



Ministry of Environment and Climate Change

Strategic Development Plan 2026 - 2031

*A clean, healthy and thriving environment
for a sustainable and resilient Fiji*





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Glossary

AU	Adaptation Unit	MRV	Measurement, Reporting, Verification
BBNJ	Biodiversity Beyond National Jurisdiction	MU	Mitigation Unit
BTR/NC	Biennial Transparency Report/ National Communication	NAP	National Adaptation Plan
CCA	Communications Coordinator	NBSAP	National Biodiversity Strategy and Action Plan
CBD	Convention on Biological Diversity	NCCCC	National Climate Change Coordination Committee
CCD	Department of Climate Change	NCCP	National Climate Change Policy
CCP	Climate Change Policy	NDC	Nationally Determined Contribution
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora	NDP	National Development Plan 2025-2029 and Vision 2050
CROC	Climate Relocation of Communities (Trust Fund)	NEC	National Environment Council
CSO	Civil Society Organisation	NOP	National Ocean Policy 2020-2030
DCC	Director Climate Change	ODS	Ozone Depleting Substance
DOE	Department of Environment	PDU	Programme Development Unit
DRRP	Disaster Risk Reduction Policy	PIFS	Pacific Islands Forum Secretariat
EIA	Environment Impact Assessment	PMU	Project Management Unit
EPS	Environmental Protection Strategy	POP	Persistent Organic Pollutant
EYFS	Early Years Foundation Stage	PS	Permanent Secretary
FRDP	Fiji Resilience Development Plan	RMU	Resource Management Unit
GCF	Green Climate Fund	SDG	Sustainable Development Goals
GEF	Global Environment Facility	SDP	Strategic Development Plan
HoU	Head of Unit	SEO	Senior Environment Officer
HR	Human Resources	SPC	Pacific Community
IRDF	Integrated Rural Development Framework	SPIRIT	Service, Partnership, Inclusivity, Respect, Integrity, Transparency
KMO	Knowledge Management Officer	SPREP	Secretariat of the Pacific Regional Environment Programme
KPI	Key Performance Indicator	UNCBD	United Nations Convention on Biological Diversity
LEDS	Low Emissions Development Strategy	UNCLOS	United Nations Convention on the Law of the Seas
MEA	Multilateral Environment Agreements	UNFCCC	United Nations Framework Convention on Climate Change
MECC	Ministry of Environment and Climate Change	WDP	Waste Disposal Permit
MEL	Monitoring, Evaluation and Learning	WPCU	Waste Management & Pollution Control Unit
MLO	Media Liaison Officer	WRP	Waste Recycling Permit



Statement by Honourable Minister for Environment and Climate Change

- Hon. Lynda Tabuya

I am privileged to introduce the Ministry of Environment and Climate Change [MECC] Strategic Development Plan [SDP] for 2026–2031. We have charted a new course, guiding our direction for the next five years, striving toward our overarching Vision for “A clean, healthy and thriving environment for a sustainable and resilient Fiji”.

Our traditional knowledge systems, our vanua, have always emphasised balance — between land and sea, people and place, tradition and progress. This wisdom has been passed down through generations and must continue to guide our decisions in this modern era. Our ecosystems provide us with clean air, fresh water, nutritious food, medicine, protection from climate and disaster risks, and livelihoods. They underpin our climate resilience and economic prosperity. Yet today, we are facing cumulative threats like never before.

The work of our Ministry is guided by an ambitious path to conserve our ecosystems, restore degraded areas, manage climate risks, and ensure the sustainable use of our natural resources for generations to come.

This SDP outlines clear priorities for our Ministry and our partners, intended to drive our internal work through aligned annual plans and foster collaborative action. It provides strategic direction for our extensive policy and legislative responsibilities, which span waste management, environmental management, ozone protection, biodiversity conservation, oceans, and climate change.

The Strategic Development Plan is built around five key goals critical to supporting this journey: supporting informed citizens [Goal 1], strengthening community resilience and private sector engagement [Goal 2], safeguarding our natural resources [Goal 3], increasing strategic partnerships [Goal 4], and strengthening internal governance within MECC [Goal 5]. These goals align directly to our national priorities as articulated in our National Development Plan, relevant national and regional policies, and international agreements.

This plan is a testament to our collective conviction that a thriving environment and a resilient economy are two sides of the same coin. It is both a statement of ambition and a declaration of responsibility ensuring that no one is left behind in our pursuit of sustainability.

I commit the Ministry of Environment and Climate Change to delivering these strategies efficiently and effectively, ensuring we uphold our legislative mandates and contribute to a sustainable and resilient future for all generations in Fiji.



