

- ✓ A quality, equitable, Pre-school and basic education to year 10, including literacy, numeracy, life skills, and livelihood skills, respect for our history and culture, and respect for human rights.
- ✓ Expanded, equitable opportunities for secondary, technical, tertiary, and higher education.
- ✓ A strong relationship with parents and communities to encourage them to participate and engage with schools, and to support children's education and learning at home as well as at school.
- ✓ A well-managed, equitable and accountable education system which focuses on building the human resources of Vanuatu, improving learning, living, and working opportunities, and enabling young people to contribute to the productive sectors in both rural and urban areas.
- ✓ Well-qualified and trained teachers and trainers' cohort for all levels of education
- ✓ A well-coordinated disaster readiness plan to assure continuity of education in case of natural disaster(s)
- ✓ A healthy, safe, equitable and nurturing learning environment, which helps the diversity in students' learning styles.

Values

- ✓ Students and schools first
- ✓ Transparency, fairness, equity, and respect
- ✓ Professionalism and accountability, focused on results and good performance
- ✓ Grounded in the best of Ni-Vanuatu culture and open to the knowledge of the world
- ✓ A team / family / community approach

Objectives (Goal or Aims)

The Ministry of Education and Training has three major objectives:

- ✓ To increase equitable access to education for all people at all levels of education in Vanuatu
- ✓ Improve the quality of education
- ✓ Improve and strengthen the management of the education system.

4. Key Outputs Achievements

In implementing its 2024 Business plan, the Ministry of Education and Training has made strides towards achieving outputs. Highlighted in table 3 beneath are the key outputs that were achieved.

Table 3: Key Output Achievements of 2024

Policy and Planning	
Achievement	Details
MOET Corporate Plan 2024-2028 is finalised with the results framework	<p>The Policy and Planning Directorate (PPD) plays a vital role in identifying education challenges and developing policies and plans to address them effectively. Under the revised Corporate Plan (CP) 2024-2028, PPD supports the Ministry of Education and Training (MoET) programs through three key pillars:</p> <p>Access Pillar – Enhancing equitable education opportunities and strengthening school disaster mitigation.</p> <p>Management Pillar – Strengthening governance, capacity building, data-driven decision-making, and planning mechanisms.</p> <p>Monitoring & Evaluation (M&E) Pillar – Ensuring accountability and tracking progress through robust data systems.</p>
The Corporate plan Baseline concept note develop	<p>Baseline Assessment: Assess the current results framework to establish baseline data.</p> <p>Target Setting: Defined clear targets to measure progress and improve education outcomes.</p> <p>Data-Driven Decisions: Strengthened evidence-based planning to enhance policy effectiveness.</p> <p>Capacity Building: Improved governance structures and capacity-building initiatives within MoET.</p>
Finance and Administration	
Achievement	Details
Grants and School Fee Subsidies	Tranches 1-3 paid according to the 2024 schedule
Annual School Reporting	Completed and presented to Senior Management
Recruitment	62 positions filled (Project, PSC contracts, PSC appointments)
Annual Budget 2025	Submitted to the Department of Finance & Treasury
MoET 2025 Business Plan	Completed and approved
MoET Corporate Plan	Finalized and communicated
Quarterly Progress Reports	Q1-Q4 reports produced and circulated
Education Act	Amended to reflect current Education Services System
Infrastructure and Connectivity	
Internet Connectivity Support	Provided to 27 schools (11 TORBA, 9 SANMA, 7 MALAMPA)
Provincial Education Office	Backup network and power setup completed (VSAT to Starlink transition)
IT Helpdesk System	Implemented for task tracking and service delivery
School Infrastructure Projects	<ul style="list-style-type: none"> - 3 classrooms & 1 office at Tavumae (PS) - 8 classrooms repaired at Luganville Adventist School - 3 classrooms at St. Henri (Lonfis) (PS) - 2 classrooms at Vovlei (PS) - 3 classrooms at Rangusukusu (PS)

	<ul style="list-style-type: none"> - 2 classrooms & 1 admin block at Eratap (PS) Efate - Inclusive Education Resource Center & ECCE classrooms at Vanuatu National University School of Education - New Administration & Lecture Theatre at Vanuatu National University (FICOL Project) - 12 cyclone-resilient ECCE classrooms built - 1 Model Vocational Training Centre built (Malampa VIT Rensarie)
Land and Policy Development	
Achievement	Details
Special Lease Finalization	Completed for schools and institutions
Outstanding Land Rent	Paid in Torba, Sanma, Penama, Malampa, Shefa, and Tafea
School Financial Management Manual	Incorporated into the Management & Leadership Degree Program at the School of Education
Revised School Maintenance Manual	Completed and approved
Education in Emergency Policy	Disseminated to all PTCs and PSET providers
Achievement	Details
Special Lease Finalization	Completed for schools and institutions
Outstanding Land Rent	Paid in Torba, Sanma, Penama, Malampa, Shefa, and Tafea
School Financial Management Manual	Incorporated into the Management & Leadership Degree Program at the School of Education
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	- 1 Model Vocational Training Centre built (Malampa VIT Rensarie)
Internet Connectivity Support	Provided to 27 schools (11 TORBA, 9 SANMA, 7 MALAMPA)
Provincial Education Office	Backup network and power setup completed (VSAT to Starlink transition)
Curriculum, Training, and Learning Resources	
Achievement	Details
Curriculum Implementation Support	Strengthened support for primary schools
National Curriculum Updates	Provided to 20 junior secondary schools
Senior Secondary Curriculum Support	46 senior secondary schools received curriculum resources
Teacher Training	54 senior secondary teachers trained on Family Life Education curriculum
Examination & Assessment Review	Conducted for Year 11, 12, and 13
School Strategic Planning Support	Provided to 428 primary and 109 secondary schools
ECCE Teaching Resources	300 teaching and learning resources completed
Health, Inclusion, and Community Engagement	
Achievement	Details
Health Promoting Schools	30 schools in six provinces established HPS committees & work plans
Literacy & Numeracy Improvement	24 primary schools in Torba developed improvement plans
Parent Support Programs	Implemented in 10 ECCE branches
National School Games	Preparation coordinated in Penama
Community Awareness	Conducted in Penama on model Provincial PSET Centre & new school policies
Capacity Building	- 3 officers & 10 principals trained in Penama - 10 school aid posts re-opened
School Leadership Training	Refresher training on SSP, Annual Plan, Budget, and Fee Structure for coordinators & principals in Penama
Balanced Literacy Implementation	Implemented in Malekula, Paama, and Ambrym
HPS Monitoring & Implementation	Conducted in Malampa schools
Parental Support Workshops	Held in Malekula, Ambrym, and Paama
Achievement	Details
Health Promoting Schools	30 schools in six provinces established HPS committees & work plans
Literacy & Numeracy Improvement	24 primary schools in Torba developed improvement plans
ICT Integration in Education	
Achievement	Details
ICT Expansion	Increased ICT use in all Shefa schools, with efforts to establish computer labs
Re-Entry Support	30 Shefa schools provided training for re-entering students
ECCE Policy Implementation	11 newly registered schools in Shefa implemented ECCE Policy & Minimum Quality Service Standards
TVET Support	Tools & equipment for Certificate 2 programs funded
Vocational Training Centres	Awareness on relevant policies conducted at provincial levels
PTC Budget Management	Operational budget centralized

5. Budget Narrative Service Target - Achievement Status

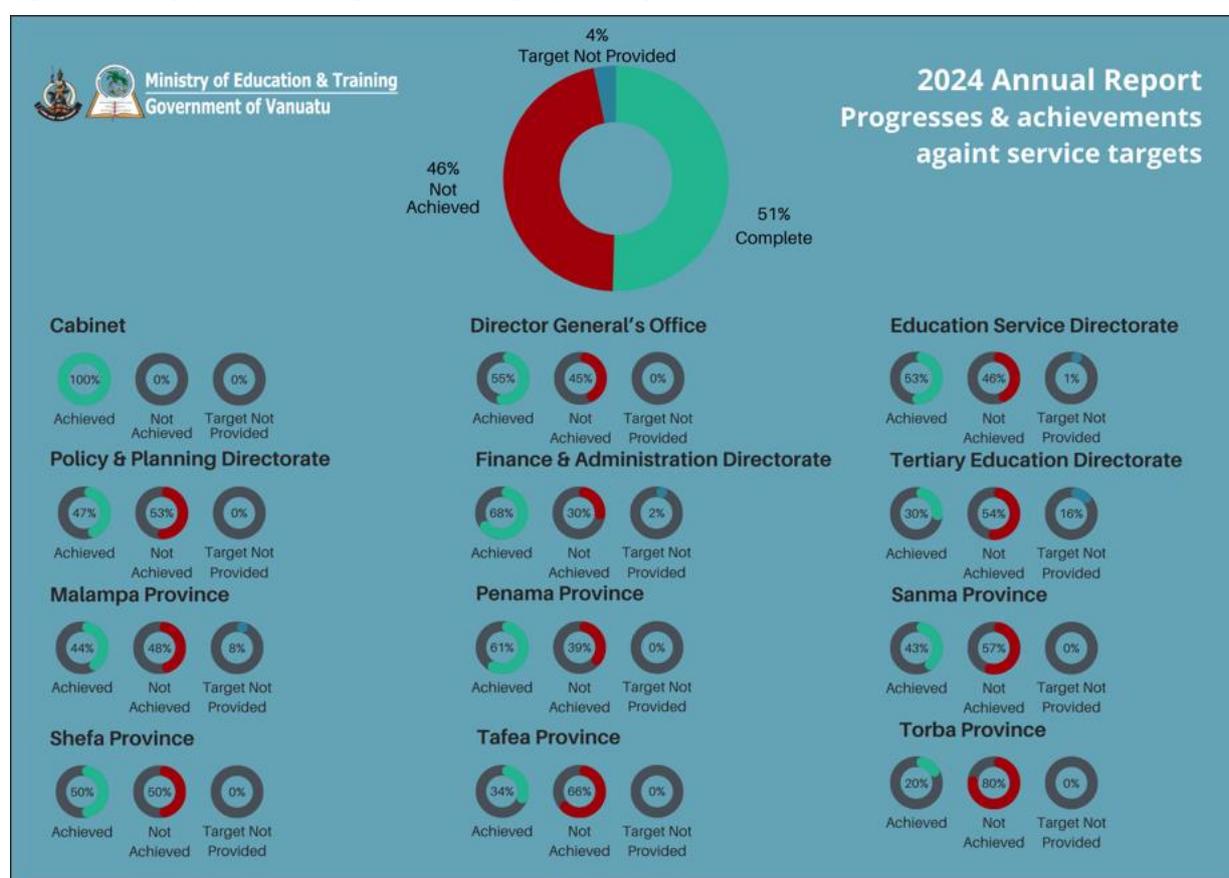
The Ministry of Education and Training is determined to provide relevant progress against the 2024 budget narrative to demonstrate to the government of the day that the Ministry has been implementing what has been planned and budgeted for to be implemented in 2024.

In doing so the MoET develop a report to demonstrate to the government the that the planned service targets and their targets in the budget narrative are achieved.

Figure x beneath provides an overview of the overall status of the MoET performance, in terms of achieving the planned service targets in the 2024 budget narrative. The overall

The diagram also summarizes the status of performance by Directorate and Provincial offices, in terms of achieving their planned service targets, in the budget narrative.

Figure 2: Summary of Achievement Against Service Targets of the Budget Narrative



The following tables beneath provide the detail status of achievement against the planned service targets, in the budget narrative, by departments. The service target status comprises “Achieved, Not Achieved or Target not Provided”.¹

¹ Detail reporting of the 2024 MoET Business Plan implementation are reported on in the quarterly progress reporting of the MoET. Copies of the 2024 MoET quarterly progress report can be obtain from the DGs office or from the planning unit.

5.1. Cabinet Support

Table 4: Achievement Status of the 2024 Budget Narrative Target – Cabinet Support

Department	510				
Program	Activity Code	Service Target	Target	Target Status (Achieved, Not achieve or Target Not Provided)	Comments
Provide sustenance across all MoET Policies	51AA	Provincial visits	100%	Achieved	
	51AA	Ministerial conferences	100%	Achieved	
	51AA	Legislation developments & implementation	100%	Achieved	

5.2. Director General's Office

Table 5: Achievement Status of the 2024 Budget Narrative target - Director Generals Office

Department	540				
Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comment
27. Planning, Budgeting, Financing and Reporting processes are strengthened	54AA	Issue Directives on the review of the Education Act Endorsement of the VQA Act and TSC Act and submission to State Law	1	Achieved	
	54AA	Issue Directives on the Drop Out Policy. Approval/Signing of the Drop Out Policy	1	Achieved	
	54AA	Issue Directives on the review of the Open VEMIS (OV) Policy Approval/Signing of the Open VEMIS (OV) Policy	1	Achieved	
	54AA	Issue Directive to improve TSC Act and related policies	1	Achieved	
	54AA	Issue Directive to improve VQA Act and related policies	1	Achieved	
	54AA	Review and approve MoET Corporate Plan	1	Achieved	
	54AA	Signed MoET Business Plan	1	Achieved	
	54AA	Signed MoET Annual Reports	1	Achieved.	2024 Annual Report signed and disseminated
	54AA	Issue Directive to Director Policy and Planning and Communication officer to develop Communication Policy	1	Achieved.	
	54AA	Issue directives to Directors to come up with new Policies to lead the Vanuatu Education into the future.	1	Achieved.	
	54AA	Issue Directive on the review of the National Curriculum	1	Achieved.	
27. Planning, Budgeting, Financing and Reporting processes are strengthened	54AB	No. of School Audit Reports	50	Not Achieved.	Out of the 50 school audits planned for 2024, only 30 were completed. The shortfall was primarily due to a shortage of staff, which significantly impacted the audit team's capacity.

	54AB	No. of central audit project reports	9	Achieved.	
	54AB	Surprise central audit report (s)	TBD	Not Achieved.	
	54AB	Desktop audit reports	5	Achieved	
31. MoET organizational structure and roles and responsibilities are updated and aligned	54AC	MoET structure reviewed, and implementation of devolution implemented	6	Not Achieved.	
	54AC	Compliance of policy strengthen through devolution strategy	6	Not Achieved.	
	54AC	Ministry Quality Management Systems developed and implemented	1	Achieved.	
	54AC	School support centres established, and a policy of school support centres developed	6	Not Achieved.	
	54AC	Alignment between TSC and PSC structures strengthen	1	Not Achieved.	
	54AC	Provincial Education Board reviewed and strengthened	6	Not Achieved.	
	54AC	PSC recruitment processes formalized	TBD	Not Achieved.	
	54AC	Professional Development and Capacity Building Planning framework developed and implemented	10	Not Achieved.	
	54AC	Staff succession plan established with clear costing	1	Not Achieved.	
	54AC	Strengthen PSET providers and industries to inform of courses needed in HRDP plan	6	Not Achieved.	
12.Strengthen Community engagement	54AD	UNESCO Participation Program Project Reports	2	Not Achieved.	This activity was not implemented due to the transfer of the New Caledonia student attaché. As a result, it was not possible to carry out the planned.
	54AD	Vanuatu-UNESCO General Conference Participation Report	1	Not Achieved.	
12.Strengthen community engagement	54AE	No. of registration of communication requests base on our overall MoET activities	TBD	Not Achieved.	
	54AE	No. of registration of special communication requests base on our overall MoET activities	TBD	Not Achieved.	
	54AE	MoET Communication Policy Report	1	Achieved.	

27. Planning, Budgeting, Financing and Reporting processes are strengthened	54AF	Procurement Plan Report	1	Achieved.	
	54 AF	Review Procurement OV Tap	1	Achieved.	
	54AF	Implementation of MoET Procurement Plan	1	Not Achieved.	
31. MoET organizational structure and roles and responsibilities are updated and aligned	54AG	Reviewed of MoET 2014 structure and Job Description by Directorate 1. Office of the Director General 2. Policy and Planning Directorate 3. Administration & Finance Directorate 4. Education Service Directorate 5. Tertiary Education Directorate 6. Teaching Service Commission	6	Not Achieved	The review process has been put on hold by OPSC pending the completion of the 2024 GRT review and the finalization of legislation reviews. The structure can only be reviewed once these key processes are completed.
	54AG	No. of Advertisement Reports	60	Achieved	62 Positions recruited in 2024 (Project, PSC contracts and PSC appointment)
	54AG	Performance Agreement Report for DG	1	Achieved	Submission of 2024 PA to OPSC
	54AG	Performance Appraisals for all MoET Staff	192	Achieved	Submission of 2024 Staff PA
	54AG	Submitted Unit Plan	1	Achieved	Submission to PPU to finalize the Business plan
	54AG	Submitted all MoET staff Individual Work plans to PSC	192	Achieved	Sent to OPSC
	54AG	Training of Employees	20	Achieved	
	54AG	Refresher training Reports	6	Not achieved	OPSC run refresher on the new PSSM to MoET staff in Shefa, otherwise HR staff are unable to travel out due to Flight schedule and limited budget

54AG	Establish Ministry staff (PSC) succession plan with clear costing	1	Not achieved	All data submitted to VIPAM and HRD Unit – Awaiting PEO HRD to work on it.
54AG	Human Resource Policy and Procedures	1	Not achieved	Policy finalized and HR handbook still on draft – Target date to launch will be July 2025
54AG	2024 Recruitment Plan	1	Not achieved	Submitted to PEOs and Directors to indicate form of recruitment for 2024 vacancies
54AG	Process entitlement of Examination Markers, Supervisors and Moderators – PAYROLL	1	Achieved	2024 entitlement of Examination Markers, Supervisors and Moderators are process and paid
54AG	Process staff Salaries, Entitlements and Benefits – PAYROLL	192	Achieved	Process 2024 Payroll changes per pay period the last pay period 2426.

5.3. Finance and Administration Directorate

Table 6: Achievement Status of the 2024 Budget Narrative Targets - Finance and Administration Directorate

Department	820				
Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comment
1.School Financial Management	82AB	1. Principals comply with procedures in the School Financial Management Manual	0.8	Achieved	
	82AB	2. Monitoring carried out in the six provinces of TORBA, SANMA, PENAMA, MALAMPA, SHEFA & TAFEA.	6	Not achieved	PEOs need to improve monitoring of ineligible schools in 2025.
2. Funding for schools and institutions	82AB	3. Grants and school fee subsidies are paid to schools and institutions.	1	Achieved	
	82AB	4. Annual schools reporting	1	Achieved	
3.Revised School Grant Code	82AB	5.Revised School Grant formula	1	Not achieved	Activity is delayed as dependent on GPE funding.
	82AB	6. Grants are paid according to Grant Code	1	Achieved	
	82AB	7. Monitoring carried out in the six provinces of TORBA, SANMA, PENAMA, MALAMPA, SHEFA & TAFEA.	6	Achieved	
4. School Minimum Quality Standards (MQS)	82AC	1. Approved Minimum Infrastructure Standards for schools and vocational training centres	4	Not Achieved	Activity to be carried out in 2025.
	82AC	2.Design Standards for primary and secondary schools	2	Not Achieved	Activity to be carried out in 2025.
5. Construction & Improvement of School Infrastructures	82AC	3. Construction of 4 new classrooms, 2 offices, 1 boys' dormitory, 1 boys' ablution and 1 Girls Dormitory and 1 girls' ablution for Bombua JSS is implemented in accordance with the project timeframe.	10	Not Achieved	Activity to be carried out in 2025.
	82AC	4.Procurement of furniture for 4 new classrooms, 2 offices, 1 boys' dormitory and Girls Dormitory for Bombua JSS is implemented in accordance with the project timeframe.	8	Not Achieved	Activity to be carried out in 2025.
	82AC	5.Construction of 2 classrooms and 1 office for the new Show Ground Primary School is implemented in accordance with the project timeframe.	3	Not Achieved	Activity to be carried out in 2025.

	82AC	6. Procurement of furniture for 2 classrooms and 1 office for the new Show Ground Primary School is implemented in accordance with the project timeframe.	3	Not Achieved	Activity to be carried out in 2025.
	82AC	7. Construction of (8 room storey building & 1 ablution building for teachers and students for the new Beverly Hills Primary School is implemented in accordance with the project timeframe.	9	Not Achieved	Activity to be carried out in 2025.
6. School Asset Maintenance	82AC	1. Support provided to schools with internet connectivity: - 11 TORBA Schools - 9 SANMA Schools - 10 MALAMPA Schools	4	Achieved	
	82AC	2. Support provided to schools (Primary and Secondary) on Government Email, and continuous distributions of email to new registered schools.	4	Achieved	Ongoing activity for all schools
	82AC	3. VoIP distribution to schools (primary & secondary) and training of school admin staff on how to use softphone to access VoIP.	4	Achieved	Ongoing activity for all schools.
	82AC	4. Trueconf Application distribution to schools (primary & secondary) and Training provided to school admin and principal on how to use Trueconf for video conferencing.	4	Achieved	
	82AC	5. Report provided on the on-demand support in the form of advice and guidance given to schools on their ICT development plans	4	Achieved	
	82AC	6. A report produced on the support in the form of advice and guidance given to schools on Learning Management Systems	1	Achieved	
	82AC	7. Provide advice and assistant to interested schools who wishes to have their website develop and schools who wishes to use.edu.vu domain.	4	Achieved	
9. Children have equitable access to HPS activities and equitable access to activities and equitable access quality WASH in Schools (WinS) facilities	82AC	8. Wash in Schools facilities constructed in schools in Torba and Malampa Province	10	Not Achieved	Retender process is underway and construction to commence soon
4. Community Engagement	82AC	9. Regular meetings with donor partners	10	Achieved	

5. Construction & Improvement of School Infrastructures	82AC	10. Construction of 2 new classrooms & refit 2 damaged classrooms for Avunatari Primary School is implemented in accordance with the project timeframe.	5	Not achieved	
	82AC	11. Procure furniture for 2 new classrooms & refit 2 damaged classrooms for Avunatari Primary School is implemented in accordance with the project timeframe.	5	Not achieved	
	82AC	12. Construction of 2 new classrooms, 1 boys' dormitory, 1 new boy's ablution & 1 girls' ablution and renovate girls Dormitory at Nandiutu JSS is implemented in accordance with the project timeframe.	6	Not achieved	
	82AC	13. Procure furniture for 2 new classrooms, 1 boys' dormitory, 1 new boy's ablution & 1 girls' ablution and upgrade water system for Nandiutu JSS is implemented in accordance with the project timeframe.	5	Achieved	
	82AC	14. Procurement of furniture for Enkul PS - 3 classrooms.	3	Achieved	
12. Community Engagement	82AC	9. Schools and Provinces are informed of relevant finance policies	1	Achieved	Inclusive of both MoET Finance Policy & Manual, and Schools Financial Management Manual
	82AC	8. Increased internet connectivity for schools and institutions	4	Achieved	
	82AC	9. MoET agreement with ISP providers (Vodafone & Digicel) to keep Open VEMIS zero-rated on their network is maintained.	4	Achieved	
	82AC	10. MoET special agreement with ISP providers (Vodafone & Digicel) to keep school websites and other educational sites zero-rated on their network.	4	Achieved	
11. Planning, Budgeting, Financing, and Reporting	82AB	15. Draft 2024 Business Plan.	1	Achieved	
	82AB	16. Approved Business Plan 2024.	1	Achieved	
	82AB	17. Quarterly reporting on the Business Plan 2024.	4	Achieved	
	82AB	18. Staff Performance Review Appraisal	2	Achieved	
	82AB	19. Approved Asset Management Policy and implementation plan (Request assistance from VESP to support activity)	1	Not Achieved	Under TA review
13. Strengthen Disaster Risk	82AB	11. Develop Education in Emergency manuals for IT Unit support to central, provincial, and school levels. Before, During and After a disaster	1	Achieved	The SMT requires final approval before the launch.