Statement by Permanent Secretary for Environment and Climate Change

- Dr. Sivendra Michael

This Strategic Development Plan for the Ministry of Environment and Climate Change (MECC) is a landmark document that will guide our collective efforts toward a more resilient and sustainable future for Fiji.

The establishment of MECC in 2023 brought together two essential and interconnected departments of Government, recognising that we are operating at a pivotal time for our future. The threats posed to our biodiversity and oceans are urgent, and significant changes to our climate are now a daily reality, rather than a distant threat. Our combined mandate strategically recognises the critical role that healthy ecosystems play in our ability to manage climate impacts and support community well-being. This integrated approach recognises that risk management, environmental protection, climate change adaptation, and mitigation are inextricably linked to our economic development. Nature is not a free resource. The threats to our natural resources and ecosystem services are a threat to our future development goals. We have a critical responsibility: to ensure that development is done in an inclusive, environmentally just way - upholding environmental standards and integrity through robust governance and enforcement.

The development of this plan involved stakeholder consultation and internal deliberations, reflecting on how we can improve services and foster the necessary strategies for effective and efficient implementation. A recurring theme was the need to move services closer to the people and the importance of people-centred approaches and community engagement. We recognise that community voices and traditional knowledge are vital to supporting more effective programme design and implementation. Indeed, the community serves as the eyes and ears for the Ministry, supporting our enforcement and monitoring mechanisms.

The process of developing this plan reinforced the values with which we serve the people of Fiji. Developed by our team, all our actions are guided by MECC's core SPIRIT: Service, Partnership, Inclusivity, Respect, Integrity, and Transparency.

Achieving our mission to promote collective environmental stewardship and climate action and nurture partnerships to safeguard resources and livelihoods requires more than just documents. It requires nurturing and restoring the sense of responsibility of every individual, community, organisation, and business to work together. This necessary mindset shift and behaviour change is critical for a resilient Fiji. Consequently, our work critically relies on partnerships with a wide range of stakeholders. In this spirit, we must all act as crewmates on a shared journey, with our collective knowledge and shared purpose serving as our guiding stars. Every action, no matter how small, contributes to our shared voyage toward a safer and more resilient Fiji.

It is my privilege to lead an incredible team of passionate and dedicated civil servants, committed to ensuring that the deep connection between our environment, natural resources, and our people is safeguarded and strengthened. I am confident that through the dedication of our staff and the support of all our partners and communities, this plan will serve as a guiding star for positive change. Together, we will build a more sustainable and resilient Fiji for generations to come.



A healthy environment is our strongest defence against climate change – as stewards of our land, forests, rivers and oceans, we all have a role in safeguarding them from threats, restoring our biodiversity and reviving traditional knowledge and solutions. A resilient and healthy environment supports resilient communities and a sustainable future.

- Mr Seru Raco, Navatege Settlement, Tawake, Cakaudrove.



Chapter 1: Introduction

The Ministry of Environment and Climate Change (MECC) was established in 2023 and brings together two critical and interconnected parts of Government at a critical time for our future. The threats to our biodiversity and our oceans are urgent and require a coordinated and collaborative response. Significant changes to our climate are not a distant threat but a daily reality.

As part of the process of developing this Strategic Development Plan (SDP) we came together as a Ministry and reflected on our key strengths, the areas for improvement and the strategies that are needed to ensure the successful implementation of our various policy goals and to deliver efficient and effective services that underpin sustainable and climate resilient development.

At MECC, we are responsible for the coordination of several critical national policy and legislative priorities – waste management, environmental management, ozone protection, biodiversity conservation, oceans, climate change – and these policy areas define “what” we do.

During the process of developing this plan, we reflected on the “why” and the “how” that underpin our policy and legislative mandates.

Creating the behaviour change that is needed to support a resilient Fiji is not about words and documents – it is about nurturing and restoring the sense of responsibility of every individual, family, community, organisation and businesses to work together to achieve these goals. Our work at MECC guides the overall strategic and policy direction but critically relies on partnerships with many other stakeholders.

As such, we also reflected on our key roles and responsibilities and our roles as educators, partnership brokers, and information and knowledge managers that underpin all areas of our work.



Chapter 2: Vision, Mission and Values



Our Vision:
“A clean, healthy and thriving environment for a sustainable and resilient Fiji”.

Our Mission:
Promote collective environmental stewardship and climate action, nurture partnerships to safeguard resources, ecosystems, and livelihoods, through the delivery of inclusive and effective services.



Our Values:

The MECC is dedicated to serving the nation through partnerships, in an inclusive manner, with respect guided by integrity and transparency. This **SPIRIT** underpins everything we do as a Ministry:



Service

We are committed to serving Fiji and all our inhabitants. Our actions prioritise the well-being of our ecosystems, wildlife, current and future generations.



Partnership

We know that we cannot achieve our environmental and climate goals alone. We nurture partnerships and work in collaboration with various partners to collectively progress our shared objectives.



Inclusivity

We embrace diversity in all its forms and strive to create an inclusive community where every voice is heard and valued, fostering a united effort in addressing environmental and climate change challenges.



Respect

We respect our environment and all that depend on it. We respect each other and nurture a safe environment that supports the sharing of a diversity of views, through respectful communication and actions.



Integrity

We uphold the highest ethical standards in all our endeavours. Honesty and accountability guide our decision-making processes.



Transparency

We believe in open communication. We share information to support our people to make informed decisions. We are transparent about our initiatives, impact, and challenges with our community, fostering trust and collaboration.

These values not only guide our work as a Ministry but are reflected in our key policy documents to guide our approach and that of partners in addressing our environmental and climate change goals.

Chapter 3: Context

Our Ministry has a key role in managing intergenerational risk and ensuring that our rich biodiversity and natural resources are available for the next generation, despite the climate challenges we face. Bringing together our environment and climate change portfolio is strategically important and recognises the critical role that healthy ecosystems play in our ability to manage climate impacts. It also provides us with a greater opportunity to integrate nature-based solutions and biodiversity protection within our climate responses. Resilient development recognises that risk management, environmental protection, climate change adaptation and mitigation are inextricably linked to Fiji's economic development.¹

The National Development Plan 2025-2029 and Vision 2050 (NDP) outlines key priorities relating to environmental protection and climate change. Our priorities are also cross-cutting and relate to the achievement of all our sustainable development goals.



in examining where we need to do better and where we should prioritise, moving services closer to the people and community engagement was a recurring theme.

People want to be heard

– whether that relates to concerns about logging, improper drainage or waste disposal or nature-based seawalls. Community voices and traditional knowledge can also support more effective programme design and implementation. Working with relevant national and sub-national government agencies to support decentralised service delivery is critical to addressing service delivery.

¹ NCCP

Many of our policy priorities are already outlined in the various policies, plans, strategies and legislation that we are responsible for: Environment Management Act 2005, Litter Act (2008), Ozone Depleting Substances Act (1998), Endangered and Protected Species Act (2002), and the Climate Change Act 2021.

Key priorities and actions outlined in the NDP, National Climate Change Policy (NCCP) 2018-2030, National Ocean Policy (NOP) 2020-2030, National Adaptation Plan (NAP), Low Emissions Development Strategy (LEDS) 2018-2050, Nationally Determined Contributions (NDC) 2020, and the National Biodiversity Strategy and Action Plan (NBSAP) 2020-2025 (references are intended to include all updates or amendments to these instruments from time to time) will guide our work as a Ministry. Key actions that relate to our role in delivering on these existing commitments and priorities are reflected in our Ministry action plan. This also supports harmonised reporting across our various policy and legislative commitments.

As key cross-cutting themes, we recognise that environmental degradation and climate change can exacerbate existing inequalities. Efforts to address these issues must be informed by a human-rights and people-centred approach. Our actions will empower and support greater locally-led conservation, management and leadership. They must also be driven by evidence-based decision making and design. We must also break down silos internally between our teams - and externally with key stakeholders if we are to realise the “woven approach to resilient development”.

Figure 1: The links between our work to support a Resilient Development Pathway





Chapter 4: Roles and Responsibilities of the MECC

We perform a diverse and critical set of functions, each vital to our overarching vision, mission and guiding values. These roles are relevant across all of the thematic areas of our work - environmental protection and conservation, sustainable and inclusive resource management, and climate change adaptation and mitigation. The ability to perform these roles and responsibilities are dependent on the strong foundations of corporate services (including HR, administration, finance). These roles are core to our ability to deliver services in an effective, efficient and people-centred manner, ensuring our team is well supported and valued through a strong culture of service, partnership, inclusivity, respect, integrity and transparency in line with MECC values.