Reduction and Management (DRRM)	82AB	12. MoET Disaster Assessment Forms in Kobo are updated and maintained.	1	Achieved	The standard form has been developed and is now available online.
5. Construction & Improvement of School Infrastructures	82AC	20 Construction of 2 new classrooms for Bombua Primary School is implemented in accordance with the project timeframe.	2	Not Achieved	This activity was cancelled
	82AC	21. Construction of 2 new classrooms for Paireve Primary School is implemented in accordance with the project timeframe.	2	Not Achieved	
	82AC	22. Procurement of materials for the construction of 2 new classrooms for Paireve Primary School and 2 new classrooms for Bombua PS on Santo Island is implemented in accordance with the project timeframe.	4	Not Achieved	Bombua Primary school was cancelled
	82AC	23. Construction of a new Administration and Lecture Theatre building for the Vanuatu National University is implemented in accordance with the project timeframe. (FICOL PROJECT)	2	Achieved	
	82AC	24. Construction of 4 classrooms for Ecole Centre Ville is implemented in accordance with the project timeframe.	4	Not Achieved	
18. IT Policy is updated and implemented by 2030.	82AD	13. IT Policy Awareness & Implementation plan	1	Achieved	Approval from SMT is required before the launch.
	82AD	14. Set up Provincial Education Office backup network and backup power for disaster response.	1	Achieved	Transitioning from VSAT to Star link.
	82AD	15. Implement IT Helpdesk System for task tracking and reporting for service delivery improvement.	1	Achieved	
	82AD	16. Implement IT Monitoring System to keep track of all IT systems statuses to ensure all systems are always available and to proactively address any errors to reduce system downtimes.	1	Achieved	The monitoring system is operational and fully functional.
	82AD	17. Finalized MoET LMS Design & Development		Achieved	The template has been created and is now awaiting content upload by CDU. The target was not identified in the business plan
5. Strengthen enrolment and quality of Post School Education Training (PSET) sector by reviewing	82AB	10. Regulate the payment of grants to PSET providers and other institutions	1	Achieved	Gazette delayed to 2025.

and implementing PSET Policy					
6. Planning, Budgeting, Financing, and Reporting	82AB	11. Draft 2025 Business Plan.	1	Achieved	
	82AB	12. Approved Business Plan 2025.	1	Achieved	
	82AB	13. Quarterly reporting on the Business Plan 2024.	4	Achieved	
	82AB	14. Staff Performance Review Appraisal	2	Achieved	
	82AB	15. 2023 Annual budget and expenditure analysis reporting	3	Achieved	
	82AB	16. 2024 budget adjustments	30	Achieved	
	82AB	17. Annual Budget 2025 is submitted to Department of Finance & Treasury.	1	Achieved	
	82AB	18. Managers are informed of the budget process	1	Achieved	
7. MoET Research Policy Guideline implemented by 2030	82AB	19. Capacity building on budgeting and reporting at the provincial level is completed	6	Achieved	
	82AB	20. Expenditure review on ECCE and Primary is carried out	1	Not Achieved	Activity is delayed as dependent on GPE funding.
	82AB	21. Implement recommendations from the Expenditure Review	1	Not Achieved	Activity is delayed as dependent on GPE funding.
8. School Improvement Unit Policy implementation	82AB	22. Research on the financial model for the PSET sector is conducted	1	Not Achieved	Activity is delayed as dependent on GPE funding.
	82AB	23. Schools use Open VEMIS for school planning	1	Achieved	
9. MoET organizational structure and formal roles and responsibilities documented	82AA	24. Division Finance & Administration organizational structure is approved	1	No Achieved	
	82AA	25. Division Finance & Administration organizational structure is implemented	1	Not Achieved	
	82AA	26. Professional development and capacity building at the central level is carried out	2	Not Achieved	
	82AA	27. Professional development and capacity building at the provincial level is carried out	6	Not Achieved	
5. Construction & Improvement of	82AC	25. Santo East (PS) - Loganville, Santo. 14 Classrooms (2 double classroom)	14	Achieved	
	82AC	26. Procurement of furniture for Santo East PS - 14 classrooms,	14	Achieved	
	82AC	27. Fanafo (PS) Canal Fanafo, Santo. Build 4 classroom & 1 Admin	5	Not Achieved	

School Infrastructures	82AC	28.Procurement of furniture for Fanafo PS - 7 classrooms.	5	Not achieved	
	82AC	29.Luganville Adventist School (PS) - Repair of 8 Classroom	8	Achieved	
	82AC	30.Vovlei (PS) build 2 classrooms	2	Achieved	
	82AC	31.Tavumae (PS) Construction of 3 Classroom and 1 office	4	Achieved	
	82AC	32.Procurement of furniture for Tavumae PS and Vovlei PS - 5 classrooms and 1 office,	6	Not Achieved	
	82AC	33.St. Henri (Lonfis) (PS) Construction of 3 classroom	3	Achieved	
	82AC	34. Londar (Baie-Martelli) (PS) - Constuction of 2 classrooms with office	3	Not achieved	
	82AC	35.Baie-Barrier (PS) Construction of 2 classroom	2	Not achieved	
	82AC	36.Procurement of furniture for Saint Henri, PS Baie Barrier PS and Londar PS - 7 classrooms and 1 office.	8	Not achieved	
	82AC	37.Rangusuksu (PS) - Construction of 3 Classroom	3	Achieved	
	82AC	38.Pangi (PS) - Construction of 2 Classroom	2	Achieved	
	82AC	39. Melsisi (PS) Construction of 5 classrooms with Office	5	Not achieved	
	82AC	40.Procurement of furniture for Pangi PS, Rangusuksuk PS and Melsisi PS - 7 classrooms.	7	Not achieved	
	82AC	41.Lyce de Loganville, Construction of 9 classrooms, 3 Teachers house, 1 library, 2 boys' dormitory, 2 girls' dormitory, 1 boys ablution block, 1 girls ablution block.	2	Not achieved	
	82AC	42.Procurement of furniture for Lycee de Luganville classrooms.	2	Not achieved	
	82AC	43.Construction of Inclusive Education Resource Center and Early Childhood Care Education Classrooms at the Vanuatu National University School of Education.	2	Achieved	
	82AC	44.Concept design submitted for approval & funding consideration for Central Office Building, CDU office Building and TSC Building	4	Not achieved	
	82AC	45.Eratap (PS) Efate. Build 2 classroom & 1 Admin	3	Achieved	
	82AC	46.Procurement of furniture for Eratap PS - 2 classrooms and 1 office	3	Not achieved	
	82AC	47. Telhei (PS), Mota Lava. Build 5 classroom	3	Not achieved	This activity was never carried out because GGP cannot fund this project
82AC	48.Procurement of furniture for Telhe PS - 5 classrooms	5	Not achieved	This activity was never carried out because GGP cannot fund this project	

	82AC	49.Implementation of TC Kevin & Judy reconstruction when funding is confirmed by DSPAC aid coordination Unit.		Target Not Provided	The target was not identified on the Business plan
	82AC	50.Upgrade of Malampa Provincial MoET Office Building	2	Not achieved	
6.Asset Management	82AC	51.Updated asset survey of Primary and Secondary Schools.	1	Not achieved	
	82AC	52.Development /Purchase of software. AAMU to work with IT on the app relevant scope		Target Not Provided	The target was not identified on the Business plan
	82AC	53.Update all MoET Central Asset Management is reconciled with the payment system		Target Not Provided	The target was not identified on the Business plan
	82AC	54. Updated Asset Registry	2	Not achieved	
7. School Asset Maintenance	82AC	55.Approved revised School Maintenance Manual	1	Achieved	
	82AC	56.Refresher Training for PMO and School Maintenance Officers in six Provinces	1	Not achieved	
	82AC	57. Printing & Distribution of Maintenance Manual to all Schools	1	Not achieved	
8. School Land Management	82AC	58.At least 20 schools land records updated on Open VEMIS.	20	Not achieved	
	82AC	59.Finalize Special Lease for land that schools and institutions are located on.	8	Achieved	
	82AC	60.Acquisition of school and institution land for Ransarie College, Neramb PS and Port Resolution PS (to be deleted)	3	Achieved	
	82AC	61.Land rent review for Iatap PS, Lounahunu PS, Neram PS, Tisman PS, Finmavis PS, Volovuhu PS, Erakor PS, Aligu PS, Pangi PS, Lolovoli PS, Avunatari PS, Volvle PS, Nottage PS, Epi High School and Eratap PS request submitted to Director of Lands	20	Not achieved	
	82AC	62.Outstanding land rent paid in Torba, Sanma, Penama, Malampa, Shefa and Tafea	6	Achieved	
	82AC	63.Provide updated list of submitted nedgotiator Certificate Applications to Department of Lands (DoL)	10	Not Achieved	
	82AC	64.Training conducted to 6 Provincial Officer in the six provinces;	2	Not Achieved	
10. Management, development, and training on Open VEMIS	82AB	28. School Financial Management Manual is incorporated in the Management & Leadership Degree Program at School of Education	1	Achieved	
	82AB	23. Schools use Open VEMIS to inform management and resource decisions	1	Achieved	
	82AB	24. Monitoring is carried out in all provinces on Finance Module in Open VEMIS.	6	Achieved	
	82AB	25. Upgraded Finance Module and reporting	4	Achieved	
	82AB	26. Upgraded School Grant Calculator Module and reporting	4	Achieved	
	82AD	18. Maintained Network File Drive for each Units in MoET.	1	Achieved	

	82AD	19. Integration between Open VEMIS and Civil Registry system, Smart Stream, PacSIMs and Scholarship system are maintained	4	Achieved	A connection has been established between the two systems. We are now waiting for the formal agreement to be signed by both parties (MOE & CRIM).
	82AD	20. Upgraded Finance Module and reporting	4	Achieved	Ongoing activity based on requests from the Finance team.
	82AD	21. Upgraded Student Module and reporting	4	Achieved	Ongoing activity based on requests from the ESD team.
	82AD	22. Upgraded Teacher Module and reporting	4	Achieved	Assisting TSC on the module
	82AD	23. Upgraded Asset Management Module and reporting	1	Achieved	Ongoing activity based on requests from the Assert team.
	82AD	24. Upgraded PSET module and reporting	4	Achieved	Assisting VQA on the module
	82AD	25. Development of Harmonized Standards Monitoring Tools	4	Achieved	Awaiting SBM to provide reporting template
	82AD	26. Maintenance of Examinations & Assessment - VANSTA module	1	Achieved	
	82AD	27. Development of Examinations & Assessment - Examination File Repository	1	Achieved	
	82AD	26. Support provided to Scholarship System	1	Achieved	Continues support is provided to the SMIS
34. OPEN VEMIS data becomes the management tool for MoET	82AD	27. Implement dashboard and analytics tool for data collection and management to better inform management and resource decisions.	1	Achieved	
13. Information Technology Services	82AD	28. Existing IT Technical and user documentations are reviewed and updated quarterly.	6	Achieved	Documentation updates are based on infrastructure
	82AD	29. Government Broadband Network (GBN) connectivity is 98% operational and accessible to staff at MoET central offices and the six provincial education offices throughout the year.	4	Achieved	Continues support is provided to the GBN
	82AD	30. IT Preventive maintenance has been carried out at all MoET Central Offices in Port Vila and their reports submitted by July 2023.	4	Achieved	Continues support is provided to the Departments

	82AD	31. At least two preventive maintenances have been carried out at each of the six MoET Provincial Offices and their reports submitted in May & October 2023.	12	Achieved	Continues support is provided to the Departments
	82AD	32. Support and maintenance provided to keep government email service 98% online and accessible to MoET staffs and schools (government and government-assisted schools) at all times	4	Achieved	Continues support is provided to the PEO Preventive & maintenance.
	82AD	33. Support and maintenance provided to keep government VoIP service 98% online and accessible to users at all times	4	Achieved	Continues support is provided to the Government & Assisted Schools
	82AD	34. Support and maintenance provided to always keep MoET Management Intranet website 98% online and accessible to MoET users	4	Achieved	Continues support is provided to the VOIP
	82AD	35. Support and maintenance provided to keep MoET public website 98% online and accessible to MoET staffs, schools, students and public always	4	Achieved	Continues support is provided to the MOET Intranet/SharePoint
	82AD	36. Support and maintenance provided for MoET servers and backup servers to be 98% operational and accessible to MoET staffs at all times	4	Achieved	Continues support is provided to the MOET website.
	82AD	37. Support and maintenance provided for MoET Time Attendance system to be 98% operational and accessible to MoET staffs at all times and produce timely attendance reports when needed.	4	Achieved	Continues support is provided to the MOET Backups.
	82AD	38. Support and maintenance provided for PacSIMS application system and its server to be 98% online and accessible to EAU users at all times	4	Achieved	Continues support is provided to the MOET Helpdesk Portal.
	82AD	39. IT Helpdesk support to MoET staffs at the central offices down to the province and school level on network issues, equipment issues and other ICT issues is 98% satisfactory throughout the year.	4	Achieved	
11. Administrative services	82AC	27. Timely response to official communications.	1	Achieved	
	82AC	28. All Finance and Administration documents, correspondences, memos, circulars and letters are recorded, scanned and filed.	1	Achieved	
12. Accounting and finance services	82AC	29. Relevant documentation is prepared to process all receivables for the Ministry throughout the year.	4	Achieved	
	82AC	30. Relevant documentation is prepared to process all payables for the Ministry throughout the year.	4	Achieved	
	82AC	31. Staff cash advances/imprest are verified and confirmed, when applying or acquitting public funds throughout the year.	4	Achieved	

	82AC	32. Support is provided to the provincial education offices throughout the year.	1	Achieved	
	82AC	33. Necessary journal entries are prepared for charges to incorrect chapter heads throughout the year.	30	Achieved	
	82AC	34. Monthly cash flows are prepared and reviewed for the Ministry	2	Achieved	
	82AC	35. Timely response to financial audits	4	Achieved	
	82AC	36. Signatories for financial authorization are approved	1	Achieved	
	82AC	37. Financial documents is filed and scanned throughout the year.	1	Achieved	
13. Management, development, and training on Open VEMIS	82AC	65. Training is provided to all provinces on Asset and Land Management Module in Open VEMIS.	6	Not achieved	
15. Administrative services	82AC	66. Timely processing of official calls.	1	Achieved	
	82AC	67. Greeting and timely processing of official appointments.	1	Achieved	
	82AC	68. Official appointments are confirmed.	1	Achieved	
	82AC	69. Timely delivery and pick up of mails.	1	Achieved	
	82AC	70. All Finance and Administration documents, correspondences, memos, circulars, and letters are recorded, scanned and filed.	1	Achieved	
	82AC	71. All MoET Central Headquarter Offices are tidy and clean.	1	Achieved	
	82AC	72. MoET Central Headquarter Lawn and flower beds are trimmed, neat and clean.	1	Achieved	
	82AC	73. All MoET Vehicles are allocated and communicated to the Director General and Directors.	1	Achieved	
	82AC	74. All MoET Vehicles are Schedule for Servicing and maintenance.	1	Achieved	
	82AC	75. All MoET Vehicles are washed and cleaned.	1	Achieved	
	82AC	76. All MoET Vehicles have a logbook that is completed daily	1	Achieved	
	82AC	77. All MoET Vehicles have a booking book with the secretaries or allocated Officer	1	Achieved	
	82AC	78. All MoET Vehicles are inspected for annual roadworthy certification	1	Achieved	
	82AC	79. All MoET Vehicles used after Official hours applied for in the prescribed PSC form and approved MoET Director, Director General and PSC Secretary General.	1	Achieved	

	82AC	80.All MoET Vehicles are monitored through GPS Tracking	1	Achieved	
	82AC	81.All MoET Vehicles that are involved in accidents are reported within 72 hrs. after the accident.	1	Achieved	
	82AC	82.All MoET vehicles are driven by authorize Drivers or Officers who have valid driving license	1	Achieved	

5.4. Policy and Planning Directorate

Table 7: Achievement Status of the 2024 Budget Narrative Targets - Policy & Planning Directorate

Department	830				
Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comments
12. Strengthen Community Engagement	83AA	Education Authority (EA) Meeting conducted	Conduct 1 EA meeting by June	Not Achieved	Domestic travel difficulty and restriction of travel dues to cashflow situation. Activity deferred to 2025 Business Plan.
	83AA	Education Authority (EA) MOUs renewed	Renew 11 EA MoUs by December	Not Achieved	Domestic travel difficulty and restriction of travel dues to cashflow situation. Activity deferred to 2025 Business Plan.
	83AA	Annual Joint Planning meeting conducted (with DP's based on MoET Draft 2025 BP)	Conduct 1 Annual Joint Planning meeting in November	Achieved	
31. MoET organizational structure and roles and responsibilities are updated and aligned	83AA	Education legislations reviewed	Prepare 3 drafting instructions by May	Not Achieved	Incomplete consultation due to unavailability of DG. Consequential amendment to TSC Act pending completion of Education Act drafting instruction Incomplete Consequential amendment to VQA Act pending completion of Education Act drafting instruction. Deferred to 2025 Business Plan
11. Existing schools are rationalized and areas of need for new schools are justified	83AB	School assessment conducted and report(s) delivered.	Conduct and deliver 10 school assessment reports by December	Not Achieved	Activity complete base on schools' registration board decision. To use existing OV data. Onsite assessment deferred to 2025 Business plan
	83AB	Ambae School Registration Visit conducted	Conduct school registration visit in Ambae by December	Not Achieved	No applications received for schools on Ambae.

	83AB	School registration status updated in OV	Update the status of school registration by December	Not Achieved	Activities 5-7 are to be deferred for 2025. Flight restriction cause delay of the activity
	83AB	Education Authority and School Registration Policy Reviewed and Finalized	Reviewed and finalized MoET Education Authority and School Registration policy by December.	Not Achieved	Delayed in Activity due to other commitments of key Officials involved. Activities 5-11 are to be deferred for 2025.
17. Policy Development Guidelines are developed and implemented	83AB	MoET Policy Development Training conducted	Conduct 1 Policy Development Training by March	Achieved	
	83AB	Policy Registry Updated	Update 2 6-monthly policy registry updates by December	Not Achieved	
	83AB	Technical support provided to MoET Directorates on Policy Development	Provide support to 5 policy projects by December	Achieved	
	83AB	Training on EQAP Policy Development Toolkit for MoET Officers provided	Conduct 1 policy toolkit training by June	Achieved	
27. Planning, Budgeting, Financing, and Reporting processes are strengthened	83AB	Internal MoET Planning & budgeting brief session is conducted to Senior Management Team and managers on the 2025 Business Plan and timelines	Conduct 1 internal MoET planning & budgeting brief meeting with senior managers and managers by May	Achieved	
	83AB	Planning and M&E Support provided to Provincial Education Officers (to 2025 complete planning)	Provide 6 planning and M&E support training to provincial education officers by October	Not Achieved	Flight cancellation
	83AB	Training of Trainers Training on Rapid Education Need Assessment (RENA) form is coordinated and conducted with Provincial Education Officers in six provinces	Coordinate and conduct 6 ToT trainings in provincial Education offices by September	Not Achieved	Flight cancellation
	83AB	Policy and Planning Directorate divisional meeting conducted	Conduct 4 divisional planning meeting by each quarter	Achieved	
	83AB	Policy and Planning Directorate planning meeting conducted to work on the Draft of the 2025 BP	Conduct 1 planning session by May	Achieved	

83AB	MoET 2025 Business Plan (1 st draft) produced	Produce 1 first Draft of the MoET 2025 BP by May	Achieved	
83AB	MoET 2025 budget narrative produced	Produce 1 MoET Budget Narrative report by May	Achieved	
83AB	Finalized MoET 2025 Business Plan	Finalize 1 draft of the MoET 2025 BP by November	Achieved	
83AB	MoET Planning Cycle developed	Develop and approve 1 MoET Planning Cycle by June	Not Achieved	Due to workload, this activity needs more time to be completed. Differed to 2025 work plan
83AB	MoET SEO Conference conducted	Conduct 1 MoET SEO conference by July	Not Achieved	Upcoming cohort activities have caused a delay in logistics including lack of resources. Differed to 2025 work plan
83AB	Project implementation status (matrix) updated and circulated to inform the Senior Management Team and activity managers of the progress.	Update and circulate 4 project implementation status reports by December	Not Achieved	Restriction on domestic traveling. Rely on Project site visit carried out by Facility Unit
83AB	Project proposals submitted to DSPPAC	Submit 20 project proposals to DSPPAC by December	Achieved	Overachieved. Submitted 32 project proposal to DSPAC in 2024
83AB	MoET Corporate Plan is finalized and communicated	Finalize and communicated the reviewed MoET Corporate Plan by December	Achieved	The MoET corporate Plan 2024-2028 is completed and was signed.
83AB	2023 Annual report produced and submitted	Produce and submit 1 annual report by March	Achieved	2023 Annual Report approved and submit
83AB	Quarterly progress reports produced and circulated	Produce and circulate 4 quarterly progress reports by the beginning of each quarter	Achieved	Quarterly report submitted
83AB	MoET Results Framework reviewed and updated	Review and update 1 MoET Results Framework by November	Achieved	
83AB	General M&E support provided to GPE, VESP, and other programs	Provide general M&E support to GPE, VESP and other programs by December	Achieved	
83AB	MoET Planning and Reflection workshop conducted	Conduct 1 learning and reflection workshop by November	Achieved	

31. MoET organizational structure and roles and responsibilities are updated and aligned	83AB	Administration tasks executed for Policy and Planning Directorate.	Execute administration tasks for 13 Senior Officers for PPD by December	Not Achieved	
4. Monitoring equitable access to quality education	83AC	OV Development plan reviewed and finalized	Review and finalize 1 OV Development Plan by January	Achieved	It will be reviewed in 2025 to incorporate the recommendation highlighted in the Open VEMIS assessment report.
	83AC	OV Development Plan Implemented	Implement activities highlighted in OV development plan	Not Achieved	No full-time officer to implement the activities highlighted in the plan. We depend mostly on contracted technical advisors.
	83AC	OV Development plan Monitoring Reports (Six months) produced and finalized	Produce and finalize 2 OV implementation plan monitoring reports by December	Not Achieved	No monitoring report published due to lack of implementation of activities
	83AC	All School data are entered and verified in the OV system	Enter and verify ECCE, Primary, Secondary & PSET data by May	Not Achieved	No funding available to conduct the training
	83AC	Open VEMIS Policy report reviewed and finalized	Review and finalize 1 OV Policy Development report by December	Not Achieved	First draft has been developed and circulated for feedback. Awaiting the OV Policy team to provide feedback before finalized the policy for consultation
	83AC	2023 Statistical table report produced and published	Produce and publish 1 statistical Tables report by December	Achieved	
	83AC	2023 Statistical Digest report produced, approved, and published	Produce, approve, and publish 1 Statistical Digest report by August	Not Achieved	
	83AC	The 2023 National Education Fact Sheet verified and approved. The 2023 Provincial Education Fact Sheet verified and approved	Verify and approve 1 National Factsheet and 1 Provincial Education Factsheet by December	Achieved	Factsheet published
	83AC	The UIS Questionnaire was completed and submitted	Complete the 2023 UIS questionnaires	Not Achieved	

	83AC	Statistics Data Workshop conducted	Conduct 6 training with Province Education Offices	Not Achieved	No funding available to conduct the training
	83AC	Retreat conducted with provincial VEMIS team	Conduct 1 retreat for VEMIS officers to identify issues, challenges and way forwards with Provincial VEMIS team by June	Not Achieved	Lack of funding to conduct the training
	83AC	Disability and PSET data training conducted for school principals	Conduct training in 6 provinces with School principals by August	Not Achieved	Lack of funding to conduct the training
28.MoET Research Policy Guideline is developed and implemented by 2030	83AD	MoET Research guideline awareness conducted	Conduct 2 awareness of Research Guidelines in provinces by December	Achieved	
	83AD	Compliance Checklist for research guidelines developed and used	Produce 1 compliance checklist report by November	Achieved	
	83AD	All research initiatives for MoET are coordinated	To produce 2 study research reports by December	Achieved	
	83AD	Secondary school capacity study conducted, and report produced	Conduct and produce 1 report of Secondary School Capacity Study by December	Not Achieved	Not relevant
	83AD	Impact of the transfer of Schools Authorities study conducted in Vanuatu and report produced	Conduct and produce 1 report of the impact of the transfer of Schools Authorities by December	Not Achieved	
22. Post-School Education and Training Policy is updated and implemented	83AE	MoET Desktop Data review is conducted and completed	1	Achieved	
	83AE	MoET HRD Policy is developed and finalized	1	Not Achieved	
HRD	83AE	Number of Capacity Building Training Attachment attended by PPD officers	2	Not Achieved	

5.5. Education Services Directorate

Table 8: Achievement Status of the 2024 Budget Narrative Targets - Education Services Directorate

Department	530				
Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comment
19. Assessment practices are harmonized	53AA	Three sets of Examinations results are discussed by the board members and released to public in a timely manner	3	Achieved	
13. Strengthen Disaster Risk Reduction and Management (DRRM)	53AA	Schools needing support on teaching learning materials, temporary shelter, food and water are identified and supported to allow smooth resuming of schools	30	Achieved	
31. MoET organizational structure and roles and responsibilities are updated and aligned	53AA	ESD structure is reviewed and submitted to MoET senior management and PSC	1	Achieved	
	53AA	Each unit under ESD undergo capacity development activity	1	Not Achieved	
27. Planning, Budgeting, Financing, and Reporting processes are strengthened	53AA	ESD priorities for 2025 are discussed and planning, budgeting are aligned to the priorities	1	Achieved	
	53AA	ESD budgets and new policy proposals for 2025 prepared	1	Achieved	
	53AA	ESD 2024 business plans are coordinated	1	Achieved	
	53AA	ESD quarterly, annual and reports are coordinated	5	Achieved	
	53AA	Projects and programs under ESD are closely monitored and supported	1	Achieved	
	53AA	Higher level negotiations to establish new teachers and students' policies are undertaken	2	Achieved	
	53AA	Higher level meetings are attended to as directed by the Director General		Target Not Provided	Target was not set on the Business plan
	53AA	Committees and board meetings are chaired by ESD director as mandated for in policies and Acts		Target Not Provided	Target was not set on the Business plan

27. Planning, Budgeting, Financing, and Reporting processes are strengthened	53AB	Early Childhood & Care Education section business plan is implemented, monitored, and reported.	1	Achieved	
	53AB	Basic Education section business plan is implemented, monitored, and reported.	1	Achieved	
	53AB	Secondary Education section business plan is implemented, monitored, and reported	1	Achieved	
	53AB	National Education Program section business plan is implemented, monitored, and reported	1	Achieved	
	53AB	Education Service Directorate 2025 Business Plan developed	1	Achieved	
31. MoET organizational structure and roles and responsibilities are updated and aligned	53AB	Education Act Amended to reflect current Education Services System	1	Achieved	
	53AB	Teaching Service Commission Act propose amendments to address Teachers issues and improve teaching	1	Achieved	
	53AB	Strengthen TAFEA & TORBA Provincial Education Officers capacity in Leadership, Manager, Planning, Monitoring & Report	2	Achieved	
	53AB	Conduct Education Service Unit Staff Appraisal	4	Achieved	
	53AB	Facilitate the process for Education Service Unit staff to develop individual plan	4	Achieved	
	53AB	Facilitate and conduct Professional Development (PD) for the unit staff	4	Achieved	
12. Strengthen Communication Engagement	53AB	ESD Communication strategy developed and communicated to stakeholders	1	Achieved	
31. MoET organizational structure and roles and responsibilities are updated and aligned	53AB	Provincial Inspection & Compliance Officers contracted	6	Not Achieved	No longer necessary
30. School Inspector Guideline is developed and implemented	53AB	School visits conducted	20	Not Achieved	VTU strike
31. MoET organizational structure and roles and responsibilities are updated and aligned	53AB	National and provincial ESD structure reviewed	1	Achieved	
	53AB	Zoning of school	1	Achieved	

19. Assessment practices are harmonized	53AB	National subject panel meeting facilitated	3	Achieved	
17. Develop and Implement Policy Development Guideline Policy	53AB	Basic Education Policy developed	1	Not Achieved	
	53AB	Secondary Education Policy developed	1	Not Achieved	
National Teacher Qualification upgrade policy is developed and implemented	53AB	Fourth night professional development for teacher developed. Teacher qualification upgraded	50	Achieved	
National Teacher Qualification upgrade policy is developed and implemented	53AB	Officers' attachment neighboring MOE & regional institution.	2	Not Achieved	
	53AB	Concept note to re-introduce remote benefits developed. Concept note for new recruitment to begin their teaching careers in remote schools developed	2	Achieved	
	53AB	Mapping exercise to align the life skills subjects with VQA requirements conducted	1	Not Achieved	
12. Strengthen community Engagement	53AB	Global Partnership Education (GPE) Focal Point established	1	Achieved	
	53AB	Project Focal Point innovated	1	Achieved	
	53AB	Vanuatu Secondary Education Support project developed	1	Achieved	
4. Monitoring equitable access to quality education	53AC	Primary schools' support strengthened on the Curriculum Implementation and Reporting Guidelines	30	Achieved	
	53AC	Provincial curriculum facilitators trained on Classroom Assessment and Reporting modules	30	Not Achieved	Earthquake & teachers' strike
	53AC	Trainings on strengthening support for curriculum implementation in provinces conducted and report produced	3	Not Achieved	
	53AC	The junior secondary teachers observed and supported on the implementation of year 7-8 outcome-based curriculum in 3 selected provinces	50	Achieved	
	53AC	The junior secondary teachers inducted on the year 9 outcome-based curriculum	700	Not Achieved	Complete: Torba, Malampa and Tafea. Behind schedule: shefa, penama and sanma. vanuatu teachers national strike & Peo ESD has put on hold activity related to teachers. training on

					remaining province to commence in March 2025
	53AC	The senior secondary teachers (year 11, 12 and 13) supported and monitored on the outcome-based curriculum.	260	Not Achieved	syllabus completed & teacher's guide on track
9. Children have equitable access to schools	53AC	The centre schools trained and supported for students with visual impairment	12	Not Achieved	Instructors' manual was developed to guide the teacher's manual development & teacher's manual to be developed in 2025. teachers' manual to be developed in 2025 and training to be done in 2025
	53AC	The schools trained and supported for student with hearing impairment	15	Not Achieved	challenge with French translation. the translation has just been completed early this year 2025. a French editor is currently editing the guide. school training to be done in 2025
	53AC	The centre schools trained and supported for students with intellectual impairment	15	Not Achieved	training was not carried out due to funding, flight cancellation and teachers' strike. Training to be done in 2025
12. Strengthen Community Engagement	53AC	The communications on strengthening curriculum implementation in provinces developed (focusing on inclusion and literacy)	2	Not Achieved	PEO-CDU & niec-MoET to be fully engaged in this task.
	53AC	The community awareness on Family Life Education with gate keepers in selected provinces conducted and report delivered	3	Achieved	
	53AC	The provinces engaged in the development of vernacular resources in collaboration with stakeholders.	1	Not Achieved	2024: Penama done 2025: Torba & Malampa