- **Regulatory: Maintaining environmental standards and integrity.**
 - » At the heart of our regulatory role lies the responsibility to uphold environmental integrity through robust governance and enforcement. We are the focal points for several processes, the compliance with which supports the safeguarding of our environmental resources for everyone. These include requirements outlined in the Environment Management Act (2005), Litter Act (2008), Ozone Depleting Substance Act (1998), Endangered and Protected Species Act (2002), Climate Change Act (2021) and their associated regulations. Many of these regulations have permitting requirements that our team administers, including the Change to Environmental Impact Assessment (EIA) process, Waste Management and Pollution Control, Ozone Depleting Substances, and import and export of plastic and endangered species. These permits establish clear standards and conditions for industries and individuals, promoting responsible waste management, responsible research and trade and minimising pollution.
- **Project management: Scaling solutions.**
 - » We design and implement a diverse portfolio of projects aimed at addressing critical environmental and climate challenges including the Naboro Landfill. Projects range from coastal protection and mangrove restoration, biodiversity protection, oceans management and community conservation. We work in partnership with various stakeholders to achieve these goals, ensuring that projects are co-designed and tailored to specific needs to deliver lasting benefits. As a cross-cutting issue, generally environment and climate change projects are managed in partnership with other government entities and organisations, supported by MECC.
- **Resource mobilisation: The scale of the environmental and climate challenges are beyond our national budget to address.**
 - » We work with partners to secure additional resources to address biodiversity, environmental and climate change challenges, including the GEF and Green Climate Fund (GCF). Our team acts as a finance mobiliser, actively seeking and securing domestic and external finance from international sources, including multilateral funds, bilateral partnerships and private sector investments. The Programme Development Unit develops compelling proposals that align national priorities with international funding criteria and have a specific role in mobilising resources to support national biodiversity and environmental initiatives, including through the GEF, which is currently in the 8th round of funding. Our Climate Finance and Programme Development Unit work with a singular objective to mobilise financial resources to support the implementation of initiatives across government and collaboratively with civil society organisations and the private sector. This crucial function, detailed in our National Climate Finance Strategy, supports the mobilisation of necessary resources to implement our climate adaptation and mitigation strategies including the NAP, NDCs, and LEDS, and is provided for in Fiji's NDP.



- » Partnership brokering: Addressing the multifaceted challenges of environmental conservation and climate action requires a collaborative approach.
- » We broker partnerships, fostering strong relationships with a wide range of stakeholders. We cultivate partnerships with national, regional and international organisations, ensuring that Fiji's voice is heard in regional and international fora, that we benefit from shared knowledge and best practices, leveraging their expertise and resources to support our national priorities. We work closely with civil society and community organisations, to support community driven environmental protection and climate action. We engage with the private sector, encouraging sustainable business practices and promoting green investments.
- » Community engagement, education and advocacy: Addressing the environmental and climate change challenges of the nation requires nurturing collective stewardship and restoring pride in our natural environment.
- » This includes supporting behaviour change and unlearning practices introduced by a modern world. Re-learning traditional knowledge and practices and growing the awareness of our interdependence with nature is championing a next generation of environmental stewards. We use our position to intentionally and strategically advocate internally within government and with partners to elevate our priorities at the national, regional and global level.
- » Knowledge management and learning: Supporting evidence-based decision making and underpinning the various regulatory functions of MECC requires strong information and knowledge management systems.
- » This includes climate and environmental data, a wealth of assessments and technical reports, project proposals and supporting documents and stakeholder lists. Strengthening internal and external knowledge management to support ongoing learning is critical to be able to support the above roles.

Chapter 6 Action Plan 2026 - 2031 provides a detailed description of the operational and functional responsibilities of the Ministry.



Chapter 5: Strategic Planning Process

During 2024 and 2025, the Ministry held various internal and external consultations with diverse stakeholders to ensure the contents of the plan reflected the key priorities for MECC for the next 5 years.

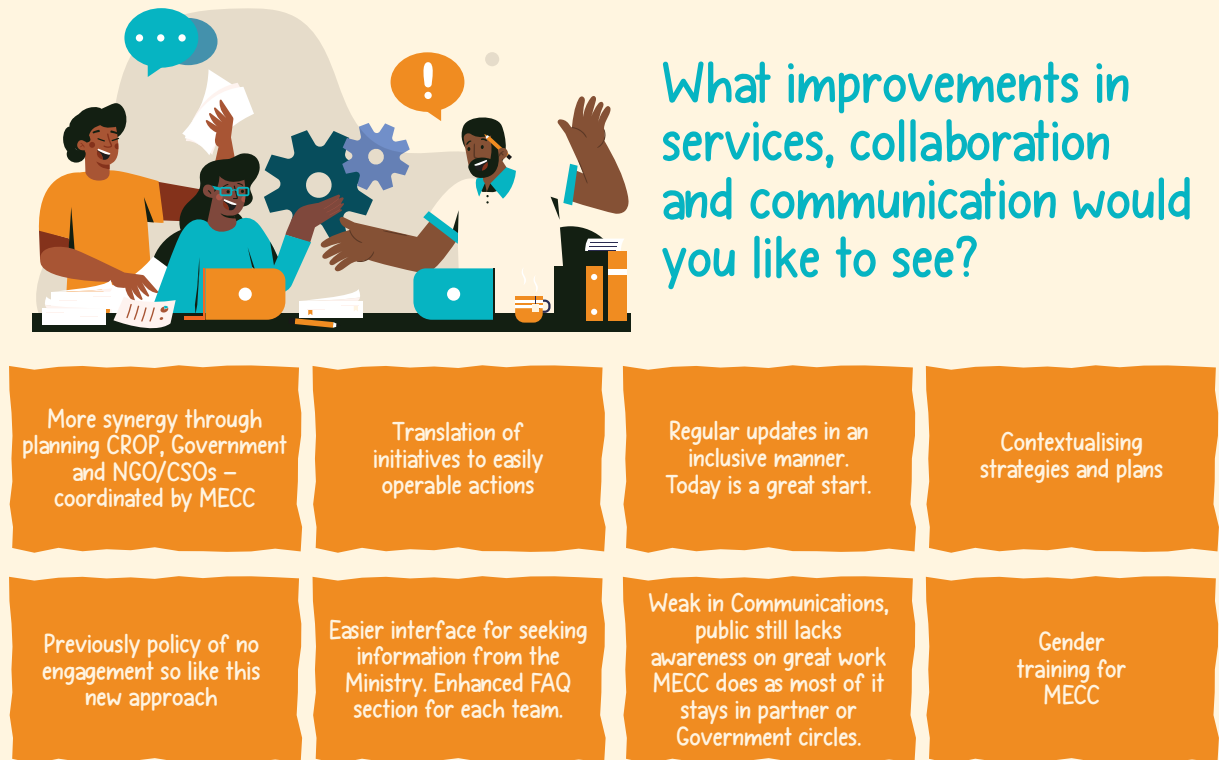
Our consultations included the use of various survey tools, interviews with our senior leadership team, internal and external workshops, focus group discussions, and various public outreach activities aligned to the Ministry's ongoing activities.

We asked our team to reflect on what the people of Fiji expect from MECC and the responses generally fell within the areas listed below.

- Science-backed decisions for managing natural resources
- Build trust with all partners to effectively manage our natural resources collectively
- Encourage positive behavioral change through advocacy and awareness
- Assist communities with solutions to their environmental and climate change challenges
- Develop projects and mobilise climate finance
- Implement the Environment Management Act and its associated regulations
- Service excellence and responsiveness

At various meetings from January to March 2025, stakeholders were asked to provide feedback on the effectiveness of MECC services, collaboration, communication and the types of improvements they would like to see. These ideas and suggestions have been incorporated into our Goals, Strategies and Action Plan.

Figure 2: An example of suggestions from stakeholders as to where MECC can improve services, collaboration and communication



The workshops in March 2024 and January 2025 allowed staff to come together and learn from each other about the ways in which their work connected and how collaboration across MECC could be improved to better serve our people and deliver our priorities.



Chapter 6: Key Goals, Strategic Priorities and Actions

Action Plan for the period 2026-2031

Our accompanying Action Plan consolidates the key strategies and actions that we have committed to as part of the NDP, within our various policy documents, legislation and which emerged as key strategic priorities during our consultation process under five goals. The goals and strategies are listed below and the accompanying action plan will remain a living document to be updated as relevant policy priorities are adjusted.

Our Ministry has a difficult task and inadequate resources to meet all of the actions that we have already committed to. The accompanying Action Plan seeks to find common ground across our different policy areas to invest in joint capability that can support multiple units where possible, particularly in areas such as information and knowledge management, advocacy and awareness, community engagement, partnerships and internal process and system strengthening.

This SDP is designed to establish clear priorities for our team and stakeholders over the next five years, driving our internal work through aligned annual plans and fostering collaborative action with external partners.

Table 1: Goals and Strategies of the Ministry of Environment and Climate Change, 2026-2031

Goal 1: Support informed, knowledgeable and empowered citizens with evidence-based information to drive behaviour change.
Strategy 1A: Strengthen the evidence base for informed decision-making.
Strengthening collection, management, and access to data, including support to document knowledge, information and research.
Strategy 1B: Strengthen public communication and outreach to improve accountability for environmental and climate risk management
Support and promote use of media and communication systems/technologies for disseminating public information and promoting engagement.
Goal 2: Strengthen community resilience, civil society and private sector engagement and empower climate action and stewardship of our collective natural resources.
Strategy 2A: Strengthen community engagement and empowerment.
Increase strategic engagement with individuals, communities and organisations to enhance knowledge of natural resource management, climate impacts and responses, nature-based solutions and community champions
Strategy 2B: Create an environmentally responsible and climate-ready workforce, promote social entrepreneurship and establish public-private partnerships.
Promote private sector engagement, the management of climate/environmental risks within financial products and support to employers to integrate climate/environment considerations into the workforce and workplace.
Goal 3: Promote sustainable development through the protection and safeguarding of our natural resources for current and future generations.
Strategy 3A: Strengthen environmental safeguards, regeneration, standards and regulatory compliance.
Strengthen instruments and institutions to enhance environmental protection, regulatory frameworks, and compliance/enforcement activities.
Strategy 3B: Establish and strengthen regulatory frameworks to support the transition to a net-zero economy, effective waste management and the promotion of a circular economy.
Develop new and strengthen existing regulatory regimes and instruments to support decarbonisation, improve national waste management including innovation with waste to repurpose, reuse or recycle.
Strategy 3C: Strengthen compliance to Multilateral Environment Agreements (MEA).
Strengthen reporting, compliance, monitoring and evaluation of obligations under MEAs, including ratification of relevant MEAs, developing policies and updating and introducing legislation as required.
Goal 4: Strengthen partnerships and collaboration to promote integrated solutions.
Strategy 4A: Institutionalise and operationalise all coordination and oversight mechanisms.
Strengthen oversight and coordination to improve integration and consideration of environmental safeguards and climate risks by other entities.