	53AC	The Partner support Ministry Strategic Plan developed through a Joint Partner Agreement	4	Achieved	1-2: FLE completed. 3: FLE 2025 ab already signed 4: jss-optional subject - on track. 5: ie-completed. 1-3: done with the help of unfpa. 4: rbv to develop strand-4 of education enterprise (digital financial literacy). 5: ie done with use sign language
16. Review and implement National Education Language Policy by 2030	53AC	Number of schools supported to use vernacular resources aligned with literacy	15	Not achieved	
	53AC	Education Language Policy reviewed and endorsed	1	Not achieved	
	53AC	Number of provincial trainings and support on strengthening literacy support for curriculum implementation in selected provinces conducted and report delivered	3	Not achieved	
	53AC	Number of provincial curriculum facilitators trained on National Literacy Strategy modules	30	Not achieved	
	53AC	Number of provincial curriculum facilitators trained on Language for Teaching and Learning Guidelines modules	30	Not achieved	
	53AC	Number of schools supported to use the teaching and learning strategies and progress map in select schools	20	Not achieved	
20. Schools use the relevant national curriculum	53AC	Provisioned relevant and appropriate National Curriculum (years 1-3 to Primary schools)	10	Not achieved	Need to review VNCS first
	53AC	Provisioned relevant and appropriate National Curriculum to junior secondary schools (Optional subjects)	20	Achieved	Vanuatu teachers' national strike disturbances. year-13 syllabus to be reviewed in 2025
	53AC	Provisioned relevant and appropriate curriculum support resources to Senior Secondary schools.	46	Achieved	
	53AC	Number of Senior Secondary teachers trained on Family Life Education curriculum.	54	Achieved	
	53AC	Number of consultations carried out on the review of the Vanuatu National Curriculum Statement	2	Not achieved	The first in-house consultation between CDU & VAESP (main supporting partner) was done

					& provided recommendations need to be implemented this year-2025.
	53AC	Key curriculum indicators developed	10	Not achieved	PEO CDU needs to consult with each cdu coordinator & cdu supporting partners for the completion of this task
31. MoET organizational structure and roles and responsibilities are updated and aligned	53AC	Liaised with HR Unit to review CDU structure	3	Not achieved	Sco need to work closely with moet-hru for further review according to PSC schedule.
	53AC	Developed and implemented continuous professional development and capacity building with CDU	3	Achieved	2025: need to be completed
Monitoring equitable access to quality education	53AD	VANSTA Monitoring Study test (5 th cycle) is administered and reported (Strengthening & Improve Literacy)	6	Not Achieved	Partially complete due to teachers strike. Differed to 2025
	53AD	Number of Schools are trained on VANSTA and PILNA Data Mining workshop (Strengthening & Improve Literacy)	6	Achieved	
	53AD	Number of Schools are supported on training of provincial Data Clubs (Strengthening & Improve Literacy)	6	Not achieved	
	53AD	Number of Teacher and Provincial Officers ToT on the use of ARTTLe (Strengthening & Improve Literacy)	6	Not achieved	
	53AD	Design phase & Consultation of National Standardized Class Base Continues Assessment (Yr.1-Yr6)	1	Not achieved	
	53AD	National Moodle plate form developed including: 1. VSSC 2. ARTTLe 3. VNESC/CNES 4. Yr.10 (Digitalization of Exams & Assessment)	1	Not achieved	With basic and junior still in progression stage while with senior's lesson activities are all inserted into the Moodle updated and used by schools for seniors e moodle.
Support quality curriculum reform and harmonization of assessment practices to	53AD	Relevant assessment mechanisms (Customizing PacSIM for Yr.13 Anglo & 4D Licence to be utilized by IT & EAU Officers) implemented	1	Achieved	

achieve uniform curriculum in government and government assisted schools	53AD	Implementation of Year 11 ,12 and 13 examination and assessment reviewed	6	Achieved	
	53AD	National Maths and Science performance (Yr. 10, 12, 13) is supported and improved Co-shared with ESD units <i>National Subject Teachers Conference</i> (Strengthening & improve Maths and Science)	6	Achieved	
	53AD	Number of assessment resources for year 13 & 12 developed	1	Achieved	
	53AD	Year 10, 12 & 13 2024 exam candidates enrolled	6	Achieved	
	53AD	Yr. 12 and 13 IA and EA into PACSims tagged	1	Achieved	
	53AD	Year 10, 12, 13 provincial teachers on IA program and 2023 exam results inducted	6	Achieved	
	53AD	Year 10, 12 & 13 Examinations paper designed, moderated and independent checker checked	1	Achieved	
	53AD	The designing, implementation and moderation of Year 10,12,13 Internal Assessment is coordinated and facilitated	1	Achieved	
	53AD	Internal Assessment program and Tasks in all Province verified	6	Not Achieved	Verification report to be completed and submitted
	53AD	Number Schools in the Province accredited	6	Not Achieved	
	53AD	Review of Programs supported (Yr. 11-13 Anglophone & Francophone to ensure Harmonization are upheld)	16	Achieved	Ongoing activity, which will be updated after very 2 – 3 years
	53AD	National program with regional and international University with support from EQAP accredited (Strengthening & Improve teaching & Learning)	1	Not Achieved	
	53AD	Scripts are printed, checked, packaged, labelled & dispatched	6	Achieved	
	53AD	Marking, Data Entry, Integrity Checks, IA/EA upload, processing of results, Selection and Placement, Publication of results, Certification of Qualification	1	Achieved	
	53AD	The officer train on the Development of soft Item Bank for VANSTA and Yr. 10,12,13 Qualification (Strengthening & Improve teaching & Learning)	1	Achieved	
53AD	Number of officers with EQAP attached (Strengthening & Improve ESD Capacity)	4	Not Achieved		

29. School Improvement Unit Policy is developed and implemented	53AE	The School Strategic Plans (SSP) and Annual Plans for every Primary and Secondary Schools are uploaded into OV	428 Pri 109 Sec	Not Achieved	Needs TSC delegation of power. request the delegation of power to TSC and activity differed to 2025 Business plan
	53AE	The development of the response strategies for the needs identified in the Torba report is done.	1	Achieved	
	53AE	Inspection structure in place and officers are appointed	1	Not Achieved	
	53AE	Quality monitoring of SSP and support is completed	428 Pri 109 Sec	Achieved	
	53AE	School baseline survey in Tafea provinces is done	1	Not Achieved	This activity was interrupted by the Air Vanuatu Liquidation and the national teacher strike
	53AE	School baseline survey report is done	1	Not Achieved	Differed to 2025 Business plan
	53AE	Customization of VHSS Monitoring Tools into Smile Database is completed in collaboration with EQAP	1	Not Achieved	Differed to 2025 Business plan
	53AE	VHSS implementation and monitoring developed	1	Not Achieved	Differed to 2025 Business plan
	53AE	VHSS Training for ECCE Coordinators and Key Teachers developed	6	Not Achieved	Differed to 2025 Business plan
	53AE	Teachers have been appraised	600 Pri 200 Sec	Not Achieved	Differed to 2025 Business plan
	53AE	School performance quarter report done	4	Not Achieved	Teachers strike affected schools causing changes of school leadership. only quarter 1 report was done others were disturbed.
14.Reduction in the number of the out of School Children	53AF	Schools are ready (infrastructure, teaching & learning resource, environment) to begin 2024 academic year – TC Lola affected schools	30	Achieved	
4. Equitable access to quality	53AF	Number of Key Teachers recruited, inducted and assessed on roles and responsibilities on ECCE related activities.	20	Achieved	

education is monitored	53AF	Number of Teachers assessed on teaching outcomes against revised curriculum program.	20	Achieved	
	53AF	Number of Trainings conducted on Harmonized Standards and Improvement Plan for ECCE teachers to be led by PC`s and Key-Teachers	2	Achieved	
	53AF	80% of ECCE Teachers data in OV, credentials and ECCE school structure	1	Achieved	
20. Schools use the relevant national curriculum	53AF	Number of Key teachers and Teacher trained on Physical and digital Library in the provinces	100+	Achieved	
	53AF	Number of Key Teachers and Teacher trained on Phonics Package in Torba and Tafea	60	Achieved	
	53AF	Number of interviews conducted for the ECCE Quality Assessment Study.	20	Achieved	
	53AF	Printing of ECCE Teaching and Learning Resources completed	300	Achieved	
22. Align MoET to SDG4 through the National Sustainable Development Plan	53AF	ECCE policy Reviewed	1	Achieved	
	53AF	Built Cyclone resilient ECCE classrooms	12	Achieved	
	53AF	ECCE Annual Provincial Coordinator`s Workshop conducted	1	Achieved	
	53AF	ECCE Curriculum is reviewed	1	Achieved	
	53AF	ECCE Area Branch Associations strengthened (committee and Toy-making workshops)	1	Achieved	
	53AF	Number of centres under provisional licensed are assessed and registered	1	Achieved	
	53AF	Communications – Advocacy of ECCE programs	1	Achieved	
12. Strengthen Community Engagement	53AF	Number of PSP Task- Force and Community training conducted in Torba, Sanma, Ambae & Maewo, Malekula, Tanna and Shefa	20	Achieved	
24. National Teachers Development Plan is implemented by 2030	53AF	2.5% of ECCE teachers in Vanuatu are enrolled and 2.5 % to continue teacher development trainings	20	Achieved	
	53AF	Number of ECCE Teachers who signed their contract in 2023-2025	20	Achieved	
14 Reduction in the number of the Out-of-School Children	53AG	Schools are ready (infrastructure, teaching & learning resource, environment) to begin 2024 academic year – TC Lola affected schools	30	Achieved	
31. MoET organizational structure and roles and responsibilities are updated and aligned	53AG	Re-establish the process of work which normally shared between TSC and the education services in regard to administrating teachers in the schools	1	Achieved	

1. School Financial Management Manual are updated	53AG	Soon as the new Regulation Order is formalized, organize awareness and training to the provincial officers and principals in the six provinces.	6	Achieved	
15. Elimination of Grade Repetition	53AG	Policy to guide school administration and principals to stop overcrowding in schools developed	1	Not Achieved	.
10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53AG	All schools in the six different Provinces to establish their HPS committee develop their work plans to implement	50	Not Achieved	
27. Planning, Budgeting, Financing, and Reporting processes are strengthened	53AG	Standard activity calendar for Central and Provincial officers to follow throughout the year developed	6	Achieved	
	53AG	Primary and Secondary School Policy guideline to address School issues developed	6	Not Achieved	
12. Strengthen community engagement	53AG	Primary school children to Japan to be part in the exchange of culture in APCC coordinated	6	Achieved	
	53AG	Accompany Yoshi to carry out the E-math Melanesia with the selected pilot schools in Port Vila.	6	Not Achieved	
20. Schools use the relevant national curriculum	53AG	Schools have adequate teaching and learning resource especially for TC Kevin, TC Judy & TC Lola affected schools	30	Achieved	
19. Assessment practices are harmonized	53AG	Internal and external assessment are contact in the school especially for TC Kevin, TC Judy & TC Lola affected schools	30	Achieved	
23. National Teacher Qualification upgrade policy is developed and implemented	53AG	School monitoring and teachers' observation especially for TC Kevin, TC Judy & TC Lola affected schools	30	Achieved	
19. Assessment practices are harmonized	53AG	Improvement of literacy & numeracy	1	Not Achieved	
23. National Teacher Qualification upgrade policy is developed and implemented	53AG	Teachers' professional capacity development	2	Achieved	
26. Teaching Service Staff Manual is implemented	53AG	Principal professional capacity development & Management	1	Achieved	
20. Schools use the relevant national curriculum	53AG	Physical education & extra-curricular activities in schools	1	Achieved	

18. IT Policy is updated and implemented by 2030	53AG	Promote ICT & e-learning in provinces & schools	1	Achieved	
10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53AG	National Education program (HPS, IE, EIE, SCE, WiNS, SC & GEIE)	1	Achieved	
12. Strengthen community engagement	53AG	Strengthen advocacy & communication (national policies & Education Act)	1	Not Achieved	
13. Strengthen Disaster Risk Reduction and Management (DRRM)	53AG	Support the development of preparedness plan, response & recovery for schools	1	Achieved	
14.Reduction in the number of the out of School Children	53AH	Schools are ready (infrastructure, teaching & learning resource, environment) to begin 2024 academic year – TC Lola affected schools	30	Achieved	
26. Teaching Service Staff Manual is implemented	53AH	Re-establish the process of work which normally shared between TSC and the education services in regards to administrating teachers in the schools.	1	Achieved	
	53AH	School fee Regulation Order is formalized, organize awareness and training to the provincial officers and principals in the six provinces.	6	Not Achieved	
	53AH	Policy to guide school administration and principals to stop overcrowding in schools developed	6	Not Achieved	.
	53AH	All schools in the six different Provinces to establish their HPS committee develop their work plans to implement.	30	Not Achieved	
	53AH	Literacy & numeracy improved	1	Not Achieved	
	53AH	Teachers' professional capacity development	2	Not Achieved	
	53AH	Principal professional capacity development & Management	1	Not Achieved	
	53AH	Physical education & extra-curricular activities in schools	1	Not Achieved	
	53AH	Promote ICT & e-learning in provinces & schools	1	Achieved	
	53AH	National Education program (HPS, IE, EIE, SCE, WiNS, SC & GEIE)	1	Not Achieved	
	53AH	Strengthen advocacy & communication (national policies & Education Act)	1	Not Achieved	
	53AH	Support the development of preparedness plan, response & recovery for schools	1	Not Achieved	
	53AH	Secondary School Policy guideline to address School issues developed	6	Not Achieved	

	53AH	Schools have adequate teaching and learning resource especially for TC Kevin, TC Judy & TC Lola affected schools	30	Achieved	
	53AH	Internal and external assessment are contact in the school especially for TC Kevin, TC Judy & TC Lola affected schools	30	Achieved	
	53AH	School monitoring and teachers' observation especially for TC Kevin, TC Judy & TC Lola affected schools	30	Achieved	
10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53AJ	WASH in Schools' Policy framework available and operationalized	1	Not Achieved	
	53AJ	WASH in School is included into the Schools Strategic Planning cycle	1	Not Achieved	
	53AJ	WASH in schools' resources and training package is available to all schools	1	Not Achieved	
	53AJ	WASH status at schools is annually monitored and reported	1	Not Achieved	
	53AJ	WASH in school's advocacy plan available and implemented	1	Not Achieved	
	53AJ	WASH in schools' activities are effectively coordinated	4	Not Achieved	Unavailability of some key partners and stakeholders leads to meeting postponement and cancellations. develop meeting schedules for 2025 and share in advance with stakeholders and partners or share at beginning of each quarter.
	53AJ	Provincial WinS implementation plans are available and regularly reviewed	6	Not Achieved	Baseline surveys for Penama complete, Torba and Tafea almost completed, shefa, Malampa and Sanma not yet started. Reports for Malampa and Penama available, Sanma under development. other 3 provinces awaiting completion of baseline. support 3 provinces to

					complete baseline in quarter 1 2025
	53AJ	All school have capacity to assess, plan and implement WASH activities in schools	600	Not Achieved	Delay in baseline data collection has delayed wins training to provinces and schools. only Malampa province training started with 2/4 training schedules completed. trainings in schools to take place in q2, q3 & q4 2025.
	53AJ	WASH in schools' capital investment plan is available	1	Not Achieved	
	53AJ	Shefa WinS provincial consultation and baseline collection	1	Not Achieved	Shefa Peo office under staff (limited hr resources. nep team, partners and stakeholders to support province to conduct baseline in q1 2025
	53AJ	Support Penama province on WinS improvement and sustainability	1	Not Achieved	Provincial review meeting rescheduled to 2025 due to planning delays resulting in funding unavailability. provincial review meeting to be in q2 & q3 2025 and funds to be provided.
13.Strenghten Disaster Risk Reduction and Management (DRRM)	53AJ	Number of Awareness and Advocacy on EIE policy	7	Not Achieved	
	53AJ	Number of SBDRR Provincial Trainings conducted with stakeholders and school principals	6	Not Achieved	
	53AJ	Number of Schools with School Disaster Management Plan developed, implemented, monitored and a report produced	100	Not Achieved	
	53AJ	Number of trainings on the MoET contingency plan conducted and a report produced	1	Not Achieved	
	53AJ	Strengthen coordination and understanding of the EIE	1	Not Achieved	
	53AJ	Number of Education cluster meetings	4	Not Achieved	

	53AJ	Monitor SBDRR practices in schools through provincial Education Officers via Safe School Officers	100	Not Achieved	
	53AJ	Support coordination of safe school program in Shefa, Sanma and Penama	6	Not Achieved	
	53AJ	Support the Awareness for School communities Linked to Safe Schools	100	Achieved	
	53AJ	Support the National reflection and learnings of the Safe school programme	1	Achieved	
	53AJ	Support the inclusion of EIE in school activities into School Strategic plan & Budgeting	1	Not Achieved	
	53AJ	Support in Developing MOET Needs assessment dashboard	1	Achieved	
	53AJ	School based Disaster Risk Reduction (SBDRR) Handbook Launched	1	Achieved	
	53AJ	EIE Policy Endorsed and launched	1	Not Achieved	
10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53AJ	Coordinate Health in School activities with the Provincial Education Office via provincial HPS committee	6	Not Achieved	
	53AJ	Number of MHPSS trainings conducted in Shefa & support Tafea MHPSS trainings	2	Not Achieved	
	53AJ	Support the coordination of MHPSS awareness at the school levels through provincial education office	100	Not Achieved	
	53AJ	Train MoET central staff on MHPSS	1	Not Achieved	
	53AJ	Conduct ½ day training on MHPSS before responding to an emergency	1	Not Achieved	
	53AJ	Support the coordination of HPV vaccinations with the provincial education office via HPS Provincial committee	6	Not Achieved	
	53AJ	Support the establishment of Counselling services in schools/ strengthening existing counselling services	100	Not Achieved	
	53AJ	Support provincial HPS initiatives and identify areas of support	6	Not Achieved	
	53AJ	Support & strengthen the Mental Health Referrals from schools to clinics	1	Not Achieved	
	53AJ	Number of quarterly HPS committee meetings	4	Not Achieved	late recruitment. Differed on to 2025
	53AJ	Support the inclusion of HPS in school activities into School Strategic plan & Budgeting	1	Not Achieved	

9. Children have equitable access to schools	53AJ	Number of awareness and advocacy in Inclusive Education and Training Policy	300	Achieved	
	53AJ	Strengthen data collection of children with disabilities and special needs in all 6 provinces	6	Achieved	
	53AJ	Support to IE Practices in schools	100	Achieved	
	53AJ	Number of IE Provincial coordinators meetings conducted	48	Achieved	
	53AJ	Number of IE steering Committees meetings conducted	4	Achieved	
	53AJ	Support to in-service/ pre-service IE teacher training	2	Achieved	
	53AJ	Support the coordination of the roll out of IEP in all provinces through provincial Education Office	100	Achieved	
	53AJ	Strengthen the referral pathway of identified students for available services	1	Achieved	
	53AJ	Conduct trainings on IE concepts to provincial education staff & stakeholders	6	Achieved	
	53AJ	Support the inclusion of IE in school activities into School Strategic plan & Budgeting	1	Achieved	
	53AJ	Field Trip learning program	1	Achieved	
	53AJ	Bi-annual Meeting	1	Achieved	
	53AJ	IE Teacher placement policy	1	Achieved	
	53AJ	Roll-out of Behavioral change campaign	6	Achieved	
12. Strengthen community engagement	53AJ	Suango Bilingual Community school, Vila East School, Vila North school, Ecole Centre Ville, Seaside Community School, and Freshwota Bilingual School works with MOET to review the school-based policies and implement the changes proposed.	6	Not Achieved	Once SCE policy handbook for schools is finalised and approved by SMT, schools will be able to use that handbook to make changes to the school-based policies to be done in 2025
	53AJ	Re-orientation of the SCE concept to the 6 pilot schools	1	Achieved	
	53AJ	Conduct SCE Trainings for Teachers in Suango Bilingual Community School, Vila North School, Vila East school, Ecole Centre Ville, Seaside community school and Freshwota bilingual school on Efate specifically on SCE lesson plan development	6	Not Achieved	4 and 5 – teachers who were responsible for the SCE in their schools were involved in the teachers’ strike. carry on in 2025
	53AJ	Review of Teacher’s guides	5	Not Achieved	

	53AJ	Provide Provincial advocacy on SCE Teacher's Guide and Introduction and ToT to other Education Officers and stakeholders in the other 5 provinces	12	Not Achieved	
	53AJ	Monitor/observe teachers of the 6 SCE pilot schools in their rollout of SCE learning in the classrooms esp. on the use of SCE Lesson plans	1	Not Achieved	
	53AJ	School visits to the 6 SCE pilot schools using the SCE Checklist and using the Policy Handbook to assist schools to develop one Policy to support SCE teaching/learning	6	Not Achieved	
	53AJ	Support the inclusion of SCE in school activities into School Strategic plan & Budgeting	1	Not Achieved	
9. Children have equitable access to schools	53AJ	Number of awareness and advocacy on GEIE policy	6	Not Achieved	late recruitment. Differed to 2025
	53AJ	Provincial Women in education leadership network coordinated and supported in the provinces	6	Not Achieved	Late recruitment Differed to 2025
	53AJ	Negotiate funding for girls in STEM	1	Not Achieved	Differed to 2025
	53AJ	Gender equity in education Policy review	1	Not Achieved	Differed to 2025
17. Development and Implementation of the Policy Development Guideline	53AJ	Number of awareness, advocacy and trainings on child safeguarding	6	Achieved	
	53AJ	Develop guidelines for case management at school and provincial level	1	Achieved	
	53AJ	Child Safeguarding & student welfare Policy is mainstreamed into existing school policies	1	Achieved	
	53AJ	MoET Staff, provincial Education staff & stakeholders and school staff are trained in code of conduct and pledge their commitment to protect the students under their care	100	Achieved	
	53AJ	Enhance referral pathways for students being abused at school	1	Achieved	
	53AJ	Support the inclusion of CS&W in school activities into School Strategic plan & Budgeting	1	Achieved	
	53AJ	Policy review	1	Not Achieved	
9. Children have equitable access to schools	53AJ	National PE plan developed	11	Achieved	
	53AJ	Lessons learnt from SHEFA inter-secondary school sports coordinated & a report produced	1	Not Achieved	
	53AJ	Games Charters Plan developed, finalized and communicated to provinces and stakeholders	1	Achieved	

	53AJ	National inter-secondary school sports budget developed and fundings negotiated	1	Achieved	
	53AJ	Support the establishment of LOC for 2025 Games	1	Not Achieved	

5.5.1. Torba Provincial Education Office

Table 9: Achievement Status of the 2024 Budget Narrative Targets - Torba Provincial Education

Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comments
20. Schools use the relevant national curriculum	53CA	ECCE curriculum implemented	11 ECCE by June	Achieved	
	53CA	Reflection and awareness conducted in Primary Schools	5 Primary Schools (Motalava/Ureparapara) by June	Achieved	
		Primary teachers' refresher training on curriculum delivered.	5 Primary Schools by June	Not Achieved	
	53CA	Classroom Assessment and Reporting workbook workshop delivered	3 Primary schools (Torres) by June	Not Achieved	
	53CA	Classroom Assessment and Reporting workbook workshop monitored	15 Schools	Not Achieved	
	53CA	Secondary School Curriculum Implemented	4 Secondary School,1 Senior Secondary School by November	Not Achieved	
	53CA	FLE provincial activities implemented	4 Secondary Schools and catchment area by November	Not Achieved	
	53CA	School annual PD plan developed	100% of ECCE, Primary and Secondary by April	Not Achieved	
	53CA	PD Plan implemented and reported.	100% of ECCE, Primary and Secondary by Nov	Not Achieved	
	53CA	School Literacy Improvement Plan developed	24 Primary Schools by April	Not Achieved	
	53CA	School Literacy Plan monitored	24 Primary Schools by Nov	Not Achieved	
	53CA	School Numeracy Activity Plan Develop	24 Primary Schools by April	Not Achieved	
	53CA	School Numeracy Activity Plan monitored	24 Primary Schools by Nov	Not Achieved	
	53CA	Physical Education in schools strengthened	4 Secondary Schools, 12 Primary schools	Not Achieved	
23. National Teacher Qualification upgrade	53CA	Teachers are engaged in programs for further studies.	10 Teachers by Nov	Not Achieved	

policy is developed and implemented					
10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53CA	WASH facilities in schools are improved.	10 ECCE 10 Primary schools 3 Secondary schools by Sept	Not Achieved	
	53CA	HPS provincial activities implemented	1 plan by Nov	Not Achieved	No review due to the lack of the HPS committee members responses and attendance to the callings of meetings. Rescheduled to 2025 Q1
19. Assessment practices are harmonized	53CA	National reporting and assessment policy implemented	10 ECCE 9 Primary schools by November	Achieved	
	53CA	National exam results are communicated.	100% Primary and Secondary Schools	Not Achieved	
	53CA	National exam results are communicated	10 communities by November	Not Achieved	
18. IT Policy is updated and implemented by 2030	53CA	Use of ICT increased in schools through multiple actors.	2 Secondary Schools by June	Not Achieved	
	53CA	Teaching and Learning supported by VSAT or other internet access	11 Schools by Nov	Not Achieved	
27. Planning, Budgeting, Financing, and Reporting processes are strengthened	53CA	Provincial Office managed. Schools are managed	10 units 41 ECCE 27 Schools	Achieved	
	53CA	Schools are visited	10 schools by Nov	Achieved	
	53CA	New office building project supported	1 project document completed by May	Not Achieved	Not enough consultation with Facilities Unit. Reschedule to 2025 Q2
	53CA	New staff house building project supported	1 project document completed by May	Not Achieved	
	53CA	Principals' Conference conducted.	Principals Conference conducted by June 2024	Achieved	
	53CA	Principal Leadership and Management Training coordinated	1 training by Dec	Not Achieved	
	53CA	Teachers are observed.	100% Teachers of ECCE, Primary, Secondary	Not Achieved	
	53CA	Principals are appraised.	10 Principals by August	Not Achieved	