Strategy 4B: Increase financial flows to support environmental and climate-related development goals.

Increase and effectively monitor resource mobilisation across public and private sectors to support environmental safeguards, nature-based solutions, adaptation, decarbonisation and climate action.

Strategy 4C: Prioritise partner engagement and coordination mechanisms to maximise alignment to national priorities.

Improve engagement, communication and coordination with diverse partners to support and achieve national environment, biodiversity and climate objectives.

Goal 5: Strengthen internal governance and nurture a dynamic, healthy workforce and workplace within MECC to deliver services efficiently and effectively.

Strategy 5A: Improve efficiency and effectiveness of service delivery by nurturing a supportive organisational culture of servant leadership, collaboration and commitment.

Disseminate information, train staff, and ensure systems, instruments and workplace culture supports efficient and effective governance arrangements.

Strategy 5B: Invest in Skills Development.

Review training programs, instruments, and mechanisms across civil service to ensure they support Ministry priorities and objectives.

Strategy 5C: Strengthen internal governance protocols, processes, and procedures.

Develop new and strengthen existing systems and instruments to account for governance requirements in the pursuit of MECC objectives.

Action Plan 2026 - 2031

Goal 1: Support informed, knowledgeable and empowered citizens with evidence-based information to drive behaviour change

Strategy 1A: Strengthen the evidence base for informed decision-making					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Collect, use, share and manage accurate data, information and knowledge in user-friendly formats to advance integrated solutions (including traditional knowledge, heritage, and cultural practices) that with knowledge acquired from scientific research, to ensure they are available to meet the contemporary challenges of managing climate change and the environment.	Ongoing	All Units	<p># of data, information, knowledge management protocols and guidelines developed and adhered to.</p> <p># of new knowledge products made accessible and utilised via the Climate Change Portal and MECC platforms (# of downloads).</p> <p># of water and air quality samples collected and analysed for decision making.</p>	<p>Data, information, knowledge management protocols and guidelines developed and implemented.</p> <p>Baseline environmental database established.</p> <p>Laboratory facility for water and air quality testing established.</p> <p>MECC website developed and regularly updated.</p> <p>Climate Change portal regularly updated.</p>	<p>NCCP</p> <p>NOP Output 6.2</p> <p>FRDP</p> <p>DRRP</p> <p>NAP 2018</p> <p>NBSAP</p> <p>NDC</p>
Enhance the valuing and managing of ecosystems and biodiversity, and increase public awareness of their economic, non-economic, and climate benefits derived from healthy ecosystems	Ongoing	All Units	<p># of awareness materials on ecosystem services developed to inform stakeholders.</p> <p># of awareness sessions and public consultations held.</p> <p># of partnerships with academic and research institutions.</p>	<p>Awareness materials on ecosystem services developed and disseminated.</p> <p>Awareness sessions and public consultations held annually.</p> <p>Partnerships with academia and stakeholders established.</p>	<p>NOP</p> <p>NDP 4.4</p> <p>NBSAP</p> <p>NAP</p>