	53CA	School Strategic Plan (SSP)/ ECCE Improvement Plan (EIP) document uploaded. SSP/EIP Progressive report completed and available.	27 Schools 41 ECCE by February	Not Achieved	No Inclusive coordinator in the province. Reschedule to 2025 to identify inclusive teachers at school level
9. Children have equitable access to schools	53CA	Awareness on inclusive policy is conducted to ECCE	Awareness conducted to 41 ECCE by June 2024	Not Achieved	No Inclusive coordinator in the province. Reschedule to 2025 to identify inclusive teachers at school level
	53CA	Screening of schools (to identify disability) is conducted	Screening conducted to 41 ECCE & 4 secondary school by June 2024	Not Achieved	No Inclusive coordinator in the province. Reschedule to 2025 to identify inclusive teachers at school level
	53CA	Awareness on inclusive policy is conducted to Primary Schools	Awareness conducted to 24 Primary by June 2024	Not Achieved	No Inclusive coordinator in the province. Reschedule to 2025 to identify inclusive teachers at school level
	53CA	Individual Education Plan is developed	41 ECCE, 24 Primary, 4 Secondary School by June	. Not Achieved	No Inclusive coordinator in the province. Reschedule to 2025 to identify inclusive teachers at school level
11. Existing schools are rationalized and areas of need for new schools are justified	53CA	Schools are rationalized	1 school by October	Not Achieved	
	53CA	Santa Maria French Secondary School is re-established.		Not Achieved	
	53CA	New school plan documented and submitted. BLMS Year 11 Francophone BLMS Year 11 Science Telhei Year 11 Arts and Science. Bagavegug Secondary.	1 plan document by May	Achieved	
	53CA	Provincial Vocational School plan developed	1 plan document by May	Not Achieved	
12. Strengthen community engagement	53CA	Parental Support Program is implemented	10 ECCE branch by October	Achieved	
	53CA	Torba School Education Authority Group is established. (Provincial SEO)	1 Group by September	Not Achieved	

5.5.2. Sanma Provincial Education Office

Table 10: Achievement Status of the 2024 Budget Narrative Targets - Sanma Provincial Education

Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comment
25. Teacher registration and licensing policy is developed and implemented	53CB	Awareness conducted on registration and discipline policies to #school principals & school chairman by strengthening &improving Attitude and Value in their school communities. (Awareness on registration, strengthening & improving Attitude and Value with discipline policies to 20 ECCE, 20 primary and 20 secondary schools by November.	Not Achieved	
	53CB	SANMA School Principals, School Council Chairman Conference/meeting was organized and contacted in Luganville.	100 school principals and school Chairmans are equipped with information to improve academic performance	Not Achieved	Affected by VTU strike. Reschedule for 2025
	53CB	SISSA & National Secondary School Games	Coordinate the SANMA Principals Association in Preparations of the National Secondary School Games 2025.	Not Achieved	It is entirely on the Sanma School Principals Association Sports Committee to do the plan thus reschedule for 2025. To meet with those available and reschedule for 2025
	53CB	32. Finalize and implement communication strategy (Inclusive of communication before/during/after disaster)	To improve the SANMA Education communication strategy.	Not Achieved	The officer resigned and yet to be replaced. Work is in progress for recruited staff as replacement.
	53CB	33. Protocol for use of emails and social media including Facebook and Websites and Processes for Right to information are established and implementation		Achieved	

17. Development and Implementation of the Policy Development Guideline	53CB	Training on Developing school rules and policies conducted	Conduct Workshop for Key Teachers, 11 Primary and 1Secondary School Key teachers (Sanma 12 Area Councils)	Not Achieved	Activity affected by VTU strike
27. Strengthen Planning, Budgeting, Financing, and Reporting processes	53CB	-School Visits -Monitoring tools & Awareness. (Templates & Checklist)	Visit Schools in West Coast Santo and Northwest Santo 1/9 Primary Schools 2/1 Junior Secondary School	Achieved	
1. School Financial Management Manual are updated	53CB	Refresher Finance Training conducted & delivered to newly contracted Principals for 3 Secondary & 10 Primary Schools.	Refresher Financial Training is conducted to newly contracted Principals of 3 Secondary School & 10 Primary Schools by end March.	Achieved	
	53CB	Monitoring & Verification visit to Schools on Financial Management Manual to 87 Primary Schools and 15 Secondary Schools.	Monitoring visits to school is conducted to 87 Primary & 15 Secondary School Principals by end of November.	Achieved	
	53CB	Reporting of Financial Reports for Sanma Primary & Secondary Schools.	90% of Primary and Secondary School Finance reports updated and uploaded into the Open VEMIS by November.	Not Achieved	
	53CB	Coordination of Office Grant, Manage Payables and Receivables for PEO.	Financial Report for Office Grant is Managed & updated by November	Not Achieved	
6.School Maintenance Manual reviewed and updated	53CB	6.School Maintenance Manuel reviewed and updated	Targeted N# of schools: ECCE – 50 PS – 50 SS- 15	Not Achieved	
8.School Plumbing Maintenance Manual reviewed and updated	53CB	8.School Plumbing Maintenance Manuel reviewed and updated	Targeted N# of schools: ECCE – 50 PS – 50 SS- 15	Not Achieved	Affected by VTU strike. Reschedule once principals are reinstated.
7.Asset master plan developed and approved	53CB	7.Asset Master plan develop and approved	Targeted N# of schools: ECCE – 50 PS – 50 SS- 15	Achieved	

9.Children have equitable access to schools	53CB	1. Inclusive Education Policy reviewed and implemented.	15 Schools (8 ECCE, 7 primaries).	Not Achieved	
	53CB	1. Children have equitable access to schools 2. Implementation of Individual Education Plan.	15 Schools (8 ECCEs, 7 primaries).	Not Achieved	No Inclusive Coordinator. Still waiting for MoET to extend their contracts. Assign a replacement Through the central office for this task
4. Equitable access to quality education is monitored	53CB	8. Learning and Teaching is informed by assessment data, explicitly attainment and progress of all pupil groups, with a particular focus on externally validated data, to ensure constant improvement of pupil learning and the efficiency of the education system	(Training of the Class base Assessment Handbook) – CDU and the Reporting Guideline Target Schools X 15 PS	Achieved	
	53CB		Support the improvement of literacy & numeracy in 45 Primary schools. <ul style="list-style-type: none"> School Principals, Year 4 Teachers literacy Training. Year 1 – 3 Phonics Training 	Achieved	
	53CB	10.Ensure all of teachers are making demonstrable use of assessment data in planning learning and teaching activities, catering the specific needs of individual students	Teacher support training conducted for Junior and Senior Language and Maths. Encourage effective subject clubs X 9 JSS, X 8 SS	Not Achieved	
23. National Teacher Qualification upgrade policy is developed and implemented	53CB	78. Professional development for teachers (School & Zone base)	Effective PDP for Teachers School Base Refresher training reported on. Revive Zone base assessments and Provincial Monitoring for quality teaching 6 Area	Achieved	
	53CB	79. Provide Support and monitoring for effective teaching practices.	70 primary and 50 SS Principals and teachers are observed for improvement.	Not Achieved	

29. School Improvement Unit Policy is developed and implemented	53CB	Training delivered to Schools in developing their SIP/SSP.	SPEA and Coordinators Deliver training to 15 Primary School Principals & 5 Secondary School Principals By July.	Achieved	
10. Children have equitable access to HPS activities and equable access to quality WASH in schools' facilities.	53CB	3-star approach in schools is improved	20 Primary Schools 2 Secondary Schools. 3-star approach is improved by October	Achieved	
	53CB	BMI data updated	20 Primary Schools, Students BMI are uploaded into OV by June	Not Achieved	
	53CB	HPS Committee meeting conducted	3 HPS meeting conducted by December	Achieved	
19. Assessment practices are harmonized	53CB	BOT (Basic Operation Test)	87 Primary Schools are tested in Basic Operation Test by End of April 2024 and by end of October 2024.	Not Achieved	
	53CB	VANSTA & PILNA Results Awareness	Contact VANSTA & PILNA Result Awareness to six (6) Zones including surrounding school communities. By May 2024	Achieved	
	53CB	Year 8 Provincial Exams	Sanma 18 Centre Schools 13 Secondary Schools Year 8 to be tested in their Academic Progress for placement to Year 9	Not Achieved	Senior Secondary Coordinator left for a new position in the EAU. Reschedule the activity to 2025 and to be led by SPEA and Provincial academic committee
27. Planning, Budgeting, Financing, and reporting Processes are strengthened	53CB	Support & strengthen SSP reports (Quarterly)	Sanma Education SBM Unit, SPEA and Coordinators Support and Strengthen Monitoring on SSP quarterly Reports received from School Principals	Not Achieved	
29. School Improvement Unit is developed and implemented	53CB	Support School Principals in Preparing their following years SEF, SSP, and AWP & Budget.	SSPEA and Coordinators Support schools in advising school Principals on when, How and who to work	Not Achieved	

			with in developing their following year SEF, SSP, AWP & Budget.		
23. National Teacher Qualification upgrade policy is developed and implemented	53CB	Support learning and teaching programs to enrich and enhance quality students' performance.	60 Primary Teachers, 10 PS Principals, 30 Secondary School Teachers & 10 Secondary School Principal Observation are contacted by 31 October 2023	Not Achieved	
12.Strengthen Community engagement	53CB	Induction for School council and School Community Association	Coordinators and SPEA Contact School Council and School Community Association Induction in 6 Area Councils.	Not Achieved	
	53CB	Good customer service is delivered with effective communications to the public, Schools and the Ministry Central. - Main behind the scenes in administration tasks	All Sanma Schools	Achieved	
	53CB	Safe driving and is responsible for the office official run	1	Not Achieved	
	53CB	Keeping the SANMA Education office in good always looking	1	Not Achieved	
23. National Teacher Qualification upgrade policy is developed and implemented	53CB	Monitoring of teachers on Bloom Library practices	30 teachers in 3 Area Councils	Not Achieved	
	53CB	Monitoring the implementation of phonics	30 ECCE centres in 3 area councils.	Not Achieved	
	53CB	Training teachers and Key Teachers on Creating toys using local materials	16 Key teachers and 32 ECCE teachers in 11 area councils	Achieved	
34. OPEN VEMIS data becomes the management tool for MOET	53CB	Open VEMIS training conducted to newly appointed principal for class and Student enrolment data.	Training conducted to 30 Principal by March	Achieved	
	53CB	Work with Schools on Teaching and Learning Resources	Find out from Damage schools on what textbooks they have lost and report to CDU for replacement.	Achieved	
13. Strengthen Disaster Risk Reduction and Management (DRRM)	53CB	Conducting trainings on the updated School Disaster Management Handbook	100 Chairman 100 Principals	Achieved	

		with school committee chairperson and principals.			
31.MoET organizational structure, roles, and responsibilities are updated and aligned.	53CB	Setting up of school EIE committee Convene ongoing meetings at school level to develop school EIE plan.	20	Not Achieved	
12.Strengthen community engagement.	53CB	Initiate design pilot project implement based on concept note in the three school, which meet the criteria.	3	Achieved	
29. School Improvement Unit Policy is developed and implemented	53CB	104. Implement ECCE Policy and Minimum Quality Services Standards to monitor and improve the quality of Pre-Education	7 ECCE Centres will be supported and monitored for Role Modelling of PSP Program	Achieved	

5.5.3. Penama Provincial Education Office

Table 11: Achievement Status of the 2024 Budget Narrative Targets - Penama Provincial Education

Program	Activity Code (53CC)	Service target	Target	Target Status (Achieved or Not achieved or Target Not Provided)	Comments
14. Reduction in the number of the out of School Children	53CC	Schools are ready (infrastructure, teaching & learning resource, environment) to begin 2024 academic year – TC Lola affected schools	7 primary schools. 1 Secondary schools. 26 ECCE	Achieved	
Reduction in the number of the out of School Children	53CC	Coordinate pathways for out of school children, year 10 and 12 is conducted	Conduct community awareness for a model Provincial PSET center by April	Not Achieved	
			Facilitate task force compresses of 7 members by Jun	Not Achieved	Provincial Education board is yet to be activated. Differed to 2025
Existing schools are rationalized and areas of need for new schools are justified	53CC	Verifying school plans through assessments to introduce year 13 and Year 11 is conducted	Continue to conduct facilities and resources assessments for 3 schools by March	Not Achieved	PPU to finalized assessment for registration process for senior cycle (Bwatnapni and Gambule)
	53CC	Facilitate community awareness on policy of establishing new schools is carried out	Facilitate community awareness in 3 area councils by March	Achieved	
IT Policy is updated and implemented by 2030	53CC	Adapt ICT module trainings for ICT teachers and Principals is achieved	Coordinate ICT trainings for 14 Principals and 3 ICT teachers by August	Not Achieved	
	53CC	Promotion of E- learning in model schools facilitated	Facilitate consultation E Learning module with 2 model schools by December	Not Achieved	
School information is analysed and feedback provided	53CC	Make sure school information are analyzed and feed backs provided	Coordinate support for analysis of 10 school's random information by Sept	Not Achieved	Information from school to office is very slow
Staff and Principal capacity building and development	53CC	Capacity building /development of staff and Principals is coordinated	Coordinate and support capacity building/development of 3 officers and 10 principals by Jun	Achieved	

School Councils appointments and training	53CC	School council members appointment and training are conducted	1. Facilitate appointments of 50 Govt school councils by Feb		
			2.Coordinate support training of 10 school councils by Oct	Not Achieved	
PE and sports development in schools is monitored	53CC	Review of PISSA Charter is facilitated	Facilitate PISSA Games Charter review by 14 Principals by Feb	Achieved	
	53CC	National school Games preparation is coordinated	Coordinate plans and actions of the 11 member Games task forces by Dec	Achieved	
Children have equitable access to HPS activities and equable access to quality WASH in schools' facilities.	53CC	Reopening of school Aid posts is coordinated	Reopening of 10 schools Aid post is coordinated by July	Achieved	
	53CC	3 Star WASH monitoring and reviews conducted	Facilitate 10 Aid post worker's contract	Achieved	
	53CC	Recovery of WASH facilities and resources for all Schools is coordinated	In depth assessment on 193 schools (K to SS) by Feb	Achieved	
	53CC	Recovery of WASH facilities and resources for all Schools is coordinated	Reconstruction and restocking on WASH facilities and resources is coordinated for 50 schools by June	Achieved	
	53CC	Recovery of WASH facilities and resources for all Schools is coordinated	WASH monitoring and support to schools for 50 Schools (k to SS) is coordinated by September	Achieved	
34. OPEN VEMIS data become the management tool for MoET	53CC	Develop and monitoring of Ecce, Primary and Secondary Schools monthly and Annual financial reports are updated and uploaded into OV	64 Pri & 14 Sec schools report are updated in OV by Dec	Achieved	
	53CC	Implementation of new financial manual is monitored and supported	64 Pri & 14 Sec schools report are updated in OV by Dec	Achieved	
	53CC	Assist schools on compliance of grant criteria (Awareness implemented)	64 Pri and 14 Sec compliance checks and awareness completed by July	Achieved	
	53CC	School Data on OV is uploaded and updated	Student data are updated and uploaded in OV for 115 Ecce 64 Primary 14 Sec	Achieved	

	53CC	Facilitate training/tools for Principals on OV is conducted	35 Prin/teachers trained by Sept	Achieved	
	53CC	Data Validation	Data for 50 Schools validated by July	Achieved	
	53CC	Data Analysis	Analyze data for all Penama Schools by Sept	Achieved	
School Improvement Unit Policy Implementation	53CC	Refresher training on SSP, Annual plan, Budget and fee structure for coordinators and key Principals is conducted	To conduct TOT Training on SSP, Annual plan, Budget and fee structure to 10 Key Principals and 5 Coordinators by April 2024	Achieved	
	53CC	Refresher training on SSP, Annual plan, Budget and fee structure for coordinators and key Principals is conducted	To conduct SSP Training to 62 Primary School's Principals by Mai 2024	Achieved	
Equitable access to quality education is monitored	53CC	Analysis of Provincial exams results is conducted	To conduct analysis for VANSTA results for 2021 for yr 4 & yr 6 teachers for 63 Primary Schools by June 2024.	Achieved	
	53CC	Coordinate Principal's interventions on Management of Teaching and Learning are carried out.	To conduct Primary School's Principal's forum to 62 Principals by August 2024.	Not Achieved	With support training for East Ambae Area Council, model yet to replicated to other 9 Area Councils.
	53CC	Teacher's professional development on student's assessments conducted	To conduct Class-Based assessment training to 62 Primary School Principals by September 2024.	Not Achieved	Completed for 4 Area Councils
National Teacher Development Plan is developed and implemented by 2030	53CC	Facilitate training and support of good performing teachers is organized	To conduct teachers' support to 9 Primary Schools in South and East Ambae by July 2024.	Not Achieved	East Ambae Schools Complete
	53CC	Coordinate teacher upgrading progress for Primary School. (Good teaching practices is facilitated by zones)	To conduct Literacy training to 62 Primary School (Principals, Year 1, 2 &3 teachers) in each school by April 2024	Not Achieved	VTU Industrial strike hindering the implementation of this activity
Planning, Budgeting, Financing, and Reporting processes are strengthened	53CC	Capacity building on Planning/ Budgeting and cycle of reporting is conducted	To conduct Planning training to 62 Primary School Principals by July 2024	Achieved	
	53CC	Schools annual plan activities are monitored	To monitor all 62 Primary School plans implementation by November 2024	Achieved	

Strengthen community engagement	53CC	Strengthen the integrated cultural Education and Spiritual Education in the selected schools is monitored	To conduct Community Curriculum Awareness in Central Pentecost, South Pentecost, Maewo and Ambae Community by June.	Not Achieved	
Teaching service staff manual is implemented	53CC	Registrations of school vacancies and helper teachers in Primary schools is coordinated	To sort out Primary school's vacancy post by March 2024	Achieved	Due to ongoing suspension of teachers and TSC decisions on transfer is create ongoing vacancies in the provincial schools
School Improvement Unit Policy Implementation	53CC	Refresher training on SSP, Annual Plan, Budget and Fee structure for coordinators and key principals is conducted	1.Coordinate training for 3 key principals by May.	Achieved	
	53CC	Refresher training on SSP, Annual Plan, Budget and Fee structure for coordinators and key principals is conducted	2. Facilitate support refresher training for 14 secondary school principals by July	Achieved	
Equitable access to quality Education is monitored	53CC	Analysis of national exam results is conducted	1.Coordinate collection of year 10,12,13 exam results for 14 secondary schools by March	Achieved	
	53CC	Analysis of national exam results is conducted	2.Analyses the results and provide feed backs for 14 schools by May	Achieved	
	53CC	Coordinate Principal's interventions on management of teaching and learning carried out	1.Coordination the collections of the 14 school's intervention plan by April	Not Achieved	7 out 14 schools submitted their plans
	53CC	Coordinate Principal's interventions on management of teaching and learning carried out	2.Monitor and evaluate school's program by October	Not Achieved	VTU industrial Strike has contributed to the delay in implementing the activity
	53CC	Coordinate Principal's interventions on management of teaching and learning carried out	3.Facilitate a review session with 14 academic principals by November	Not Achieved	VTU industrial Strike has contributed to the delay in implementing the activity
	53CC	Coordinate Principal's interventions on management of teaching and learning carried out	4.Math & Science subject teacher's forum is conducted for 10 Science and Math teachers by May	Not Achieved	VTU industrial Strike has contributed to the delay in implementing the activity
	53CC	Coordinate training and support for good performing teachers	1.Promote in service and post studies for 10 teachers by August	Not Achieved	VTU industrial Strike has contributed to the delay in implementing the activity

National Teachers Development plan is developed and implemented by 2024	53CC	Coordinate teachers upgrading progress for secondary	1.Coordinate teacher's support training on student's assessment for 14 academic principals by July	Not Achieved	VTU industrial Strike has contributed to the delay in implementing the activity
5. School MQS reviewed and update	53CC	1.Coordinate improvements of science lab/resources/library and resource	1.Coordinate improvements on science labs and resources for 5 Secondary schools by September	Not Achieved	
	53CC	1.Coordinate improvements of science lab/resources/library and resource	2.Coordinate improvements of 5 Schools by October	Achieved	
34. OPEN VEMIS data become the management tool for MOET	53CC	1.Asist schools on information on school compliance of grant criteria, SSP implementation, School data facilitated	1.Assist schools on information of implementation of SSP, Grant criteria and school data for 14 Principals	Achieved	
7. Planning, Budgeting, Financing, and Reporting processes are strengthened	53CC	1.Capacity building on planning / budgeting and cycle of reporting is conducted	1.Support refresher training for14 school principals on planning and reporting cycle by November	Achieved	
	53CC	2.School annual plans activities are monitored	1.Annual school plans are monitored through quarterly and supported by December	Achieved	
Strengthen community engagement	53CC	1.The integrated culture and Spiritual Education in the selected schools is monitored	1.Monitor and evaluate the integrated cultural and spiritual education for the 5 selected Schools by June	Not Achieved	Delay on awareness part yet to complete
	53CC	1.The integrated culture and Spiritual Education in the selected schools is monitored	2.Facilitate review forum for the 14 schools by August	Achieved	
	53CC	2. The concept of Argo- business/ Farm to school is monitored	1.Coordinate review of farm to schools for 7 selected secondary schools by June	Achieved	
	53CC	2. The concept of Argo- business/ Farm to school is monitored	2.Facilitate the upscaling of farm to school's practices in the 3 selected schools by September	Achieved	
Teaching service staff manual is implemented	53CC	1.Registration school vacancies and helper teachers in Secondary schools coordinated	Updates the teacher placement and community teacher's placement in accordance to TSC in the 14 schools by October	Achieved	

High quality standard curriculum system in place	53CC	1.Outcome base approach implementation for year 7 & 8 teachers in secondary schools is monitored	Monitor and evaluate the implementation of the concept in 7 secondary schools by July	Achieved	
	53CC	Refresher support trainings in school is facilitated and conducted	Facilitate refresher support trainings for 7 schools by August	Achieved	
School Improvement Unit Policy Implementation	53CC	Training logistics on SSP, Annual plan, Budget and fee structure for coordinators and key Principal is coordinated	Training logistics for 10 key Principals and 10 ECCE Key Teachers is conducted by April 2024	Achieved	
			Training Logistics for SSP Training to 62 Primary School's Principals is conducted by Mai 2024	Achieved	
			Training Logistics on refresher training for 14 secondary school principals by July	Achieved	
Equitable access to quality education is monitored	53CC	Training logistics for year 13 teachers on Literacy and Numeracy is coordinated.	Training logistics for year 13 teachers on Literacy and Numeracy Improvement is conducted.	Not Achieved	Pending Support Training roll out for year 7 to 10
OPEN VEMIS data become the management tool for MoET	53CC	School data on OV is uploaded & updated	To assist OV Officer to contact 115 ECCE, 64 Primary and 14 Secondary Principal to upload and updated students' data on OV.	Achieved	
5. School MQS reviewed and updated	53CC	1. Supervision of materials and construction for TC Harold recovery program are coordinated Implementation on compliance of building standards is conducted Assist Schools on improving boarding facilities is conducted	1.Supervision of materials and construction for 8 double classrooms on south Pentecost schools are coordinated by June	Achieved	
			2. Awareness on compliance of building standard for 10 schools is conducted by March	Achieved	
			3. Facilitate school maintenance officers training on building standards for 10 Schools is conducted by May	Achieved	
			4. Monitoring and support of school maintenance officers for 10 Schools by July	Not Achieved	Training support is yet to be done and VTU Industrial Strike

			5. Assist Schools to build back to normal for 60 schools by November	Achieved	
			6. Assist Schools to develop School improvement plans on boarding facilities for 10 SS by April	Not Achieved	
Equitable access to quality education is monitored	53CC	1.Principals K to SS teachers support training on literacy and numeracy improvement is conducted	Schools implement the literacy and numeracy concepts for 30 schools by July	Not Achieved	
Existing schools are rationalized and areas of need for new schools are justified	53CC	1.Verifying school plans through assessments to introduce new grades or to expand is conducted	Compliance of School plans through assessments to introduce new grades or to expand for 3 schools is conducted by March	Not Achieved	
5. School MQS reviewed and updated	53CC	1.Strengthen implementation of improving Science lab/resources/Library and resources	Compliance of improving Science Labs, facilities/resources and Library for 5 SS is conducted by Sept	Not Achieved	
Planning, Budgeting, Financing, and Reporting processes are strengthened	53CC	1.Capacity building on Planning/ Budgeting and cycle of reporting is conducted	Assist Schools on compliance on planning/Budgeting and implementation cycle of reporting is coordinated by December	Achieved	
Children have equitable access to school	53CC	1. Awareness on the Inclusive Policy, Gender Equity in Education Policy and Child safe guiding policy is strengthened	1. Monitoring of awareness on the Inclusive Policy, Gender Equity in Education Policy and Child safe guiding policy for 30 schools is conducted by May	Achieved	
Strengthen Disaster risk reduction management.	53CC	Implementations of SBDRR policies in schools is facilitated	Conduct compliance on SBDRR policies implementations for 20 Primary schools is coordinated by Jul	Not Achieved	Officer in charge (Safe School Officer) focuses more on activities demanded by Save The Children
	53CC	1. MHPSS activities in schools (Gender Equity, Citizenship, child safe guiding) are strengthened	Conduct compliance on implementations of MHPSS activities in 20 PS and 10 SS schools by April	Not Achieved	

Children have equitable access to school	53CC	1.Awarness on the Inclusive Policy, Gender Equity in Education Policy and child safe guiding policy is Strengthened	Awareness on Inclusive Policy, Gender Equity in Education Policy and child safeguarding policy is conducted to 20 schools by April	Not Achieved	
	53CC	2. Registration of students with special needs is conducted.	Registration of Students with Special needs is conducted in schools by June	Not Achieved	
	53CC	3. IEP for model schools are assessed and evaluated.	IEP for Model schools are evaluated and assessed in 30 model schools by September	Not Achieved	
Strengthen community engagement	53CC	Strengthen the integrated cultural Education and spiritual Education in the selected schools monitored		Target Not Provided	
Teaching service staff manual is implemented	53CC	Registrations of school vacancies and helper teachers in Inclusive, K to senior Secondary schools is coordinated	Registration of schools Vacancies and helper teachers in Inclusion to senior secondary schools is coordinated in 30 schools by March	Achieved	Due to ongoing suspension of teachers and TSC decisions on transfer is create ongoing vacancies in the provincial schools
10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53CC	Coordinate improvement of accessible Pathways for sanitation and hand washing facilities is conducted	Coordinate improvement of accessible pathways for sanitation and hand washing facilities is conducted in 10 schools by November	Achieved	
	53CC	Refresher Training on hygiene education is conducted	Refresher training on hygiene education is conducted to school by Sept	Achieved	
13. Strengthen Disaster Risk Reduction and Management (DRRM)	52CC	Awareness on New SPDRR and EIE policies is conducted	Awareness on New SPDRR and EIE policies is conducted by July	Not Achieved	
17. Policy development guideline is developed and implemented	53CC	Implementations of policies in schools is facilitated	Implementations of policies is facilitated by June	Achieved	