Strategy 1A: Strengthen the evidence base for informed decision-making					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Mainstream cost-benefit analysis, multi-criteria analysis, gender analysis and other relevant tools into decision-making processes, standard operating procedures and monitoring and evaluation systems	Ongoing	All Units	<p># of analytical tools including disaggregated data utilised to support decision making.</p> <p># of officers trained in analytical tools, data and knowledge management</p> <p># of people (including sex and geographical disaggregated data that are involved in the activities.</p> <p># of monitoring and evaluation (M&E) systems developed.</p>	<p>Analytical tools integrated into decision making processes and SOPs.</p> <p>Officers trained on analytical tools and data management.</p> <p>Improved quality of evidence-based decisions documented.</p> <p>At least 1 M&E program developed and implemented.</p>	<p>NDP</p> <p>GGF</p> <p>NAP 2018</p>
Establish a standardised and secure approach to collecting data and information, including an accessible emissions inventory and adaptation registry, to facilitate monitoring and evaluation of outcomes relative to policy targets, and their use within reporting mechanisms	By 2027	All Units	<p># of reports and tools produced documenting progress against indicators and policy commitments.</p> <p># of data and reporting collection tools developed.</p> <p>% of policy targets with monitoring data.</p>	<p>NAP MEL Framework developed and operationalised.</p> <p>Costed implementation plans for national documents developed.</p> <p>Emissions inventory and adaptation registry is online.</p>	<p>NCCP</p> <p>[Broaden beyond CC data and information]</p> <p>NAP 2018</p>
Strategy 1B: Strengthen public communication and outreach to improve accountability for environmental and climate risk management					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Develop and secure resources and partnerships to implement a holistic MECC communication strategy that includes clear communication tools to improve advocacy, understanding and dissemination of climate change, environmental risks and awareness of key policies, plans and regulatory requirements.	Ongoing	<p>All Units</p> <p>Communications Coordinator [CC]</p> <p>MLO</p> <p>Knowledge Management Officer [KMO]</p>	<p># of knowledge products produced and made accessible via public platforms.</p> <p># of platforms created for knowledge data sharing.</p>	<p>MECC Communications Strategy developed and implemented.</p> <p>Establish new platforms for knowledge data sharing.</p>	<p>Climate Change Portal</p> <p>MECC social media channels</p> <p>NBSAP IK1</p> <p>NAP Pt 6</p> <p>NDC</p> <p>NCCP</p>

Strategy 1B: Strengthen public communication and outreach to improve accountability for environmental and climate risk management					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Invest in and improve use of communication systems and technologies to enhance effective and efficient dissemination and use of regular information briefs, climate information services, and effective adaptation measures.	Ongoing	CC MLO KMO	# of people that have accessed and engaged with communication and knowledge products, including in-person outreach, website and social media analytics. # of updates shared and engagement tracked (# views, responses, reactions). # of communication platforms established for governance institutions.	Increased number of people accessing and engaging with communication products – [track growth from baseline]. Regular updates and briefs shared through multiple channels. Increased online reaction and views Communication platforms established and actively used by governance institutions Target audiences report improved access to climate and adaptation information.	NDP DRRP NCCP NAP 2018
Enhance access to knowledge and develop key messages, curricula, training programmes and delivery modes to target specific segments of the population, such as children, students, youth, women, resource owners, faith-based organisations and the wider community to encourage locally-led initiatives and stewardship and support the participation of local leaders within decision making processes for adaptation planning and risk reduction.	Reporting frequency - 1 year	CC MLO KMO All Units	# of tailored educational products developed. # of medium in which digital and print knowledge products are disseminated, including # that meet accessibility standards. # of different segments of society (children, students, youth, women, resource owners, faith-based organisations and the wider community) participating in awareness campaigns.	Establishment of a database or portal for the management of materials and resources. Establishment of the Measurement Reporting Verification (MRV) curriculum for the greenhouse gas inventory.	NOP Output 6.5 NDP Fiji Climate Change Portal Climate Change Act FRDP NCCP DRRP NAP 2018 NBSAP IK1.4 GGF NCCP NAP 2018
Develop mechanisms, including grievance redress mechanisms, for facilitating community feedback to the Ministry of Environment and Climate Change.	In place by end 2025	All Units HoU CC MLO KMO	# of people responding to feedback mechanisms (e.g., focus groups, surveys) and % of positive responses.	Feedback mechanisms defined and implemented in the Communications Strategy.	NBSAP SM4b
Provide support, information and training to government, private sector, NGOs and civil society field officers to conduct and disseminate environment and climate change awareness and information.	Ongoing	All Units CCr	# of training/guidance materials developed. # of trainings carried out on legislations and policies. # of officers trained (gender disaggregated).	Officers are able to correctly use environmental and climate policies in their work Awareness and information shared through trainings results in improved quality and accuracy of community level environmental reporting.	NBSAP IK1.2

Strategy 1B: Strengthen public communication and outreach to improve accountability for environmental and climate risk management					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Equip development planners, community leaders, and CSOs with the skills to inform local adaptation and risk reduction. Update and deliver regular and inclusive awareness workshops and provide technical and vocational training.	Ongoing	All Units	# of awareness raising workshops and technical and vocational trainings delivered (type, geographical and gender disaggregated). # of development planners/Consultants, community leaders, and CSOs upskilled.	Participants are able to use the skills and knowledge gained to plan or implement local adaptation or risk reduction actions. Workshops and trainings lead to real change in practice [i.e., updated community plans, improved preparedness action].	NDP DRRP GGF NCCP NAP 2018