10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53CC	MHPSS activities in school (Gender Equity, Citizenship, Child safeguarding) are strengthened	MHPSS activities (Gender Equity, citizenship child safeguarding) are strengthen by October	Not Achieved	
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5.5.4. Malampa Provincial Education Office

Table 12: Achievement Status of the 2024 Budget Narrative Targets - Malampa Provincial Education

Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comments
Reduction in the number of the out of School Children	53CD	Schools are ready (infrastructure, teaching & learning resource, environment) to begin 2024 academic year – TC Lola affected schools	10 p/sch. 4 s/sch. 10 ECCE	Achieved	
1. School financial Management Manual are updated	53CD	School finance maintained and uploaded in OV by schools	1	Achieved	
2. Grants are disbursed according to work plan	53CD	Grant criteria are monitor, compliances implemented and uploaded to OV by schools.	226	Achieved	
3. School Grant Code updated	53CD	Provide support and training to improve capacity and performance	20	Achieved	
4. Equitable access to quality education is monitored	53CD	Phonics Training (year 1-3)	10	Not Achieved	
		Family Life Education (FLE) Malampa Program are implemented in schools with stakeholders (MOH, Police etc)	1	Not Achieved	
		Balanced Literacy Implementation in schools in Malekula, Paama and Ambrym	1	Achieved	
		Physical & Digital Library	206	Not Achieved	
		Restocking school Libraries on Malekula	10	Achieved	
		Subject’s Panels Formation	3	Not Achieved	Availability of time and officers. To carry out in 2025
		Creating interventions programs on back-to-school information report	226	Not Achieved	
		Assessment of schools using the Malampa school assessment tool on Malekula, Ambrym and Paama	35	Achieved	

	53CD	Malampa Blueprint Assessment Format	10	Not Achieved	
	53CD	Registration of school – illegal operation of schools is reported to PPU	2	Not Achieved	Negotiation was disturbed due to teacher’s strike. Carry out in 2025
	53CD	ARTTLEs’ Induction	1	Not Achieved	Reschedule by EAU
5. School MQS reviewed and updated	53CD	Malampa provincial office roofing is restructured.	1	Achieved	
		Construction of new bathroom and toilets for education officers.	2	Not Achieved	Waiting for roof re-structuring
		School Baseline Survey		Target Not Provided	Awaiting SBM. Target not set on the Business plan
		Renovation of staff house	1	Not Achieved	Awaiting PEO’s approval
	53CD	Extension of Archive room and Veranda	1	Not Achieved	Awaiting PEB meeting
7. Asset master plan developed and approved	53CD	Asset Survey workshop with school principal and handyman	100	Not Achieved	Availability of funds and facilitators
	53CD	Monitoring and assist completion of Assets survey in schools		Target Not Provided	Availability of time and expertise. Target not set on the Business plan
8. School Plumbing Maintenance Manual reviewed and updated.	53CD	Workshop on school maintenance plan	35	Not Achieved	Availability of time for facilitator (Facility Unit
9.Children have equitable access to schools	53CD	Records of students with disability in OV.	30	Not Achieved	Principals are confused with entering in OV and Kobo
		In School Base refresher training review on IEP & Screening tools	6	Not Achieved	Officer’s contract is expired
		Record of Student with Special needs Via Kobo data entry	10	Not Achieved	
		Kobo data entry training at Paama and Ambrym	1	Not Achieved	
10.Children have equitable access to HPS activities and equitable access to quality WASH in Schools (WinS) facilities	53CD	Monitor and assist with implementation of HPS activities in schools	10	Achieved	
		Facilitation of training programs, distribution of WASH materials and construction of wash facilities	2	Achieved	
		Farm to School Innovation	5	Not Achieved	

11. Existing schools are rationalized and areas of need for new schools are justified	53CD	Land Lease	1		
12. Strengthening Community Engagement	53CD	Parental support programs workshops held in school communities on Malekula, Ambrym and Paama.	1	Achieved	
			11		
		Awareness programs implemented on MOET policies, roles and responsibilities of Schools, SC, SCA and Communities also vocational secondary schools	72		
13. Strengthen Disaster Risk Reduction and Management (DRRM)	53CD	Education in Emergencies (EIE)	1	Not Achieved	
		Child Safeguarding Policy	1	Not Achieved	No roll out of training from national program
14. Reduction in the Number of the Out-school children	53CD	Obtain data on out of school children in Malampa province	4	Not Achieved	
15. Elimination of Grade Repetition	53CD	Consultation on grade repetition policies with schools	35	Not Achieved	
17. Policy guideline is developed and implemented	53CD	Workshop on school policies- student welfare, teacher management and DRR.	3	Not Achieved	
18. IT Policy is uploaded and implemented by 2030	53CD	Increasing use of ICT and support ICT infrastructure in schools	5	Not Achieved	Partially complete. Availability of time and staff
19. Harmonize assessment practices	53CD	Provincial test of year 4, 6 and 8 schools	2	Not Achieved	Partially complete. Availability of time
			2		
			108		
	53CD	Provincial assessment for years 1, 2, 3 & 5	4	Not Achieved	
53CD	Class Base Assessment		Target Not Provided	Target not set on the Business plan	
53CD	Examination procedure – VANSTA, PILNA, Yr.10,12 &13		Target Not Provided	Target not set on the Business plan	

	53CD	Innovation based on Yr8 & 10 results		Target Not Provided	Target not set on the Business plan
20. Schools use the relevant national curriculum	53CD	Appropriate National curriculum Materials are provided to schools		Target Not Provided	Target not set on the Business plan
		Curriculum support program is monitored and reported (K,1-6, 7-8,11-13)	21	Achieved	
		Year 8 & 9 New Curriculum Training		Achieved	
		Sign Language		Not Achieved	
		Teachers effective teaching practices is supported and monitored with Malekula schools	2	Not Achieved	
23. National teacher qualification upgrade policy is developed and implemented	53CD	Teachers effective teaching practices activity is extended to Ambrym and Paama	2	Not Achieved	
		ICT professional development for teachers is provided through workshops and training programs.	35	Not Achieved	
24. National Teacher Development Plan is developed and implemented by 2030	53CD	ECCE teacher's qualification upgrade	25	Not Achieved	
		Professional development- Cert.IV Leadership & Management	1	Not Achieved	
	53CD	Principal Conference	1	Not Achieved	
	53CD	Professional development to identified teachers		Target Not Provided	Target not set on the Business plan
	53CD	Women in Education program		Target Not Provided	Target not set on the Business plan
27. Planning, Budgeting, Financing, and reporting processes are strengthened	53CD	PEB Annual activity plan and budget is implemented	1	Achieved	
		Purchase of Office equipment (Projector, & laptop), and communications	1	Achieved	
	53CD	Purchasing of fuel and transportation cost	1	Achieved	
	53CD	Purchase of Services- Accommodation and catering.	1	Achieved	
	53CD	Payment of entitlements (DSA and Allowances)	1	Achieved	
	53CD	Annual plan budget and reporting cycle is implemented at school level	1	Achieved	
	53CD	Work on Farm to School initiative with partners on framework to be pilot in selective schools	1	Not Achieved	

29. School Improvement Unit Policy is developed and implemented	53CD	Monitor and Assist ECCE Policy and Minimum Quality Service in ECCE centres	226	Achieved	
		2024 Schools' SSP, Annual Plans, Budget & fee structures are developed, approved and implemented.	119	Achieved	
		SSP Support Program	10	Achieved	
		Teacher appraisal	226	Achieved	
		2024 School strategic plans are monitored	226	Achieved	
		School Governing Bodies (SC & SCA) are strengthened	226	Not Achieved	
31. MoET organisational structure and formal roles and responsibilities documented	53CD	Appointment processes for new school council's/Review terms of existing school councils	35	Not Achieved	
	53CD	Provincial Education Board meetings are held	3	Achieved	
		Management of all provincial education officers	1	Achieved	
		Facilitate registration of Malampa vocational secondary school	3	Achieved	
34. Open VEMIS data becomes the management Tool for MoET	53CD	OV refresher training	226	Achieved	
		School data input is monitored	226	Achieved	

5.5.5. Shefa Provincial Education Office

Table 13: Achievement Status of the 2024 Budget Narrative Targets - Shefa Provincial Education

Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comments
18. IT Policy is updated and implemented by 2030	53 CE	57. Consult and liaise with OGCIO, TRBR, Telecommunications/Internet Providers and Donor Partners on options to connect all schools to the internet (better access of OV).	10 Primary, 10 Junior 5 Senior Secondary	Achieved	Information to be presented to relevant authorities.
18. IT Policy is updated and implemented by 2030	53 CE	53. increased use of ICT in schools through multiple actors and manage establishment of computer labs in schools where possible.	All schools	Achieved	17 December 2024 Earthquake has resulted in plans to increase use of ICT in schools
23. National Teacher Qualification upgrade policy is developed and implemented	53 CE	79. Provide support and monitoring for effective teaching practices	All School Zones of Shefa	Not Achieved	VTU teachers strike contributes to incompleteness of activities. To continue in 2025
22. Post-School Education and Training Policy is updated and implemented	53CE	70. Develop Provincial Skills Centres (PSCs) in remaining provinces (Shefa).	6 schools -N Efate - S. Efate - W. Efate - Emae -Tongoa - N. Epi	Not Achieved	We need PSET Coordinators in the Provincial Education offices. Engage additional Human Resource to execute this task. TED to advertise SHEFA PSET Coordinator in 2025 To continue in 2025
12. Reduction in the number of the out of School Children	53CE	43. Provision of training and support to schools and teaching staff to ensure appropriate support of children re-entering the education system.	30 schools Efate – 15 Tongoa & Shepherds-5 Epi- 10	Achieved	
11. Existing schools are rationalized and areas of	53CE	31. Finalize and implement the National School Infrastructure Development Plan.	Junior Secondary Matarisu Roauh	Not Achieved	

need for new schools are justified			<p>Nakuskasam Akama Mangarongo Vila East Fres wota Bilingual Anamburu</p> <p>Senior Secondary Nofo Imere Millenium Centre Ville Vila North Napangasale</p>		
4. Monitoring equitable access to quality education	53CE	8. Learning and Teaching is informed by assessment data, explicitly attainment and progress of all pupil groups, with a particular focus on externally validated data, to ensure constant improvement of pupils learning and efficiency of the education system.	<p>10 Schools -Erakor -Eratap -Seaside -Esnaar -Freswota -Vila East -Vila North -Ekipe -Eles - Manua</p>	Not Achieved	
	53CE	10. Ensure all of the Teachers are making demonstrable use of assessment data in Planning learning and Teaching activities, catering the specific needs of individual students and group.	100 Teachers.	Not Achieved	
10.Children have equitable access to HPS activities and equitable access to quality WASH in schools (WinS) facilities	53CE	29. Improve WASH facilities in Schools	All Schools	Not Achieved	

28.School Improvement Unit Policy Implementation	53CE	104. Implement ECCE Policy and Minimum Quality Service Standards to monitor and Improve quality of pre-school education	11 newly registered schools - Tasi 2 -Christ redeemer -Beverly Hills learning Centre -MWCPS ECCE Teouma - Beverly Hills Kindy - Noeline Bovu ECCE - Little stars - Mini Me - St. Adrian - St. Michel - Rongdale	Achieved	
	53CE	106.Strengthening and monitoring School Improvement Plan (SIP)	All schools	Achieved	Requires M&E to follow up in 2025
	53CE	107.Use open VEMIS in school Planning	All Principals	Achieved	
33.OPEN VEMIS data applied to all reporting and planning	53CE	126. Ensure all school Principals and administrators are trained to use Open VEMIS as the exclusive too to manage school data.	All Principals, Finance officers and/or School Secretaries	Achieved	
20. Schools use the relevant national curriculum	53CE	All School Games organized and coordinated	All School Zones of Shefa	Not Achieved	Finance is a big challenge in organizing sports. VTU Strike is a disturbance. -Shefa school games successfully hosted at Onesua in August 2024.
19. Assessment practices are harmonized	53CE	Year 8 Provincial Examinations coordinated	For schools with year 8 in Shefa	Achieved	Yr.8 exams administered at School level in 2024.
22. Post-School Education and Training Policy is updated and implemented	53CE	To improve Literacy and Numeracy in all Shefa Primary Schools by year 2026	All schools in Shefa (Work through Principals associations and Zones)	Not Achieved	

5.5.6. Tafea Provincial Education Office

Table 14: Achievement Status of the 2024 Budget Narrative Targets - Tafea Provincial Education

Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comments
Reduction in the number of the out of School Children	53CF	Schools are ready (infrastructure, teaching & learning resource, environment) to begin 2024 academic year – Volcano ash affected area	19 Schools	Not Achieved	
6. School Maintenance Manual reviewed and updated	53CF	Maintenance work carried out on the Comprehensive infrastructure of New Classrooms in Tafea.	13	Not Achieved	Pending availability of budget
10. Children have equitable access to HPS and WASH in Schools (WinS) facilities	53CF	Access to Quality WinS facilities and Activities	80	Not Achieved	This activity is implemented at the school level
	53CF	Carry out implementation of Health Promoting in schools.	10	Achieved	This activity has been complete. However, the PEIC contract has been lapsed which contribute a lot on the implementation of other inclusive Education Activities
9. Children have equitable access to schools	53CF	Implementation of Inclusive Education program carried out in schools.	40	Achieved	
13. Strengthen Disaster Risk Reduction and Management (DRRM)	53CF	Implementation of Education in Emergency activities carried out in Tafea schools.	10	Not Achieved	We are working in collaboration with SBM to implement this activity. SBM 1 visit complete on Tafea
31. MoET organizational structure and roles and responsibilities are updated and aligned	53CF	Management and supervision of staffing	50	Achieved	
	53CF	Implement the communications strategy in the province.	1	Not Achieved	Women leadership training completes with the support from VESP
	53CF	Implement the Teacher Management Placement Policy at Tafea province.	10	Not Achieved	Meeting, with 2secondary will do have more meeting the next quarter
	53CF	Implementation of the Leadership Selection Policy is carried out in Tafea Province.	1	Not Achieved	The team is currently visiting school in Tafea out island
	53CF	Meetings and Workshops held in Schools within the Province	2	Not Achieved	Activity in progress. Team visiting outer island

	53CF	Meetings, and workshops for monitoring in the province.	2	Achieved	
4. Equitable access to quality education is monitored	53CF	1. PEB meetings to approve schools that meets the requirements.	10	Achieved	
29. School Improvement Unit Policy is developed and implemented	53CF	Advocacy is carried out to schools on the roles and responsibilities of School Councils.	40	Not Achieved	Next PEB, will meet on December 2024
	53CF	Inductions of new principals is carried out in Tafea province.	40		
	53CF	Workshops and meetings, to improve academic performance at all levels.	2	Not Achieved	Few Secondary Schools in Tafea are implementing online learning. Otherwise, homeschool is used during disaster period
	53CF	Implementation of Home School Package, and Moodle mode of teaching and learning is carried out in Tafea Schools.	5	Not Achieved	This training/ workshop will be held during the coming 2 weeks holiday
1. School Financial Management Manual are updated	53CF	Maintain clear financial management systems & communicate these to others.	80	Achieved	We have also validated our school data during our Back-to-school program.
34. OPEN VEMIS data becomes the management tool for MoET	53CF	Management of OV and data in the province	80	Not Achieved	Will happened this year 2025
19. Assessment practices are harmonized	53CF	Provincial subject panel meeting and induction of teachers	80	Not Achieved	A lot of activities are behind schedule due to the national strike
	53CF	Strengthening of data analysis on PILNA, VANSTA results in the province	30	Not Achieved	
23. National Teacher Qualification upgrade policy is developed and implemented	53CF	Adolescence life skills teaching in secondary schools in tafea province	50	Not Achieved	A lot of activities are behind schedule due to the national strike
	53CF	Teachers' attitude and value is strengthened and improved in Tafea schools	20	Not Achieved	
	53CF	Students' welfare policy is developed in all schools in Tafea Province	20	Not Achieved	

22. Post-School Education and Training Policy is updated and implemented	53CF	Teaching and learning are strengthened and improve in all school level in Tafea province	40	Achieved	Successful Open day/Career Day on Collaboration with the Skill Partnership
	53CF	Accreditation of Number of Junior Secondary Schools in the tafea Province	6	Not Achieved	Lack of Consultation from the PEO with EAU
13. Strengthen Disaster Risk Reduction and Management (DRRM)	53CF	Strengthening of schools DRR management plan in all schools in Tafea province	20	Not Achieved	1 st meeting with NDMO, to mobilize the ndmo rep. 1meeting/awareness with teacher on volcanic ash.
Strengthening and Improve schools leadership and management	53CF	Implementation of the Leadership Selection Policy is carried out in Tafea Province.	20	Not Achieved	In Coordination with SBM 1 st leadership training for female principal incorporating the MQS
27. Planning, Budgeting, Financing, and Reporting processes are strengthened	53CF	All school SSP to be completed as early as possible to be accommodated in provincial planning	80	Achieved	SSP collected and submitted to SBM
	53CF	Strengthening of provincial school SSP and annual plans	80	Achieved	
23. National Teacher Qualification upgrade policy is developed and implemented	53CF	Provide total number of the teachers and their qualification in the country.	40	Achieved	Appointment of 4 ECCE key teachers
	53CF	Innovation project – Teacher Induction policy	40	Not Achieved	Lack of coordination and communication with the MOET Project management Unit
	53CF	TOT on VHSS delivered to ECCE C00rdinator and ECCE key teachers in the province	40	Achieved	

5.6. Tertiary Education Directorate

Table 15: Achievement Status of the 2024 Budget Narrative Targets - Tertiary Education Directorate

Department	880				
Program	Activity Code	Service Target	Target	Target Status (Achieved or Not Achieved or Target Not Provided)	Comments
5.School MQS Minimum Quality Standard reviewed and updated	88AA	E-Government Network (Interchange) connectivity to PSET Providers installed.	6 Provinces (1 institution in each Provinces	Not Achieved	Follow up with PSET Providers on the payments. Working closely with ITU/OGCIO local consultant in building a costing for a centre of eLearning classroom. Further with the delivery of Centre of IT Excellence at VIT
	88AA	Vanuatu Maritime College CEO and Operating Manager appointed	1	Not Achieved	Upgrading of networks with its costing of 8M vatu for each province totalling up the 48 M vatu
26. Planning, Budgeting, Financing and Reporting process are aligned	88AA	Planning, budgeting and PSET annual conference meetings for Tertiary Education Department are coordinated and conducted	1	Not Achieved	Awaiting the VMCB Board meeting for appointment. The local consultant to undertake the Vanuatu Maritime College review. The Inception report by the local consultant produced.
	88AA	Post School Education and Training (PSET) Sector Support Committee established	1	Achieved	PSET Support Steering Committee meeting to address the PSET section of the Education act, also by reviewing the Act.
4. Monitoring equitable access to quality education	88AB/88AC	Concept on provincial database is developed and approved	1	Achieved	The launching of the National Skills Policy and the planning of the Implementation Plan of the National Skills Policy
	88AB	Priority Award areas identified, and report produced	1	Not Achieved	An agreement which is undergoing the signature of DTE, VSP and VQA that spells out the action to be taken. The termination of the CEO VQA has been not affected the agreement. All Director's meeting with the Minister: 2 points for DTE: a. Tourism Short term training b. Needs to understand Level 1 to Level 4. What level needs that it addresses
	88AB	Integrate cross – cutting Equity guidelines developed	1	Not Achieved	A planning meeting was organised for provincial offices to validate the provincial database by

	88AB	Analysis of previous awardee areas of study report produced.	1		monitoring access to quality education. PSET MIS must be updated.
	88AB	TSCU policy and procedures to address inequities at all levels is implemented.	1	Not Achieved	Last consultation of the National Skills Development Plan. Launching of the National Skills Development Policy
	88AB	Priority issues on consistency, transparency and effective use of limited resources are identified	15	Not Achieved	Appointment of the new PEO TSCU
	88AB	Scholarship Awardees are accompanied and monitored	2	Achieved	15 students to respective institutions in September 2024. The Airfares met by Vanuatu Government Scholarship.
	88AB	Link with external coordination and support is strengthened	4	Achieved	
	88AB	Annual priority areas identified with VQA, and data report produced.	1	Not Achieved	Termination of the CEO VAQ. 1 – 5 Priority areas are yet to be identified by VQA (Consultation in progress, only Health Sector)
	88AB	Scholarship opportunities (Bilateral and PSET Providers) are increased	1	Achieved	
	88AB	TSCU policy and procedures are aligned with foreign scholarship policies	1	Not Achieved	The VQA Board to convene the National Skills Development Plan meeting to plan the implementation. Need to outsource the TSCU Policy to accommodate the Area Council Scholarship as approved by the NSTB.
	88AB	Most remote areas access scholarship (5 – 10 students) are provided (define most remote area)	10	Not Achieved	In progress with Area administrators in all provinces and its paper that was approved by the Scholarship Board. Working with VAC and VIT to implement the Area Council Scholarship.
22. Review and implement Post-School Education and Training Policy	88AB	PSET providers identified, and Partial scholarship policy developed	3	Not Achieved	TSCU Policy still in draft since 2013. VQA Board to map the National Skills Development policy implementation Plan. VQA Board to map the National Skills Development policy implementation Plan

	88AB	Scholarship awarded to PSET Trainers	6	Achieved	26 PSET Trainers Certificate Level 5 Teaching of TVET at FNU. The program will complete at the end of 2025.
2. Grants disbursed according to work plan	88AC	Government and Development Grant guide is developed, and funds distributed are distributed to all registered PSET Providers	37 PSET Institutions	Not Achieved	In progress with Finance unit. Discussion with Ben from VAESP with creating a Grant Committee.
5.School MQS Minimum Quality Standard reviewed and updated	88AC	Built one (1) model Vocational Training Centres VTCs	1	Achieved	Complete Malampa VIT Rensarie. However, still a WIP report. Working MOU to develop with establishing VIT campuses in other provinces
		Institutional capacity strengthened.	1	Not Achieved	A negotiating team scheduled before the signing agreement with the ADB project amounting
		VIT's institutional capacity and its delivery of quality improved	1	Not Achieved	
		In-demand, and gender-responsive training conducted	1	Achieved	2.2 billion vatu.
		A twinning approach employed	1	Not Achieved	
7. Asset master plan developed and approved	88AC	PSET asset master plan developed	3	Not Achieved	Attended a Seminar on Project. Implementation. Discussion was held on how we could engage ADB to finance the project. Engage a Technical Advisor (TA)
	88AC	PSET Providers land lease secured and registered	5	Not Achieved	
8.School Plumbing Maintenance Manual reviewed and updated	88AC	PSET providers plumbing Training conducted in Torba, Shefa, Malampa and Tafea	32	Achieved	Malampa completed
9. Children have equitable access to schools	88AC	TVET unit is part of the review committee	1	Not Achieved	
10. Children have equitable access to HPS activities and equitable access to quality WASH in Schools (WinS) facilities	88AC	Wash facilities system is improved in PSET institutions	10	Not Achieved	Officer designated to be part of the WASH team by the Director.
12.Strengthen Community Engagement	88AC	Tools and equipment for Cert 2 are funded by TVET Unit for accredited programs	1	Achieved	

	88AC	Awareness on relevant policies in all Vocational Training Centres at the provincial level are conducted	3 Provinces (Torba/Penama/Shefa)	Achieved	
13. Strengthen Disaster Risk Reduction and Management (DRRM)	88AC	Education in Emergency Policy is disseminated to all PTCs and PSET providers	1	Achieved	
		Disaster Contingency Plan within all PSET providers implemented. (Tertiary Education part of the logistics)	1	Not Achieved	Liaise with EIE officer in ESD. Tertiary Education is responsible for logistics.
		Coordination of data collection and analysis to support disaster responsiveness	1	Not Achieved	Work with Area Administrators councils
14. Out of School Children Reduction	88AC/A B/AE/AD	Data on Out of School Children compiled and uploaded unto PSET MIS Database	6 Provinces	Not Achieved	PEO Scholarship has been working with the Department of Local Authorities for the Area Administrators council's paper. The National Scholarship and Training Board has approved the Area Council Scholarship which will be implemented at VIT and VAC.
		Training support for PSET Institutions and technical staff undertaken	1	Achieved	Support provided by Ray (VQA IT)
16. Review and Implement National Education Language Policy by 2030	88AC	Participation of TED in the National Language Policy Committee	1	Not Achieved	As spelled out in the agreement between VSP/MOET/ VQA to work on the LLN Policy. Collaborate with NUV to setup new Committee to review and develop implementation plan.
	88AC	MOU between APTC and DTE for PSET provider Support coordinated	1		
	88AC	Participation of TED in the bilingual/plurilingual education policy and system	1	Not Achieved	
17. Policy Guidelines developed to inform policy development	88AC	Participation of TED to policy consultation meetings	1	Achieved	
	88AC	Awareness in PSET Institutions and provinces of relevant policies undertaken	1	Not Achieved	
18. IT Policy Updated and Implemented by 2030	88AC/A B/AD/AE	Concept on PSET ICT policy is developed	1	Not Achieved	Working with Centre of Excellence to work on the paper.
20. High quality / Standard curriculum system in place	88AC	PSET Curriculum is developed	1	Not Achieved	The appointment of a taskforce to work the Instructional training materials

22. Review and implement Post-School Education and Training Policy	88AC	PSET Policy review as a base line to the National Skills policy.	1	Not Achieved	Collaboration with PSET stakeholders. The VQA has been mandated to develop the implementation plan of the National Skills Development policy.
	88AC	TVET in school policy is developed	1	Not Achieved	Secondary School project with ESD. Awaiting the start of the project before creating working committees
	88AC	TVET Resources Materials Cert I, II, III, IV are developed	5	Not Achieved	The appointment of a taskforce to work the Instructional training materials
	88AC	Flexible learning approach introduced to selected PSET Providers	6		
	88AC	Penama and Shefa Skills centres are established	1	Achieved	Appointment of the Penama and Shefa Skills Centre staff. Penama Skills Centre opened
	88AC	Operation budget for PTCs is decentralized	6 Provinces	Achieved	Budget were allocated for.
	88AC	Draft MOU between Provincial TVET centres and VIT are developed	1	Not Achieved	The launching of the Malampa VIT campus and awaiting WIP progress report. Motalava Community are interested with the similar project. However, existing VTC will be the priority. VIT Council has look into Maewo
24. Develop and Implement National Teacher Development Policy by 2030	88AC	Coordination and management of PSET trainers' qualification requirements	1	Not Achieved	1 – 2 Collaboration with VQA to provide requirements for level of qualifications for Trainers 3.The MOU was already signed. Only the Implementation plan has been approved by the VIPAM Board.
28. MoET Research Policy Guideline developed and implemented by 2030	88AC	Tracer database produced	1	Not Achieved	This activity will be included in the ADB Project and hosted at VIT
	88AC	Expenditure cost for PSET providers reviewed	1	Not Achieved	Work on recommendation from expenditure cost analysis and working on the Grant Committee with VAESP
	88AC	Concept Note is submitted	1	Not Achieved	1. Collaborate with VQA and VSP to organize PSET Conference 2-4 Completed 5.Collaborate with VQA and VSP to draft Concept note for new establishment

30. Develop and implement School Inspector Guideline	88AC	School Inspector Guideline be developed for PSET Sector	1	Not Achieved	This activity will be included in the ADB Project and hosted at VIT
31. MoET organizational structure and formal roles and responsibilities are updated and aligned	88AC	Industrial survey's raw data is analysed	2 (Shefa and Tafea Provinces)	Not Achieved	1. No analysis of data from Surve. Shefa and Sanma was completed. Tafea survey need to be conducted 2-4 Collaborate with VQA – NHRDP Coordinator to address NHRDP
34. OPEN VEMIS data becomes the management tool for MoET	88AC	Guiding Materials developed	1	Not Achieved	PSET MIS Policy not yet developed. Collaborate with VQA and PPU to develop PSET MIS Policy
	88AC	PSET MIS Policy produced	1	Not Achieved	This activity will be included in the ADB Project and hosted at VIT
	88AC	PSET MIS Training Conducted	6	Not Achieved	
	88AC	PSET MIS Platform modules completed		Not Achieved	
	88AC	Concept on PSET ICT policy is developed	1	Not Achieved	
31. MoET Organizational structure and roles and responsibilities are updated and aligned	88AD	Higher Education and Research Department structure is expanded and reinforced to meet the demand in higher education sector		Target Not Provided	Advertised and awaiting the recruitment processes. Target not set on the Business plan
21. Vanuatu National University Act is developed and implemented	88AD	Bilingual Research and Innovation Doctoral Training Unit is created with a dedicated structure and scientific and academic training activities are implemented.		Target Not Provided	Need a PEO Higher Education, the title will change at the same time as the structure and must be linked to the integration of URIFDB Need Budget. Target not set on the Business plan
	88AD	DAEU is well coordinated nationally to respond to francophones students and teachers' expectations		Target Not Provided	Target not set on the Business plan
	88AD	MOU between Municipality in Port Vila and HED is formalized and HED projects between Noumea/Dumbea is implemented		Target Not Provided	Waiting for the agreement between Dumbea and Port Vila. To establish the URIFDB in the MOET structure. Target not set on the Business plan
	88AD	RERIPA scientific project is implemented in collaboration with NUV and its university partners		Target Not Provided	Awaiting the PPU and DESPAC MOU transfer of funds not finalized. Target not set on the Business plan
	88AD	The partnership between MOET and France Volontaire is reinforced to assist the		Target Not Provided	Pending formal agreement between Port Vila and Dumbea. Target not set on the Business plan

		development of Higher Education Sector Projects			
	88AD	Reinforce partnership with AUF to support higher education training and research		Target Not Provided	Mission in Paris planned in October 2024, further to Vietnam. Target not set on the Business plan
	88AD	Well-coordinated management of higher education institutions is established and monitored		Target Not Provided	The 39 million fund allocation has been given AFD Coordinator in Port Vila. A Draft MOU between FNU and MOET to be signed. Target not set on the Business plan
	88AD	AFD EDU activities are well coordinated, and funds allocated to the ministry is monitored		Target Not Provided	25 million will be allocated for AFD Coordinator as per agreement Target not set on the Business plan
	88AD	AUF and NUV responses to call for innovative projects are well coordinated by Higher Education and Research Department		Target Not Provided	Good coordination with AUF Only. Target not set on the Business plan
	88AD	The FICOL PLABIOVA Projects is implemented with relevant stakeholders		Target Not Provided	Need a PEO Higher Education. Discussion stage. Target not set on the Business plan
	88AD	Research and Higher Education Training are implemented through the FEF network		Target Not Provided	MOET project was selected by the French Ministry of Foreign Affairs (68M). Target not set on the Business plan
	88AD	Scholarships for regional mobility are awarded to allow Ni-Van students to study in Europe		Target Not Provided	The project of MOET was selected by the SPP (6M). Target not set on the Business plan
	88AD	Scholarships for regional mobility are awarded to allow Ni-Van students to study		Target Not Provided	Funding allocation. Funds FEF. Target not set on the Business plan
	88AD	Scholarships for regional mobility are awarded to allow Ni-Van students to study		Target Not Provided	Waiting for Erasmus pacifique to be created and funded. Funding allocation
22. Review and implement Post-School Education and Training Policy	88AE	Education Attaché for China, New Zealand, Australia and New Caledonia is recruited.	1	Not Achieved	Education Attaché for New Caledonia has been appointed Director to work with HR and DoFAET to appoint Education Attachés for other countries.
	88AE	Establishment of the New Caledonia's Education Attache office is created	1	Achieved	Education Attaché for New Caledonia has been appointed. Still in Port Vila due to NC crisis.
	88AE	National Trainers Quality Framework is developed	1	Not Achieved	Collaborate with VQA to develop PSET Trainers Quality Framework

	88AE	PSET Trainers trained	10	Not Achieved	Continue collaboration with APTC (Vanuatu) and other training institutions. Funding has been secured for Trainers to be trained. 26 PSET Trainer engaged with FNU
	88AE	Yearly, quarterly, monthly and schedule of activities developed for Managers and trainers	1	Not Achieved	Funding has been secured through APTC from DFAT
	88AE	National PSET Trainers Policy produced	1		Collaborate with USP to deliver the training
	88AE	Teacher data analysis study produced (ECCE Teacher, Primary Teachers, Secondary Teachers, PSET Trainers)	1	Not Achieved	Data yet to be analyze Data report yet to be complete.
	88AE	Professional development providers and programs reviewed	1	Not Achieved	
	88AE	A proposal for professional development to teachers/school principals developed	1	Not Achieved	Collaborate with VQA/VSP/DTE and PSET Providers to provide support.
	88AE	Teacher Qualification Upgrade Policy produced	1	Achieved	Completed by TED and now being implemented by TSC Addition an Integration Plan in discussion stages and a local consultant to build a working paper.
	88AE	Communication strategy for the Teacher Qualification Upgrade Policy produced	1	Achieved	Completed by TED and now being implemented by TSC
	88AE	Communication strategy implementation plan produced	1	Achieved	
	88AE	Support trainer upgrading programs produced	1	Not Achieved	Collaboration with training institutions Locally and Regionally. E.g. Certificate in Teaching of TVET (Level 5) with FNU.
	88AE	Implementation of the Trainer Qualification Upgrade Policy report produced	1	Not Achieved	TED has developed and the implementation phase has been moved to TSC. The draft has been initiated by TED. TQUP to be developed for draft implementation plan to be carried out
	88AE	Monitoring and evaluating and reporting on policy implementation reported	1	Not Achieved	TQUP to be developed for M&E plan to be developed.
	88AE	National PSET Trainer Development Plan is reviewed. Development framework is established	2	Not Achieved	

	88AE	National PSET Trainers Development Plan Costing produced	1	Not Achieved	The review focuses only on the formal sector. A review is needed to ensure it also captures the PSET sector."
	88AE	Presentation of the National PSET Trainer Development Plan produced to MOET	1	Achieved	

6. Annual Development Report ²

The table below shows the MoET Annual Report template which is extracted from the NSDP indicators for Social Pillar 2. The table shows the indicator, Target, and baseline which then determines the status of the indicators every year. The last Annual Report was produced in 2019 with no updates in 2020 due to a lack of directions from the Department of Strategic Policy Planning and Aid Coordination (DSPPAC.). Therefore, the 2023 indicator status is extracted from the 2019 ADR.

Table 16: Annual Development Report towards NSDP SOC Pillar 2, for 2020 - 2023

NSDP Policy Objectives	Indicator	Target	Baseline	Current Indicator Status	
2.1	SOC 2.1.1 Percentage of age 6 in Yr. 1 who attended kindergarten SOC 2.1.2 Survival rates Yrs. 1 - 6, 1 – 13	<ul style="list-style-type: none"> 60% of age 6 in Yr.1 attended kindergarten. 85% survival rate Yr. 1 – 6 30% survival rate Yr.1 – 13 	Baseline year: 2015 <ul style="list-style-type: none"> 41.9% 79.1% (Yr. 1 – 6) 20.1% (Yr. 1 – 13) 	2023	2022
				N/A	73%
				83 %	99%
				19 %	23%
2.2	SOC 2.2.1 Percentage of schools demonstrating effective implementation and management of school grants.	100% of eligible schools received their grants	Baseline year: 2017 93% (of eligible schools received grants)	2023	2022
				ECCE- 47 %	ECCE- 63%
				Primary- 84 %	Primary- 95%
				Secondary- 70 %	Secondary- 124%
2.3				2023	2022

²² No updated version of the ADR is made available to date. This same report is reported on in 2023.

	SOC 2.3.1 Percentage of students meeting literacy and numeracy standards ³	<table border="1"> <tr><td>Anglo.</td><td>Yr.4</td><td>Yr.6</td></tr> <tr><td>Lit.</td><td>25.3%</td><td>30.4%</td></tr> <tr><td>Num.</td><td>36.8%</td><td>43.3%</td></tr> <tr><td>Franco.</td><td>Yr.4</td><td>Yr.6</td></tr> <tr><td>Lit.</td><td>5.2%</td><td>18.9%</td></tr> <tr><td>Num.</td><td>37.3%</td><td>44.1%</td></tr> </table>	Anglo.	Yr.4	Yr.6	Lit.	25.3%	30.4%	Num.	36.8%	43.3%	Franco.	Yr.4	Yr.6	Lit.	5.2%	18.9%	Num.	37.3%	44.1%	<table border="1"> <tr><td>Anglo.</td><td>Yr.4</td><td>Yr.6</td></tr> <tr><td>Lit.</td><td>30%</td><td>35%</td></tr> <tr><td>Num.</td><td>40%</td><td>50%</td></tr> <tr><td>Franco.</td><td>Yr.4</td><td>Yr.6</td></tr> <tr><td>Lit.</td><td>15%</td><td>25%</td></tr> </table>	Anglo.	Yr.4	Yr.6	Lit.	30%	35%	Num.	40%	50%	Franco.	Yr.4	Yr.6	Lit.	15%	25%	<table border="1"> <tr><td>Yr.4</td><td>Anglo.</td><td>Yr.6</td><td>Yr. 8</td></tr> <tr><td>30%</td><td>Lit.</td><td>43%</td><td>40%</td></tr> <tr><td>49%</td><td>Num.</td><td>47%</td><td>46%</td></tr> <tr><td>Yr.4</td><td>Franco.</td><td>Yr.6</td><td></td></tr> <tr><td>30%</td><td>Lit.</td><td>43%</td><td>40%</td></tr> <tr><td>49%</td><td>Num.</td><td>47%</td><td>46%</td></tr> </table>	Yr.4	Anglo.	Yr.6	Yr. 8	30%	Lit.	43%	40%	49%	Num.	47%	46%	Yr.4	Franco.	Yr.6		30%	Lit.	43%	40%	49%	Num.	47%	46%	<table border="1"> <tr><td>Yr.4</td><td>Anglo.</td><td>Yr.6</td><td>Yr. 8</td></tr> <tr><td>30%</td><td>Lit.</td><td>43%</td><td>40%</td></tr> <tr><td>49%</td><td>Num.</td><td>47%</td><td>46%</td></tr> <tr><td>Yr.4</td><td>Franco.</td><td>Yr.6</td><td></td></tr> <tr><td>30%</td><td>Lit.</td><td>43%</td><td>40%</td></tr> <tr><td>49%</td><td>Num.</td><td>47%</td><td>46%</td></tr> </table>	Yr.4	Anglo.	Yr.6	Yr. 8	30%	Lit.	43%	40%	49%	Num.	47%	46%	Yr.4	Franco.	Yr.6		30%	Lit.	43%	40%	49%	Num.	47%	46%
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	SOC 2.3.1 Percentage of students exceeding literacy and numeracy standards ⁴	<i>YTB established</i>	<i>YTB established.</i>	<table border="1"> <tr><td>Anglo.</td><td>Yr.4</td><td>Yr.6</td><td>Yr. 8</td></tr> <tr><td>Lit.</td><td>25%</td><td>31%</td><td>39%</td></tr> <tr><td>Num.</td><td>34%</td><td>25%</td><td>26%</td></tr> <tr><td>Franco.</td><td>Yr.4</td><td>Yr.6</td><td></td></tr> <tr><td>Lit.</td><td>17%</td><td>23%</td><td>17%</td></tr> <tr><td>Num.</td><td>34%</td><td>25%</td><td>26%</td></tr> </table>	Anglo.	Yr.4	Yr.6	Yr. 8	Lit.	25%	31%	39%	Num.	34%	25%	26%	Franco.	Yr.4	Yr.6		Lit.	17%	23%	17%	Num.	34%	25%	26%	<table border="1"> <tr><td>Anglo.</td><td>Yr.4</td><td>Yr.6</td><td>Yr. 8</td></tr> <tr><td>Lit.</td><td>25%</td><td>31%</td><td>39%</td></tr> <tr><td>Num.</td><td>34%</td><td>25%</td><td>26%</td></tr> <tr><td>Franco.</td><td>Yr.4</td><td>Yr.6</td><td></td></tr> <tr><td>Lit.</td><td>17%</td><td>23%</td><td>17%</td></tr> <tr><td>Num.</td><td>34%</td><td>25%</td><td>26%</td></tr> </table>	Anglo.	Yr.4	Yr.6	Yr. 8	Lit.	25%	31%	39%	Num.	34%	25%	26%	Franco.	Yr.4	Yr.6		Lit.	17%	23%	17%	Num.	34%	25%	26%																																	
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2.4	SOC 2.4.1 No. of technical and vocational schools that are certified and registered under the Vanuatu Qualifications Authority to operate	80 % (60 technical, vocational, and post-schools to be certified and registered)	Baseline year: 2017 36% (27 technical, vocational & post-schools certified and registered)	<p style="text-align: center;">2023</p> <p>33 PSET providers registered (47% of total PSET providers are currently registered)</p> <p>61 courses are currently accredited</p>	<p style="text-align: center;">2022</p> <p>34 PSET providers registered (47% of total PSET providers are currently registered)</p> <p>61 courses are currently accredited</p>																																																																																	

³ The next VANSTA will be conducted in 2024.

⁴ This a newly added indicator. It complements the percentage of students meeting literacy and numeracy standards indicator. As the indicator on the percentage of students meeting literacy and numeracy standards only captures the proportion of students meeting the standards. This indicator also shows the proportion that exceeds the literacy & numeracy standards.

7. Key Education and Training Statistics

Table 17: Total number of schools in Vanuatu, by school type (2021 - 2023)

School Type	2021	2022	2023
ECCE	16,571	15,074	15,058
Primary (1 – 6)	57,072	56,391	55,233
Secondary (7 - 10)	19,765	21,009	22,635
Senior Secondary (11 +)	5,955	6,337	7,124
Total	99,363	98,811	100,047

Source: Open VEMIS, 2023.

Table 18: Gross Enrolment Rate and Gender Parity Index (GPI) by Sex and School Type for each Province in 2021 - 2023

Province	School Type	2021				2022				2023			
		Male	Female	Total	GPI	Male	Female	Total	GPI	Male	Female	Total	GPI
Torba	ECCE	98.0%	93.8%	95.9%	0.96	94.9%	91.1%	91.2%	0.96	86.5%	87.7%	87.1%	1.01
	Primary	101.8%	108.2%	104.9%	1.06	107.4%	108.3%	107.8 %	1.01	94.9%	95.8%	95.3%	1.01
	Secondary	34.0%	38.7%	36.3%	1.14	36.8%	43.2%	40.0%	1.17	40.8%	46.8%	43.8%	1.15
Sanma	ECCE	107.6%	104.3%	106.0%	0.97	86.0%	87.9%	86.9%	1.02	81.5%	88.9%	85.1%	1.09
	Primary	122.6%	124.4%	123.4%	1.01	120.3%	123.0%	121.6%	1.02	126.2%	118.3%	116.5%	0.94
	Secondary	52.3%	60.4%	56.1%	1.15	52.0%	62.0%	56.7%	1.19	54.6%	65.2%	59.6%	1.20
Penama	ECCE	101.0%	94.9%	98.0%	0.94	106.0%	88.4%	91.4%	0.83	96.0%	92.6%	94.4%	0.97
	Primary	115.9%	116.5%	116.2%	1.00	116.3%	114.6%	115.5%	0.99	112.1%	108.6%	110.4%	0.97
	Secondary	35.7%	40.0%	37.8%	1.12	36.4%	41.4%	38.8%	1.14	41.5%	47.6%	44.4%	1.15
	ECCE	91.6%	90.0%	90.8%	0.98	96.8%	93.8%	95.3%	0.97	101.5%	100.0%	100.8%	0.99

Malampa	Primary	124.2%	121.7%	123.0%	0.98	82.2%	116.1%	119.0%	1.41	116.0%	109.5%	112.8%	0.94
	Secondary	45.0%	52.5%	34.9%	1.17	47.7%	54.7%	51.1%	1.15	51.8%	59.8%	55.6%	1.15
Shefa	ECCE	95.0%	95.9%	95.4%	1.01	85.3%	87.6%	86.4%	1.03	78.5%	81.0%	79.7%	1.03
	Primary	114.1%	112.6%	113.4%	0.99	113.0%	110.3%	111.7%	0.98	108.8%	106.8%	107.8%	0.98
	Secondary	60.2%	68.0%	64.1%	1.13	57.9%	68.4%	63.0%	1.18	61.7%	73.9%	67.7%	1.20
Tafea	ECCE	103.2%	98.5%	100.9%	0.95	85.9%	90.3%	88.0%	1.05	99.9%	104.0%	101.8%	1.04
	Primary	132.4%	128.6%	130.6%	0.97	131.1%	125.9%	128.6%	0.96	120.6%	116.3%	118.5%	0.96
	Secondary	47.7%	45.9%	46.8%	0.96	46.9%	45.8%	46.4%	0.98	48.6%	49.5%	49.3%	1.02

Source: Open VEMIS, 2023

Table 19: Student Teacher Ratio (STR) by Authority Type and School Type in 2021 - 2023

Year	Authority Type	ECCE			Primary (1-6)			Secondary (7 - 14)		
		Student	Teacher	STR	Student	Teacher	STR	Student	Teacher	STR
2021	Government	2,931	534	5.5	36,523	1,400	26.1	15,261	624	24.5
	Church (Govt. Assisted)	910	71	12.8	17,891	664	26.9	8,717	438	19.9
	Church	28	2	14.0	313	14	22.4	129	2	64.5
	Private	12,702	674	18.8	2,345	2	1,172.5	1,613	0	0
	Total	16,571	1,281	12.9	57,072	2,080	27.4	25,720	1,064	24.2
2022	Government	4,926	437	11.3	35,667	1,441	24.8	15,954	668	23.9
	Church (Govt. Assisted)	2,949	228	12.9	18,130	682	26.6	9,600	455	21.1
	Church	125	9	13.9	258	10	25.8	110	1	110.0
	Private	7,074	658	10.8	2,336	19	122.9	1,682	11	152.9
	Total	15,074	1,332	11.3	56,391	2,152	26.2	27,346	1,135	24.1
2023	Government	6,597	544	12.1	34,986	1,442	24.3	17,210	697	24.7
	Church (Govt. Assisted)	2,670	206	13.0	17,731	705	25.2	10,542	472	22.3
	Church	57	5	11.4	178	10	17.8	172	5	34.4
	Private	5,734	481	11.9	2,338	29	80.6	1,832	25	73.3

	Total	15,058	1,236	12.2	55,233	2,186	25.3	29,756	1,199	24.8
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Source: Open VEMIS, 2023.

Table 20: Enrolment of Trainees in each PSET provider institution, by Sex in 2022 - 2023

Year	PSET Providers	Male	Female	Total
2022	ACOMVETS	75	32	107
	Edwards Institute of Technology	29	17	46
	Ituani Vocational Skills Centre	10	9	19
	Jean Canis Baptiste Vocational Training Centre	6	10	16
	Ngafsany Vocational Training Centre	10	4	14
	Pacific Vocational Training Centre	34	8	42
	Pektel Rural Training Centre	14	5	19
	Vanuatu Institute of Technology	393	570	963
	Vetimbosu Rural Training Centre	10	0	10
	Total	581	655	1,236
2023	ACOMVETS	96	39	135
	Edwards Institute of Technology	2	4	6
	Ituani Vocational Skills Centre	71	82	153
	Pacific Vocational Training Centre	34	7	41
	Vanuatu Institute of Technology	637	481	1118
	Total	840	613	1,453

Source: Open VEMIS, 2022.

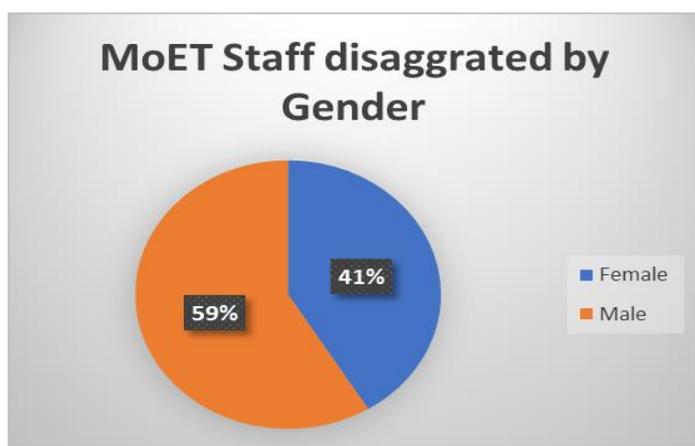
8. Human Resource Management

The data on the following table are abstracted from the smart stream based on the last pay period of 2426; indicate the number of MoET staff by employment status disaggregated by gender and language group.

Table 21: MoET staff employment status, 2024

Employment status	Number of Staff	Gender (F & M)		Language group (FR/ENG)	
		F	M	FR	ENG
Official Salaries Act Appointment (OSA)	23	3	20	-	23
Project Staff	10	5	5	3	7
Public Service Commission employees (PSC)	212	93	119	61	151
TOTAL	245	101	144	63	181

Figure 3: MoET Staff Disaggregation by Gender

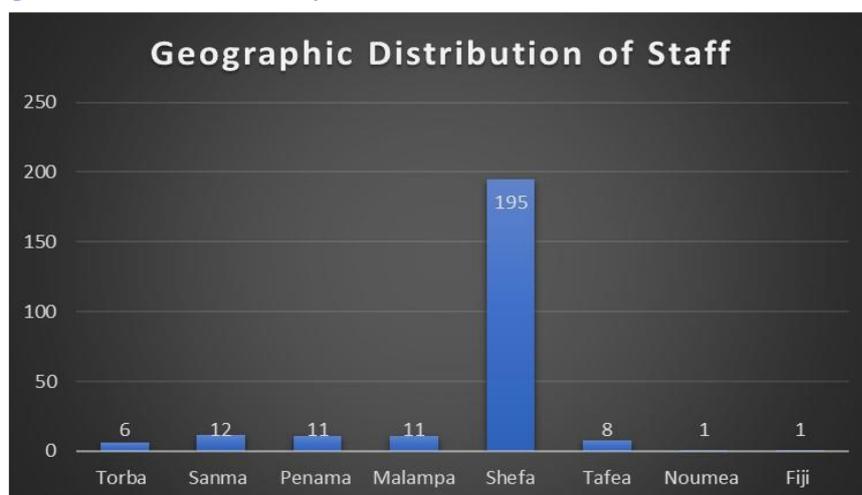


This chart shows that majority of the officers are Male which they represent 59% compared to female staff who only represents 41%.

Geographic Distribution of officers throughout provinces

The Ministry of Education and Training employed a total number of 245 officers which includes official salaries act appointment (OSA) of staff, project staff, PSC contracted and permanent staff. This graph (fig.2) illustrates the distribution of officers throughout the six provinces. Statistics shows that majority of officers are located in the province of Shefa

Figure 4: Staff Distribution by Province



Cessation of Employment in the period: Retirements, Redundancies & Terminations

In 2024, only one staff member had his contract ended and was not renewed. There are no officers who are terminated or redundant by the PSC.

Table 22: Compliance Report (Discipline Cases)

Compliance Report	Status	Number of staff
Permanent suspension on half salary	Employee Disciplinary Report submitted to PSC for COM decision	4
Counseling and informal discussion – 1 ST step of disciplinary Process as outlined on PSSM Chap.6	Counseling sessions between staff and respective managers / Signing of PSC discipline Progressive form and Respond from Staff.	6
1 st Warning Notice	Not turn up during earthquake response	15
2 nd and Final Warning	Repeated disciplinary offence	1

Leave Accrual Analysis

The leave report is for permanent and contracted staff under the Ministry of Education and Training. This chart below shows that most of the officers have their annual leave accrued fall between [0 -40]. Less than the majority of staff have high accrued leave, and this may be explained by the advice from the PSC in 2021 to payout staff outstanding leave above 30.

Figure 5: Leave Accrual

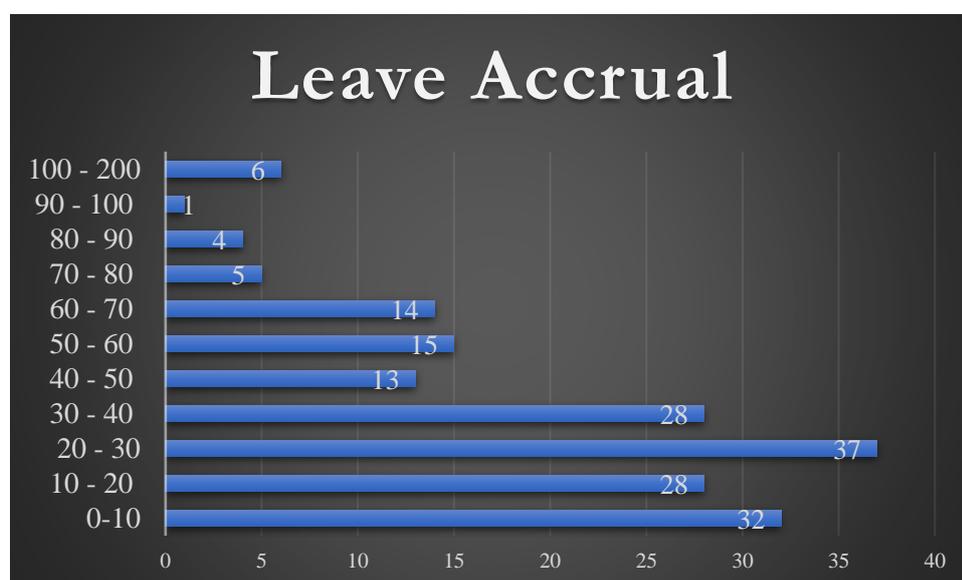


Table 23: Scholarships (area of study by level, disaggregated by gender and language group)

Institutions	Area of study	Program	Gender	Language
Staff on full time study				
University of the South Pacific	Bachelor of Commerce	Public Admin & Management and HRM and employee relations	F	French

University of the South Pacific	Bachelor of Commerce	Public Admin & Management and HRM and employee relations	M	English
University of New Caledonia	Education – PHD	PHD Research in Education	M	French
University of the South Pacific	Masters	Public Administration	F	English
Tahiti	Masters	Management and International Trade	M	French
Staff on Part Time Study				
University of New Caledonia	Agriculture – PHD	ProJet FALAH	F	French
University of New Caledonia	Agriculture – PHD	ProJet FALAH	F	French

Training delivered with a description of the training being undertaken area of study, subject, delivery agency.

VIPAM is responsible for in house training for all civil servants. However, due to limited funding, The HRD Unit within the MoET is responsible for staff training with the support of the HRM unit.

Delivery Agency	Description of Training
VIPAM	Induction of New appointed staff Overview on the PSC Act, Public Service Staff Manual. Terms and conditions of employment, brief on the PSC procedures.

Analysis of initiatives undertaken to improve equity and inclusivity.

- Encouraging staff under discipline to communicate and share their experience openly with the HR Unit
- Under the PSSM, recruitment must be based on merit regardless of gender and ethnicity
- Induction from the VIPAM
- Focus Group – Directors, Senior Management, Secretaries, and the HR officers join the Vanuatu HR Network, Finance Officers Network where they meet to discuss, share experience, and find solutions to address work issues.
- Ministerial Disciplinary Committee has been established to deal and manage all disciplinary offences within the MoET

9. Education and Training Sector Financial Statements⁵

Introduction

The Ministry of Education and Training continues implementing its annual programs and activities with the support from both the recurrent and the donor budgets. In the year 2024 MoET budget ceiling to implement its annual work plan was 18,204,085,845 VT. This report will present the summary detail of the budget expenditures in the 2024 financial year.

MoET Budget Expenditure Overview

Table 24: Overview of MoET Annual Budget Expenditure

FUND	BUDGET	% Share	EXPENDITURE	% Exp	REMAINING
RECURRENT	10,611,381,481	58%	10,568,235,874	99.6%	43,145,607
DEVELOPMENT (2024 Live Projects)	7,592,704,364	42%	6,072,882,747	80.0%	1,519,821,617
TOTAL	18,204,085,845	100%	16,641,118,621	91.4%	1,562,967,224

Table 22 displays the overview of MoET 2024 budget expenditure. The recurrent budget makes up 58% of the total 2024 budget while the remaining 42% is the development budget. The table shows that as of the 31st of December 2024, MoET has expended 99.6% of its recurrent budget and 80% of its development budget and has a favourable remaining budget balance of 1.5 billion vatu.

Recurrent Budget Ceiling Changes

Table 25: MoET 2024 Recurrent Budget Ceiling changes

MOET 2024 RECURRENT BUDGET CEILING CHANGE REPORT		
	(VUV)	(VUV)
Original Budget Ceiling		10,060,175,545
Add. Approved New Policy Proposals		
24C153 - 53DB-MEJD PAYECCE Teachers Payroll Entitlements	172,596,000	
24J182 - 82AB-MEIA-PAYR - Staff Housing Allowance	49,500,000	
24D188 - 88AB-MEIA-PAY Education Attache office establishment	5,530,812	
24B188 - 88CA-MEJD-PAYNUV Strenghtening and growth	59,000,000	
24B154 - 54AA-MEHA-OVER International and regional participation and hosting of meetings	7,000,000	
24A155 - 55CA-MEHA-OVER Skills recogniton to reach the uncertified workers	40,000,000	
24D188 - 88AB-MEIA OVER Education Attache office establishment	965,000	
24B188 - 88CA-MEJD-OVER NUV Strenghtening and growth	21,000,000	
TOTAL APPROVED NPPS		355,591,812
Add. Supplementary Budgets		
Scholarship Supplementary Budget	160,000,000	
Roll Over funds for PSET	35,614,124	
TOTAL APPROVED SUPPLEMENTARY BUDGET		195,614,124
MoET FINAL 2024 BUDGET CEILING		10,611,381,481

⁵ The financial section is always delay due to the reconciliation of the Journals by the MFEM

Table 23 presents the MoET 2024 recurrent budget ceiling report as at 31st of December. The final 2024 budget ceiling was 10,611,381 VT. This total was made up by the original budget ceiling of 10.6 billion vatu, 355 million vatu worth of approved New Policy Projects and 195 million vatu of approved supplementary budget.

MoET Recurrent Budget Expenditure Report

Table 26: MoET 2024 Budget Expenditure Summary by Departments

DEPT	DESCRIPTION	BUDGET	% Share of Total Budget	ACTUAL	% Exp	REMAINING
510	MoET Cabinet Support	82,466,480	0.8%	78,298,575	94.9%	4,167,905
530	Education & Training Department	7,387,353,466	69.6%	7,358,967,844	99.6%	28,385,622
540	Director General Department	81,113,422	0.8%	84,831,376	104.6%	- 3,717,954
550	Education Commissions & Councils	188,902,668	1.8%	186,507,526	98.7%	2,395,142
820	Administration & Finance Department	513,614,872	4.8%	506,709,797	98.7%	6,905,075
830	Policy & Planning Department	50,576,297	0.5%	51,716,762	102.3%	- 1,140,465
880	Tertiary Education Department	2,307,354,276	21.7%	2,301,203,994	99.7%	6,150,282
Grand Total		10,611,381,481	100.0%	10,568,235,874	99.6%	43,145,607

Table 24 presents MoET's recurrent budget expenditure report per department. As shown, the major portion of the MoET recurrent budgets was stored in these two departments being Education Services Department with 69.6% and the Tertiary Education Department with 21.7%. These two departments accommodate the largest category of MoET employees, which were Teachers. And In addition, the two departments mentioned also accommodates the largest portion of the operation budget which is the school grants and the operating grants for Vanuatu Institute of Technology and the Vanuatu Institute of Teachers Education.

Furthermore, while this summary report shows a positive favourable remaining budget of 43 million vatu, however, there are two departments with budget overspendings as shown by the red highlights in figure 3. The Director General Department budget was overspent by 104.6% and the Policy & Planning Department by 102.3%. The main reasons behind these budget overspending was due to the implementation of the new GRT Determination which was effective in the final pay period for the year 2024. The new GRT Determination was an unbudgeted activity for MoET and thus it has affected these two departments mainly.

9.1. Department 510 – MoET Cabinet Budget Expenditure

Table 27: MoET Cabinet Expenditure Report by Cost Centres

#	dept	Dept Description	Dept	Prog	Act	BUDGET	ACTUAL	% Exp	UNDER/OVER
1	51AA	MoE Cabinet	510	MEG	MEGA	82,466,480	78,298,575	95%	4,167,905
		Total				82,466,480	78,298,575	95%	4,167,905

Main Budget Expenditure Highlights:

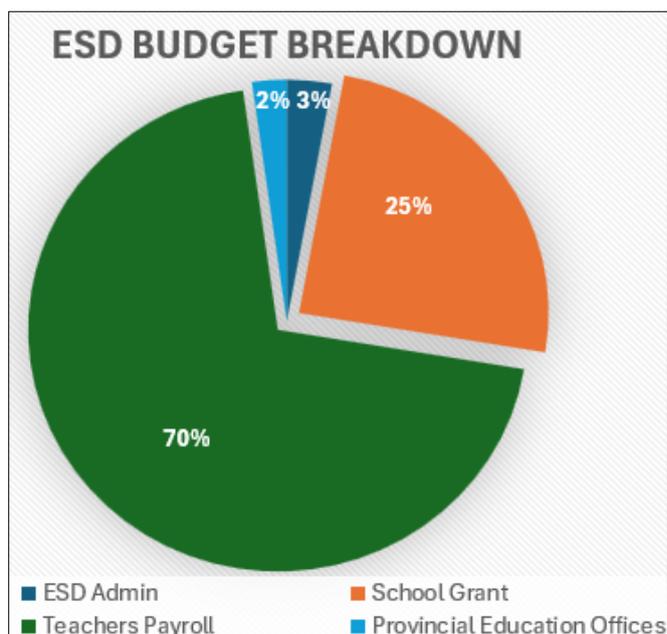
As of 31st December 2024, MoET Cabinets expended 95% of its annual budget of 82 million vatu and has a favourable remaining balance of 4.1 million vatu. This may be due to the changes in Ministerial portfolios towards the end of the year. As we are informed, MoET had 6 changes to the Cabinet portfolio in 2024, thus recruitment to the Cabinet office was delayed or not done at all. This impacted the payout of gratuity owing to Cabinet staff which were not paid prior to the end of the year. In addition, His Excellency the President also announced the dissolution of the National Parliament in November 2024, thus leading to national elections on January 16th, 2025. Indirectly, this also impacted on the recruitment of Cabinet staff towards the end of 2024.

9.2. Department 530 – Education Services Department

Table 28: Education Services Department Report by Cost Centres

Department 530-ESD Budget Expenditure Report By Cost Centres									
#	dept	Dept Description	Dept	Prog	Act	BUDGET	ACTUAL	% EXP	UNDER/OVER
1	53AA	Office of the Director of Education Services	530	MEH	MEHA	8,185,700	8,691,602	106%	-505,902
2	53AB	Education Service Unit	530	MEI	MEIA	14,465,299	16,145,157	112%	-1,679,858
3	53AC	Curriculum Development Unit	530	MEI	MEID		1,136,935	X	-1,136,935
4	53AC	Curriculum Development Unit	530	MEJ	MEJB	47,413,131	47,693,132	101%	-280,001
5	53AD	Examination & Assessment Unit	530	MEJ	MEJB	76,762,500	79,624,416	104%	-2,861,916
6	53AD	Examination & Assessment Unit	530	MEJ	MEJD		767,688	X	-767,688
7	53AE	School Improvement Unit	530	MEJ	MEJA	24,456,634	26,011,471	106%	-1,554,837
8	53AF	National Early Childhood Education Unit	530	MEI	MEIA	11,864,506	12,239,307	103%	-374,801
9	53AG	Primary Education Unit	530	MEI	MEIA	6,619,926	6,289,941	95%	329,985
10	53AH	Secondary Education Unit	530	MEI	MEIA	6,215,819	6,387,915	103%	-172,096
11	53AI	TVET in Schools Unit	530	MEI	MEIA	2,476,044	2,063,588	83%	412,456
12	53AJ	National Education Programs Unit	530	MEI	MEIA	10,726,429	10,820,586	101%	-94,157
13	53CA	Torba Provincial Education Board	530	MEI	MEID	21,066,351	20,582,746	98%	483,605
14	53CB	Sanma Provincial Education Office	530	MEI	MEID	30,995,339	31,932,666	103%	-937,327
15	53CC	Penama Provincial Education Office	530	MEI	MEID	24,263,991	24,668,703	102%	-404,712
16	53CD	Malampa Provincial Education Office	530	MEI	MEID	31,109,047	30,692,741	99%	416,306
17	53CE	Shefa Provincial Education Office	530	MEI	MEID	26,475,797	26,256,460	99%	219,337
18	53CF	Tafea Provincial Education Office	530	MEI	MEID	31,011,361	30,775,425	99%	235,936
19	53CF	Tafea Provincial Education Office	530	MEJ	MEJD		1,273,024	X	-1,273,024
20	53CG	Government Assisted Education Authorities Office	530	MEI	MEID	6,452,124	5,042,201	78%	1,409,923
21	53CH	Zone Curriculum Advisors	530	MEJ	MEJA	2,470,252	1,475,607	60%	994,645
22	53DA	Early Childhood Care & Education Grant	530	MEJ	MEJC	80,307,228	80,307,227	100%	1
23	53DB	Kindergarten Teachers	530	MEJ	MEJD	395,079,627	389,418,184	99%	5,661,443
24	53EA	Primary Teachers	530	MEJ	MEJD	2,532,667,998	2,524,960,894	100%	7,707,104
25	53EB	Unposted Primary Teachers	530	MEJ	MEJB		-64,089	X	64,089
26	53EB	Unposted Primary Teachers	530	MEJ	MEJD	24,850,708	19,224,287	77%	5,626,421
27	53EC	Primary Schools Grant	530	MEJ	MEJC	510,763,890	510,763,890	100%	0
28	53ED	Primary Teachers Incidentals	530	MEJ	MEJD	5,595,021	5,422,521	97%	172,500
29	53EF	Primary Principals	530	MEJ	MEJD	40,581,419	37,944,974	94%	2,636,445
30	53FA	Secondary Teachers	530	MEJ	MEJD	1,939,697,873	1,941,650,782	100%	-1,952,909
31	53FB	Unposted Secondary Teachers	530	MEJ	MEJD	33,024,148	30,171,727	91%	2,852,421
32	53FC	Secondary School Grant	530	MEJ	MEJC	197,430,846	197,430,846	100%	0
33	53FD	Secondary Teachers Incidentals	530	MEJ	MEJD	2,464,255	2,464,255	100%	0
34	53FE	Secondary Schools Tuition Fee	530	MEJ	MEJC	1,033,491,876	1,033,491,876	100%	0
35	53FF	Secondary Principals	530	MEJ	MEJD	208,368,327	195,209,159	94%	13,159,168
		Total				7,387,353,466	7,358,967,844	99.6%	28,385,622

Figure 6: Education Services Department Reporting by Cost Centres



Main Budget Expenditure Highlights:

- The ESD as earlier stated, accommodates over the majority of MoET budget. The biggest fraction of the budget is for the +4,000 teacher's payroll (kindergarten, Primary, secondary, Principals) followed by the school grants budget for all schools.
- Figure 5 presents the budget break down for ESD budget ceiling. As seen, teacher's payroll makes up 70% of the total budget, school grants 25%, ESD administration cost centres 5% and 2% share was for the Provincial Education Offices.
- Figure 4 above shows that as at 31st December 2024, ESD expended 99.6% of its annual budget of 7.3 billion vatu and has a favourable remaining balance of 28.3 million

vatu.

- The green highlighted cells in figure 5 are the remaining budget from the teacher's payroll cost centres. The budget space was associated with the teachers that were suspended without salary and were for the 2 final pay periods in December 2024.

9.3. Department 540 – Director General Department

Table 29: Director General Department Report by Cost Centre

Department 540-DGO Budget Expenditure Report By Cost Centres									
#	dept	Dept Description	Dept	Prog	Act	BUDGET	ACTUAL	% Exp	UNDER/OVER
1	54AA	Office of the Director General	540	MEB	MEBA		-121,370	X	121,370
2	54AA	Office of the Director General	540	MEH	MEHA	43,803,776	43,879,059	100.2%	-75,283
3	54AB	Internal Audit Unit	540	MEH	MEHB	11,756,396	12,083,885	102.8%	-327,489
4	54AC	Quality Assurance & Standard Unit	540	MEH	MEHB	4,347,963	4,120,519	94.8%	227,444
5	54AD	Educational Bodies Coordination Unit	540	MEI	MEIA	1,842,071	1,410,548	76.6%	431,523
6	54AE	Communication Unit	540	MEI	MEIB	2,067,184	2,025,218	98.0%	41,966
7	54AF	Procurement Unit	540	MEI	MEIA	6,615,318	8,126,409	122.8%	-1,511,091
8	54AG	Human Resource Management Unit	540	MEI	MEIA	10,680,714	12,338,286	115.5%	-1,657,572
9	54DB	Sanma Secondary Schools	540	MEJ	MEJD		968,822	X	-968,822
		Total				81,113,422	84,831,376	-105%	-3,717,954

Main Budget Expenditure Highlights:

- As at 31st December 2024, the Director General Department over expended its budget by 105% of its annual budget of 81 million vatu and has a negative remaining balance of 3.7 million vatu.
- The budget overspending was caused by the recruitment of contracted staff to the position of the Chairman of the National Education Advisory Commission and Senior Payroll Officer, which are both positions with no budget support. In addition, the overspend was also due to the implementation of GRT Determination and Principals Officers under DGs Office Payroll Alignment Claim, in the final pay period of the financial year of 2024 thus affecting these 4 cost centres:
 - I. 54AA-MEHA: Office of the Director General
 - II. 54AB-MEHB: Internal Audit

- III. 54AF-MEIA: Procurement Unit
- IV. 54AG-MEIA: Human Resource Management Unit

9.4. Department 550 – Education Commissions & Councils

Table 30: Education Commission & Councils Department Report by Cost Centre

#	dept	Dept Description	Dept	Prog	Act	BUDGET	ACTUAL	% EXP	UNDER/OVER
1	55AA	Teaching Service Commission	550	MEH	MEHA	56,865,561	54,470,419	96%	2,395,142
2	55CA	Vanuatu Qualification Authority	550	MEH	MEHA	132,037,107	132,037,107	100%	0
		Total				188,902,668	186,507,526	99%	2,395,142

Main Budget Expenditure Highlights:

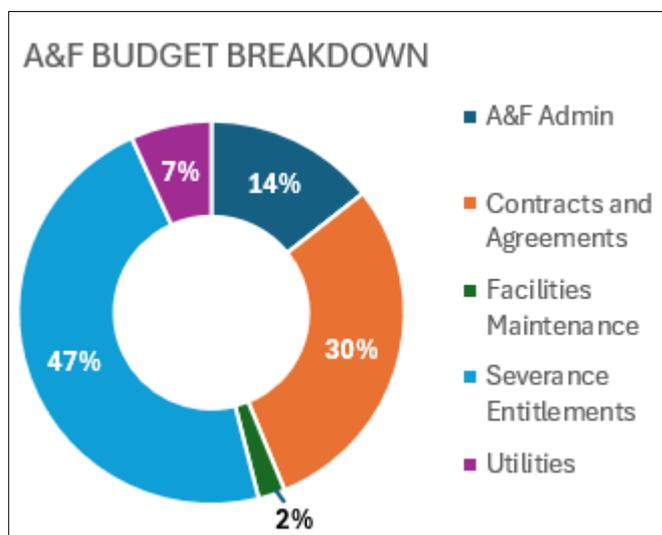
- As at 31st December 2024, the Education Commissions & Councils Department expended 99% of its annual budget of 188.9 million vatu and has a favourable remaining balance of 2.3 million vatu.
- The budget surplus resulted from vacant positions, as a result of 2 officers resigning from the Teaching Service Commission. By the end of 2024, the positions were yet to be advertised.
- There are only two cost centres under this department which is the Teaching Service Commission (TSC) and the Vanuatu Qualification Authority (VQA)
- The 132 million vatu budget for VQA is their operating grant.
- The MoET receives an annual audited report from VQA, on the grant funding paid to the Authority each year.

9.5. Department 820 – Administration & Finance Department

Table 31: Administration & Finance Department Report by Cost Centres

#	dept	Dept Description	Dept	Prog	Act	BUDGET	ACTUAL	% EXP	UNDER/OVER
1	82AA	Office of Director Finance & Administration	820	MEH	MEHA	7,512,757	7,163,501	95%	349,256
2	82AB	Finance Unit	820	MEI	MEIA	21,733,898	24,071,615	111%	-2,337,717
3	82AC	Administration & Asset Management Unit	820	MEI	MEIA	24,352,223	22,806,238	94%	1,545,985
4	82AD	Information and Communication Technology Unit	820	MEI	MEIA	20,017,185	20,139,446	101%	-122,261
5	82BA	Utilities	820	MEI	MEIC	34,713,256	34,680,161	100%	33,095
6	82BB	Contracts and Agreements	820	MEI	MEIC	151,431,117	150,216,717	99%	1,214,400
7	82BC	Facilities Maintenance	820	MEI	MEIC	11,542,383	11,542,378	100%	5
8	82BD	Severance Entitlements	820	MEI	MEIC	242,312,053	236,089,741	97%	6,222,312
		Total				513,614,872	506,709,797	99%	6,905,075

Figure 7: Administration & Finance Department Report by Cost Centres



Main Budget Expenditure Highlights:

- The Administration and Finance department budget was 513 million vatu. Of this total, Severance Entitlement budget is 47%, Contracts & Agreements 30%, A&F administration cost centres operation 14%, Utilities (Electricity & Water) 7% and Facilities and Maintenance 2%. Refer to figure 9.
- As at 31st December 2024, the A&F department expended 99% of its annual budget of 513 million vatu and has a favourable remaining budget balance of 6.9 million vatu.
- There were a few budgets overspending within the department which

was due to the implementation of the GRT Determination and Principal Officers salary alignments. This only applies to these two cost centres:

I. 82AB-MEIA: Finance Unit

II. 82AD-MEIA: Information and Communication Technology Unit

- Surplus budget was evident in Administration & Asset Management Unit (AAMU), Contracts and Severance entitlements. The surplus in AAMU, resulted from delayed recruitment of staff to the positions of Architect (x2 positions) and Asset Officer.
- The surplus in Contracts and Agreements was a result of a cancelled LPO due to incomplete services provided to MoET.
- In addition, the surplus in Severance Entitlements, will need to be further clarified by the Department of Finance & Treasury. It must be noted that by August 2024, MoET was overspent by 7 million vatu on severance commitments mainly due to teachers.

9.6. Department 830 – Policy & Planning Department

Table 32: Policy & Planning Department Report by Cost Centres

#	dept	Dept Description	Dept	Prog	Act	BUDGET	ACTUAL	% EXP	UNDER/OVER
1	83AA	Office of the Director Policy & Planning	830	MEH	MEHA	9,571,230	10,174,295	106.3%	-603,065
2	83AB	Policy & Planning Unit	830	MEI	MEIA	24,477,799	24,885,973	101.7%	-408,174
3	83AC	School Statistics & Mapping Unit	830	MEI	MEIB	8,355,657	7,521,221	90.0%	834,436
4	83AD	Research Unit	830	MEI	MEIA	1,716,724	1,793,696	104.5%	-76,972
5	83AE	Human Resources & Development Unit	830	MEI	MEIA	3,808,724	4,695,414	123.3%	-886,690
6	83BA	SEO Conference & Workshop	830	MEI	MEIA	2,646,163	2,646,163	100.0%	0
		Total				50,576,297	51,716,762	102%	-1,140,465

Main Budget Expenditure Highlights:

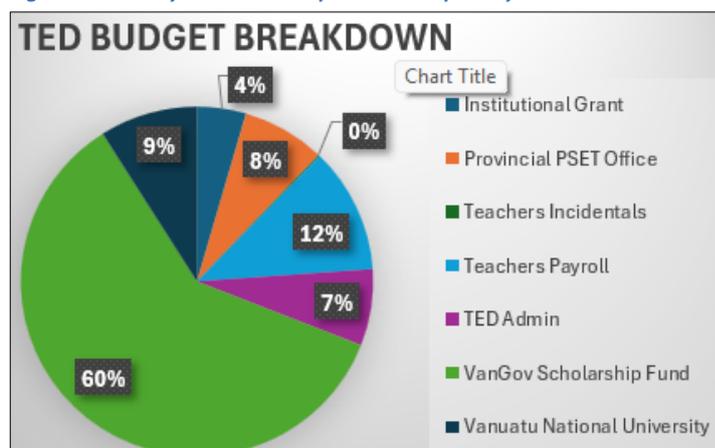
- As at 31st December 2024, the Policy and Planning Department over expended their budget by 102% of its annual budget of 50.5 million vatu and has a negative remaining balance of 1.1 million vatu.
- All cost centres under PPU, with the exception of the Research Unit, are over expended. The main cause for this overspends is the implementation of the GRT determination which was effective on the final payday of 2024. Another factor causing this overspending is the Principals Officer payroll alignment claim which was also processed in the same final pay period of 2024.

9.7. Department 880 – Tertiary Education Department

Table 33: Tertiary Education Department Report by Cost Centres

#	dept	Dept Description	Dept	Prog	Act	BUDGETORIG	BUDGETSUPP	VIREMENTS	BUDGET	ACTUAL	% EXP	UNDER/OVER
1	88AA	Office of the Director of Tertiary Education	880	MEH	MEHA	11,044,044		-1,778,756	9,265,288	10,436,756	112.6%	-1,171,468
2	88AB	Training & Scholarship Coordination Unit	880	MEI	MEIA	47,360,916		-3,937,098	43,423,818	38,869,841	89.5%	4,553,977
3	88AC	Technical & Vocational Education Unit	880	MEI	MEIA	99,168,696	35,614,124	-41,003,790	93,779,030	94,544,154	100.8%	-765,124
4	88AD	Higher Education Unit	880	MEI	MEIA	9,989,867		-3,465,621	6,524,246	6,499,655	99.6%	24,591
5	88AE	Teacher Education Unit	880	MEI	MEIA	15,019,871		-4,574,733	10,445,138	10,763,739	103.1%	-318,601
6	88CA	Vanuatu National University	880	MEJ	MEJD	266,409,840		-59,000,000	207,409,840	207,409,570	100.0%	270
7	88DA	Vanuatu Government Scholarship Fund	880	MEJ	MEJE	838,369,211	160,000,000	387,315,869	1,385,685,080	1,374,917,498	99.2%	10,767,582
8	88EA	Vanuatu Institute Of Teacher Education	880	MEJ	MEJD	131,949,954		-1,217,836	130,732,118	132,070,164	101.0%	-1,338,046
9	88EB	In Service Unit	880	MEJ	MEJD			0		7,870,156	X	-7,870,156
10	88ED	Vanuatu Institute of Teacher Education Grant	880	MEJ	MEJC	38,507,900		0	38,507,900	38,507,900	100.0%	0
11	88EF	Teacher Education Teachers Incidentals	880	MEJ	MEJD	1,520,283		0	1,520,283	1,393,568	91.7%	126,715
12	88FA	Vanuatu Institute of Technology	880	MEJ	MEJD	157,412,882		-19,942,317	137,470,565	135,456,738	98.5%	2,013,827
13	88FC	Vanuatu Institute of Technology Grant	880	MEJ	MEJC	65,221,670		0	65,221,670	65,221,670	100.0%	0
14	88FD	TVET Education Teachers Incidentals	880	MEJ	MEJD	1,520,283		0	1,520,283	1,393,568	91.7%	126,715
15	88HA	TORBA Provincial PSET Office	880	MEI	MEID	4,704,216		-3,468,683	1,235,533	1,235,533	100.0%	0
16	88HB	SANMA Provincial PSET Office	880	MEI	MEID	50,595,871		-3,225,392	47,370,479	47,370,479	100.0%	0
17	88HD	MALAMPA Provincial PSET Office	880	MEI	MEID	36,414,695		-3,504,216	32,910,479	32,910,479	100.0%	0
18	88HE	SHEFA Provincial Education PSET Office	880	MEI	MEID	55,578,911		-7,208,432	48,370,479	48,370,479	100.0%	0
19	88HF	TAFEA Provincial PSET Office	880	MEI	MEID	49,395,439		-3,433,392	45,962,047	45,962,047	100.0%	0
		Total				1,880,184,549	195,614,124	231,555,603	2,307,354,276	2,301,203,994	99.7%	6,150,282

Figure 8: Tertiary Education Department Report by Cost Centres



Main Budget Expenditure Highlights:

- The Tertiary Education Department has the second highest portion budget after Education Services Department. The total budget for the department is 2.3 billion vatu. Of this total, 60% is VanGov Scholarship Fund, 12% payroll budget for Vanuatu Institute of Technology (VIT) and Vanuatu Institute of Teacher Education (VITE), 9% is the Vanuatu National University budget, 8% is the operation and payroll budget for Provincial PSET Offices, 7% is the TED

Administration cost centres budget, 4% is the institutional grant for VIT and VITE and 0.13% is the incidentals for VITE and VIT Teachers.

- Included within the total budget ceiling is the supplementary budget of 195 million vatu. The two supplementary budgets that are stored under department TED are:
 - Scholarship Supplementary Budget: 160,000,000 VT
 - 2023 PSET Roll over funds: 35,614,124 VT
- As at 31st December 2024, the Tertiary Education Department expended 99.7% of its annual budget of 2.3 billion vatu and has a favourable remaining balance of 6.1 million vatu.
- The surplus in the Training & Scholarship Coordination Unit was a result of payroll surplus for the position of the Education Attache to New Caledonia and the finance officer. An officer was appointed to the position in late 2024. By the end of 2024, the finance officer position was still vacant.
- The surplus in the Vanuatu Government Scholarship Fund resulted from LPOs that may have been cancelled due to non-confirmation of goods and/or services provided to the Ministry. The DoFT will need to confirm the variance.

- The surplus in the Vanuatu Institute of Technology was due to 2 lecturers resigning from their positions and 1 lecturer who passed away during the year. By the end of 2024, no replacement staff were recruited for the vacant positions.

9.8. School Grant Report

Table 34: 2024 School Grant Expenditure Summary report by Grant Types

TYPE OF GRANT	Rate (VUV)	No. of Schools	No. of Students	Funding		Total (VUV)
				Van-Gov	Donor	
ECCE Grant	9,000	497	9,847	80,309,227	20,451,691	100,760,918
Primary Schl Grant	8,900	430	53,567	479,054,710	-	479,054,710
Secondary Schl Grant	8,125	152	30,689	222,489,052	28,550,328	251,039,380
Y7-13/14 Tuition Fee Subsidy	42,000	152	30,682	984,782,559	212,291,031	1,197,073,590
Y14 Examination Fee Subsidy	21,590	3	1,003		20,990,400	20,990,400
GRANTS		1,079	94,103	1,766,635,548	282,283,450	2,048,918,998

Table 32 displays the 2024 school grant expenditure summary report. The total grant expenditure of 2 billion vatu was paid to 94,103 students in 497 ECCE schools, 430 primary schools and 152 secondary schools. Note that ECCE grants are paid to primary schools, which they are either a feeder or attached to the primary school. Management of the school grant for ECCEs is expected to be carried out by the principal of the primary school.

As part of the school grant program, the total expenditure was partially funded by both the recurrent budget and donor budget. The school grant program is directed to government and non-government assisted schools.

Figure 9: School Grant Funders

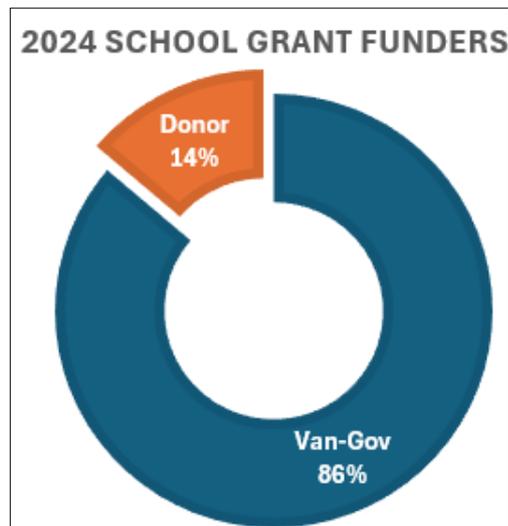


Figure 8 shows the percentage contribution of the total school grant paid in the year 2024. As shown, the Vanuatu government contributed 86% of the total school grant expenditure and the Donor contributed 14% of the total grant paid.

The Early Childhood & Care Education (ECCE) grant is primarily paid to students aged 4 & 5 years old in registered ECCE centres. A total of 9,847 students benefitted from the grant which accounts for 5% of the total school grant.

The Primary grant is paid to all students registered in Years 1 to 6 in registered primary schools. A total of 53,567 students benefitted from the grant which accounts for 23% of the total school grant.

The Secondary grant is paid to all students registered in Years 7 to 13/14 in registered secondary schools. A total of 30,689 students benefitted from the grant which accounts for 72% of the total school grant.

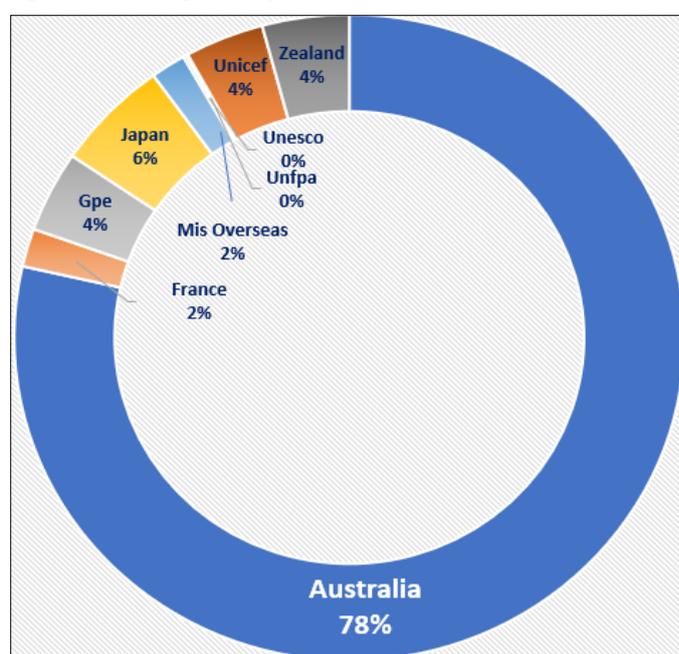
9.9. MoET Development Budget Expenditure Report

Table 35: 2024 Development Budget Expenditure Summary Report by Aid Donors

#	AID DONORS	Project Count	% Share	Budget	Expenditure	% Exp	Balance
1	7QAU- Government of Australia	85	78.54%	5,963,686,119	4,709,221,062	79%	1,254,465,057
2	7QFR-Government of France	4	1.91%	144,662,460	134,570,591	93%	10,091,869
3	7QJA-Government of Japan	9	5.56%	421,998,800	271,105,955	64%	150,892,845
4	7QNDP-UNFPA	1	0.08%	6,230,260	5,696,062	91%	534,198
5	7QNZ-Government of New Zealand	8	4.19%	318,208,549	268,520,557	84%	49,687,992
6	7QOS-Mis Overseas-ASCO Motor	1	0.08%	6,270,000	5,684,102	91%	585,898
7	7QOS-Mis Overseas-Embassy of Kuwait	2	0.73%	55,619,683	51,187,471	92%	4,432,212
8	7QOS-Mis Overseas-TC PAM Recovery	4	0.33%	25,321,222	17,083,629	67%	8,237,593
9	7QOS-Miss Overseas-SPC	1	0.01%	969,240	478,505	49%	490,735
10	7QOS-Miss Overseas-TC PAM Recovery	1	0.53%	40,480,000	32,754,970	81%	7,725,030
11	7QPE-Global Partnership for Education	21	4.05%	307,718,658	292,516,583	95%	15,202,075
12	7QUC-UNICEF	9	3.82%	289,988,846	273,273,514	94%	16,715,332
13	7QUO-UNESCO	5	0.15%	11,550,527	10,789,746	93%	760,781
Grand Total		151	100%	7,592,704,364	6,072,882,747	80%	1,519,821,617

Table 34 summary shows a total of 151 live development projects, funded by 13 Aid donors in the year 2024. As of the 31st of December 2024, MoET has expended 80% of the total development budget of 7.5 billion vatu and has a favourable remaining balance of 1.5 billion vatu.

Figure 10: Percentage Share of Donor Contribution



The pie graph in figure 9 shows the % share of Donor contribution in funding these 151 projects above.

As shown, Australia is the major aid donor contributing 78% of the total development budget which funds 85 of the total 151 live projects.

The remaining 22% of the total donor budget which funds the remaining 66 projects was funded by these donors:

- Japan 6%
- New Zealand 4%
- Unicef 4%
- GPE 4%
- France 2%
- Mis Overseas 2%
- Unesco 0.15%
- Unfpa 0.08 %

The detailed allocation of these projects is displayed in table 34 in the next page.

Table 36: Detail Summary of Development Budget Expenditure by Aid Donors by Projects, in VATU

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
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7QAU- Government of Australia	78.54%	5,963,686,119	4,709,221,062	1,254,465,057
Abanga Primary School	0.01%	1,000,000	-	1,000,000
Alowaru Primary School	0.34%	26,000,000	26,000,000	-
Amaronea Primary School	0.13%	10,000,000	7,706,966	2,293,034
Ambae Recovery Education Support Grant	2.69%	204,397,000	182,288,054	22,108,946
Ambaebulu Primary School	0.18%	13,650,000	13,650,000	-
Avunatari Primary School	0.33%	25,000,000	9,279,670	15,720,330
Bangabulu Primary School	0.18%	13,650,000	13,349,929	300,071
Bislama Standardization Support	0.26%	20,000,000	6,027,021	13,972,979
COVID 19 Response Grants	4.17%	316,440,000	315,597,357	842,643
Curriculum Development Unit Roof Repair	0.27%	20,700,000	6,591,060	14,108,940
Curriculum Materials	0.32%	24,500,000	21,605,362	2,894,638
Curriculum reprint	0.40%	30,000,000	29,646,440	353,560
DFAT contribution to Beverly Hills Project	0.18%	14,038,070	14,038,070	-
DFAT TC Lola Recovery -Abuanga Primary School	0.33%	25,000,000	-	25,000,000
DFAT TC Lola Recovery -Benbon Primary School	0.33%	25,000,000	-	25,000,000
DFAT TC Lola Recovery -Faralo Primary School	0.25%	19,000,000	-	19,000,000
DFAT TC Lola Recovery -Kamai Primary School	0.25%	19,000,000	-	19,000,000
DFAT TC Lola Recovery -Laindua Primary School	0.41%	31,250,000	-	31,250,000
DFAT TC Lola Recovery -Lonmelfaran Primary School	0.33%	25,000,000	-	25,000,000
DFAT TC Lola Recovery -Olal Primary School	0.49%	37,500,000	-	37,500,000
DFAT TC Lola Recovery -Sanesup Primary School	0.49%	37,500,000	-	37,500,000
DFAT TC Lola Recovery -Tsimbwege Primary School	0.26%	20,000,000	-	20,000,000
DFAT TC Lola Recovery-Aulua JSS	1.63%	124,000,000	-	124,000,000
DFAT TC Lola Recovery-Project Management Unit	0.40%	30,700,000	-	30,700,000
ECCE School Grant	4.28%	325,172,071	300,168,661	25,003,410
Enkul Primary School	0.32%	24,000,000	15,450,965	8,549,035
Furniture	0.35%	26,800,000	16,842,530	9,957,470
Ipekel Primary School	0.43%	33,000,000	6,989	32,993,011
Jinarue Primary School	0.16%	12,400,000	12,030,174	369,826
Lolovoli Primary School	0.29%	21,954,943	14,822,790	7,132,153
Malampa Support Literacy Improvement in Schools	0.10%	7,400,000	4,879,982	2,520,018
MOET Recovery Project Management Unit	1.19%	90,356,876	90,176,336	180,540
Mwast Primary School	0.10%	7,950,000	7,950,000	-
Najaraiwelu Primary School	0.30%	23,000,000	22,176,060	823,940
Nandiutu Secondary School	0.94%	71,230,000	52,995,151	18,234,849
Nanuhu Randasi Primary School	0.16%	12,400,000	12,138,025	261,975
Nariaru Primary School	0.18%	13,500,000	12,404,241	1,095,759
Naukwanabu Primary School	0.42%	32,200,000	19,224,000	12,976,000

Online Learning for Schools	0.07%	5,000,000	3,058,499	1,941,501
Penama Support Literacy Improvement in Schools	0.10%	7,400,000	3,039,850	4,360,150
Port Resolution	0.48%	36,750,000	6,989	36,743,011
Project Management Unit	0.37%	28,200,294	12,572,447	15,627,847
Quatuneala Primary School	0.13%	10,000,000	182,291	9,817,709
Reconstruction of Schools	8.96%	680,450,681	679,663,510	787,171
Reconstruction of Schools -Epi	1.24%	94,370,497	94,359,351	11,146
Re-supply of Science Equipment	1.19%	90,500,000	89,254,772	1,245,228
Sanma Support Literacy Improvement in Schools	0.12%	8,823,200	4,707,925	4,115,275
School Grant for Kindy to Year 10	3.85%	292,684,426	289,746,174	2,938,252
School Grant for kindy, Year 7 - Year 13/14	2.09%	158,936,900	158,936,900	-
Secondary School Grant	20.80%	1,579,154,419	1,514,596,061	64,558,358
Shefa Support Literacy Improvement in Schools	0.10%	7,955,495	5,310,871	2,644,624
St Jean D'Arc School	0.46%	35,000,000	28,600	34,971,400
Tafea Support Literacy Improvement in Schools	0.12%	8,750,000	4,260,130	4,489,870
Taharo Primary School	0.18%	13,500,000	13,222,562	277,438
Tanna Secondary School's Furniture	0.33%	24,999,999	24,649,469	350,530
TC Harold Delivery Lycee De Luganville	3.38%	256,295,057	42,490,806	213,804,251
TC Harold Emergency Response & Early Recovery	0.08%	5,940,159	2,003,542	3,936,617
TC Harold Recovery Baie Barrier PS	0.43%	32,446,704	6,833,380	25,613,324
TC Harold Recovery Londar PS	0.43%	32,446,704	339,880	32,106,824
TC Harold Recovery Luganville Adventist School	0.46%	34,795,057	28,339,880	6,455,177
TC Harold Recovery Melsisi PS	0.92%	69,946,704	31,945,630	38,001,074
TC Harold Recovery Pangi PS	0.35%	26,196,706	20,354,880	5,841,826
TC Harold Recovery Project Management Unit	0.73%	55,048,762	13,456,201	41,592,561
TC Harold Recovery Rangusuku PS	0.51%	38,696,704	26,504,880	12,191,824
TC Harold Recovery St Henri (Lonfis) PS	0.51%	38,696,704	25,689,308	13,007,396
TC Harold Recovery Tavumae PS	0.53%	40,295,056	27,293,412	13,001,644
TC Harold Recovery Unmet PS	0.42%	32,180,226	17,761,653	14,418,573
TC Harold Recovery Vovlei PS	0.31%	23,795,056	21,979,880	1,815,176
TC Judy & Kevin - Exam Fees	0.54%	40,984,508	27,167,661	13,816,847
TC Judy & Kevin - Govt Yr 1 to 6 tuition fees Subsidy	0.64%	48,939,970	48,939,970	-
TC Judy & Kevin - Monitoring and audit	0.43%	32,788,832	11,137,292	21,651,540
TC Judy & Kevin - Non govt Yr 7-13 tuition fees subsidy	0.54%	40,880,000	40,880,000	-
TC Judy & Kevin - PSET Institution	0.53%	40,152,000	40,152,000	-
Torba Support Literacy Improvement in Schools	0.08%	6,100,000	3,561,300	2,538,700
TVET Ambae Recovery	0.42%	31,644,000	31,644,000	-
Vanuatu Education Support Proigram (VESP) Phase 2	0.26%	19,890,992	1,275,724	18,615,268
Vanuatu Skills Partnership	0.64%	48,804,899	48,804,899	-
Vanuatu Skills Paternership	0.02%	1,606,448	-	1,606,448

Vanue Marama Primary School	0.18%	13,650,000	13,650,000	-
Vilakalaka Primary School	0.18%	13,650,000	13,639,450	10,550
Wainsine Primary School	0.18%	13,650,000	13,565,175	84,825
Yanumakel primary school	0.36%	27,000,000	25,168,025	1,831,975
Total-Australia	78.54%	5,963,686,119	4,709,221,062	1,254,465,057

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QFR-Government of France	1.91%	144,662,460	134,570,591	10,091,869
Ficol Project - The Construction Of the First Phase of the National Bilingual University	1.64%	124,426,027	124,426,027	-
Ficol Project Furniture	0.09%	6,791,124	6,791,124	-
Mobility to French Polynesia to strenghten Vanuatu's Tourism	0.09%	6,483,402	1,061,458	5,421,944
RERIPA Call 3: Living Labs-Climate Change,Coastal Communities	0.09%	6,961,907	2,291,982	4,669,925
Total-France	1.91%	144,662,460	134,570,591	10,091,869

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QJA-Government of Japan	5.56%	421,998,800	271,105,955	150,892,845
Bombua Rellocation School Proj	0.93%	70,764,653	60,705,943	10,058,710
Construction labultamata Primary School Building	0.51%	38,635,966	6,989	38,628,977
Construction_Amelvet Primary School	0.66%	49,918,486	45,228,490	4,689,996
Construction_Farun Primary School	0.38%	28,526,459	28,513,890	12,569
DFAT TC Judy & Kevin - Vanuatu Skills Partnership	1.58%	119,865,000	78,000,000	41,865,000
Eratap Primary School	0.32%	24,672,318	17,003,424	7,668,894
Luganville Est School Project	0.37%	27,714,101	25,602,841	2,111,260
Science Lap Project Balwin Lonsdale Memorial School	0.60%	45,354,258	-	45,354,258
SHOW Ground Community School Project	0.22%	16,547,559	16,044,378	503,181
Total-Japan	5.56%	421,998,800	271,105,955	150,892,845

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QNDP-UNFPA	0.08%	6,230,260	5,696,062	534,198
Family Life Education in School	0.08%	6,230,260	5,696,062	534,198
Total-Unfpa	0.08%	6,230,260	5,696,062	534,198

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QNZ-Government of New Zealand	4.19%	318,208,549	268,520,557	49,687,992
Beverly Hills Primary School	0.97%	73,437,812	73,437,812	-
Construction for Fanafo Primary School	0.80%	60,835,547	27,959,347	32,876,200
Construction for Santo East Primary School	1.73%	131,324,297	122,908,846	8,415,451
Construction for Sarakata Primary School	0.24%	17,958,810	17,058,246	900,564
MFAT Recovery School Project Santo East PS Sarakata PS & Fanafo PS	0.00%	-	-	-
Operations Cost for PMU	0.05%	4,137,583	421,947	3,715,636
Support for Health & Hygiene Material	0.26%	19,917,000	18,076,154	1,840,846
Support_Psycho-social support	0.14%	10,597,500	8,658,205	1,939,295
Total-New Zealand	4.19%	318,208,549	268,520,557	49,687,992

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QOS-Mis Overseas-ASCO Motor	0.08%	6,270,000	5,684,102	585,898
Emergency Response to TC Judy & Kevin	0.08%	6,270,000	5,684,102	585,898
Total-Asco Motors	0.08%	6,270,000	5,684,102	585,898

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QOS-Mis Overseas-Embassy of Kuwait	0.73%	55,619,683	51,187,471	4,432,212
Vanuatu Institute of Technology Tourism Project	0.57%	43,218,841	42,952,629	266,212
Vila East School Project	0.16%	12,400,842	8,234,842	4,166,000
Total-Kuwait	0.73%	55,619,683	51,187,471	4,432,212

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QOS-Mis Overseas-TC PAM Recovery	0.33%	25,321,222	17,083,629	8,237,593
School Resource & Extnsn Proj - Lehili Secondary Sshool	0.05%	3,447,336	-	3,447,336
School Resource & Extnsn Proj - Matevulu College	0.02%	9,526,332	8,653,863	872,469
School Resource & Extnsn Proj - Onesua Presbyterian College	0.01%	9,526,332	8,429,766	1,096,566
School Resource & Extnsn Proj - Vanuatu Qualification Authority	0.00%	2,821,222	-	2,821,222
Total-TC Pam Recovery	0.07%	25,321,222	17,083,629	8,237,593

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QOS-Miss Overseas-SPC	0.01%	969,240	478,505	490,735
Pacific Literacy and Numeracy	0.01%	969,240	478,505	490,735
Total-SPC	0.01%	969,240	478,505	490,735

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QOS-Miss Overseas-TC PAM Recovery	0.53%	40,480,000	32,754,970	7,725,030
Ecole Publique Centre-Ville Construction of 4 New Double Classroom	0.53%	40,480,000	32,754,970	7,725,030
Total-TC PAM Recovery	0.53%	40,480,000	32,754,970	7,725,030

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QPE-Global Partnership for Education	4.05%	307,718,658	292,516,583	15,202,075
Construct ECCE Training Classroom at VITE	0.13%	9,817,000	9,817,000	-
Construct operational cost IE Provincial ECCE Unit	0.23%	17,593,396	17,593,396	-
GPE COVID-19 Vanuatu Accelerated Resilience Program	-0.01%	(657,084)	(190,620)	(466,464)
GPE Program Support Unit	0.00%	-	-	-
Grants	0.02%	1,245,604	1,245,604	-
Home School Broadcast Lessons	0.28%	21,033,044	21,033,044	-
Home School Package	0.10%	7,362,363	7,297,827	64,536
Home Schooling Guidance for Parents	0.27%	20,303,914	16,059,967	4,243,947
Internal Audit	0.05%	3,798,726	2,287,903	1,510,823
Internal Audit Unit	0.00%	195,588	176,165	19,423
MEAL and Audit	0.00%	113,896	113,896	-
Pre-Service Teachers Trainers	0.04%	3,160,889	3,297,449	(136,560)
Pre-Service Training Modules	0.00%	300,599	300,599	-
Printing and distribution of reading books	0.02%	1,334,678	1,331,408	3,270
Produce & Distribute Reading Books	0.99%	75,478,543	75,478,543	-
Program Support Unit	0.34%	25,812,258	25,759,418	52,840
Project Management	0.46%	35,289,196	35,289,196	-
Repair of Classrooms	0.00%	242,144	(315,144)	557,288
Strengthen Inclusive Education	0.82%	62,471,528	27,117,813	35,353,715
Teaching and Learning Materials	0.52%	39,783,424	39,596,734	186,690
	-0.22%	(16,961,048)	9,226,385	(26,187,433)
Total-GPE	4.05%	307,718,658	292,516,583	15,202,075

AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
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7QUC-UNICEF	3.82%	289,988,846	273,273,514	16,715,332
Access To Early Childhood Development & Education in Vanuatu	0.30%	22,531,078	22,396,718	134,360
ECCE Training	0.06%	4,208,500	3,570,160	638,340
Prioritizing the early years in Vanuatu's human capital investment	0.05%	4,050,996	2,547,225	1,503,771
Support Education in Emergency & School Based Disaster Risk Reduction	0.08%	6,338,714	4,669,674	1,669,040
Support to Inclusive Education Policy Review	0.03%	2,119,360	1,387,912	731,448
Vanuatu WASH in Schools	2.57%	195,417,606	187,271,166	8,146,440
Vanuatu WASH in schools Quarter 3 2023	0.07%	5,307,224	4,810,490	496,734
WASH in School - Lesasanemal Rehabilitation	0.13%	10,167,000	6,775,348	3,391,652
Young Children Access Quality Early Learning Opportunities Vanuatu	0.52%	39,848,368	39,844,821	3,547
Total-Unicef	3.82%	289,988,846	273,273,514	16,715,332
AID DONORS	% Share of Total Budget	Sum of Revenue	Sum of Total	Sum of Balance
7QUO-UNESCO	0.15%	11,550,527	10,789,746	760,781
Collections & Publications oral Traditions (Custom stories) central Vanuatu	0.03%	2,460,874	2,460,874	-
Presentation & launching of 2016 - 2018 Annual Statistical Digest for MOET	0.03%	2,000,000	1,239,219	760,781
Promotion Cultural Heritage & Archaeology in Vanuatu	0.03%	2,241,280	2,241,280	-
Teaching & Transferring Traditional Knowledge Urban Young Children (kastom Skul)	0.03%	2,624,557	2,624,557	-
Upgrading Data/Information Storage System Vanuatu Cultural Centre	0.03%	2,223,816	2,223,816	-
Total Unesco	0.15%	11,550,527	10,789,746	760,781
Grand Total	99.74%	7,592,704,364	6,072,882,747	1,519,821,617

10. Other Issues

10.1. Portfolio legislation

The following legislation governs the affairs of the Ministry of Education and Training:

- Education Act No. 9 Of 2014
- Education (Amendment) Act No. 35 of 2019
- Teaching Service Act No. 30 of 2013
- Vanuatu Qualification Authority Act No. 1 of 2014
- Vanuatu Qualifications Authority (Amendment) Act No. 36 of 2019
- Vanuatu Institute of Technology Act No. 24 of 2001
- Vanuatu Institute of Teacher Education Act No. 25 Of 2001
- National University of Vanuatu Act No. 34 of 2019

Other related acts include:

- LAWS OF THE REPUBLIC OF VANUATU Consolidated Edition 2006 LEADERSHIP CODE [CAP. 240]
- CHAPTER 219 CONVENTION ON THE RIGHTS OF THE CHILD (RATIFICATION) Act 26 of 1992
- LAWS OF THE REPUBLIC OF VANUATU Consolidated Edition 2006 VANUATU NATIONAL PROVIDENT FUND [CAP. 189] Consolidated Edition 2006

10.2. Statutory Authority and Non-statutory Bodies

The Ministry of Education and Training portfolio includes the following bodies.

- Teaching Service Commission (TSC)
- Vanuatu Institute of Technology (VIT)
- National University of Vanuatu (NUV)
- Vanuatu Qualifications Authority (VQA)
- National Education Advisory Council (NEAC)
- Curriculum & Assessment Board
- Scholarship Board

TSC, VQA, VIT and VITE are governed by their Acts while NEAC is a council. The other two (Curriculum & Assessment, Scholarships) have board members.

10.3. International Agreements or Commitments

The Government through the Ministry of Education and Training has been a signatory with a number of these regional and international agencies: beneath are the agencies by which the government through the Ministry of Education and Training is working closely with.

- University of the South Pacific
- Agence Universitaire de la Francophonie (AUF)
- UNESCO (MDG and EFA Goals – are incorporated into the MoET performance framework to address the surrounding issues)
- UNICEF
- South Pacific Board of Education and Assessment (SPBEA)/Educational Quality and Assessment Program (EQAP) as a subsidiary of SPC.

- Commonwealth of learning.
- Links and engagements with NGOs and organizations in Vanuatu (World Vision, Peace Corps and JOCV).

10.4. Complaints Mechanism

The Ministry administers complaints through the process delineated by the Public Service Commission. Complaints are managed by the middle managers (Principal Education Officers) as the first counselling approach before forwarding to the Director. The Director manages it and where no improvements are made; the Director will recommend to the office of the Director General to relate these complaints either to the Teaching Service Commission or the Public Service Commission for a final decision.

Legal advice is sought from the State Law Office for all legal issues and complaints. The Ministry of Education and Training is not aware of any investigations by the Ombudsman's Office, or the Auditor General carried out during the year about its operations.

11. Contact Officer

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