Goal 2: Strengthen community resilience, civil society and private sector engagement and empower climate action and stewardship of our collective natural resources

Strategy 2A: Strengthen community engagement and empowerment					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Strengthen early warning systems, enforce EIA/WDP/WRP/EPS/ODS Process to support climate resilient infrastructure, development and implementation of community based adaptation plan, supporting nature based solutions	Ongoing	Adaptation Unit [AU] Project Development Unit (PDU) Mitigation Unit (MU) Project Management Unit (PMU) Resource Management Unit (RMU) Environment Impact Assessment (EIA) Waste Management & Pollution Control (WPCU) Policy Unit	# of concept notes submitted for early warning system. # of development/sectoral plans that incorporate adaptation planning and NBS elements. # of consultations on mainstreaming adaptation planning into development/sectoral planning. # of public consultations to enhance and strengthen community knowledge on the EIA/WDP/WRP processes.	Early warning system concept notes are approved and secure funding for implementation. Adaptation and nature-based solutions (NBS) are formally integrated into national or sectoral development plans. Communities demonstrate improved awareness of EIA WDP/ WRP/ ODS/ processes, shown through increased participation or submission during public hearings. Institutional or regulatory procedures on EIAs and WDP/ WRP are updated to integrate climate risk screening or NBS criteria.	NCCP 3.2 (14) NOP Goal 2 NBSAP and GBF Targets NAP
Increase government support, access to technical experience and financing for community-based management of marine and terrestrial ecosystems and implementation of mitigation, adaptation and nature-based solutions. Increase communities' abilities to access funding/ grants.	Ongoing	All Units.	# of government - community partnerships for locally managed marine and terrestrial area. # community-focused grant facilities established/ operationalised. # of writeshops implemented at local-level for government officials and communities.	Government to community partnerships result in active co-management or restoration of marine and terrestrial areas. Community groups are able to independently access and manage funding through established grant facilities. Writeshops result in successful proposal submissions and approved community projects.	

Strategy 2A: Strengthen community engagement and empowerment					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Empower champions to protect, restore and improve ecosystem and enhance climate resilience and biodiversity. Provide technical support, access to financing, and capacity building to government agencies, CSOs, the private sector and communities to ensure equitable financing, benefit sharing and inclusive governance of climate action and natural resource management.	Ongoing	RMU	# of locally managed marine and terrestrial areas established and/or sustainably managed.	Locally managed areas show improved governance, compliance or ecological condition.	NOP Output 7. NBSAP
		Adaptation			
		PMU	# of locally managed marine and terrestrial areas established by geographical location and Provincial level.	NBSAP 2025-2030 endorsed and implemented.	NAP NDC
		PDU			
		Mitigation	# of community leaders trained and empowered.	National Integrated Waste Management Strategy endorsed by Cabinet and implemented.	
		WPC			
		EIA	# of media articles published.		
		MEA			
SEO Policy	# of partners supported with technical assistance to enhance understanding and access to finance.	Container Deposit Regulations endorsed and implemented.			
Promote a people-centred, integrated and cooperative approach by supporting the implementation of nature-based solutions, sharing benefits equitably and inclusively that respects rights, traditions and culture.	Ongoing At least 2 new partnerships / year At least 2 new PPPs / year	CCD	# of Nature based Solutions (NbS) projects.	Social and Environmental Safeguards applied to adaptation and NbS project.	NOP Goal 1 NOP Goal 4
		RMU			
		WPCU	# awareness programmes delivered in partnership with schools, media and faith-based organisations.	Beneficiaries from the NbS project reach all target groups fairly, including women, youth and resource owners.	NCCP 3.4 Carbon Strategy
		EIA			
		MEA			NAP
		SEO Policy			
		PMU			NBSAP
		PDU			

Strategy 2B: Create an environmentally responsible and climate-ready workforce, promote social entrepreneurship and establish public-private partnerships					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Integrate climate change and environmental education into informal and formal education, provide specialised training for key sectors, and raise public awareness to foster a society and climate-ready workforce equipped to address the challenges and opportunities presented by climate change	Ongoing	RMU	# of subjects and levels that incorporate climate change and environmental content within formal and informal curricula.	Climate content is formally adopted in education and training systems.	NCCP Ocean Policy
		WPC			
		ODS	# of teachers or sector officers trained.	Trained teachers / officers are confidently delivering climate-related lessons.	HPMP
		mitigation			
		Adaptation	# of manuals, guidelines developed (trainers and participants manuals).	Key sectors apply climate knowledge in practice, not just in training rooms.	
		Oceans			
		MEA		Learners show improved awareness and ability to act on climate issues.	
		MLO			
Policy Unit					

Strategy 2B: Create an environmentally responsible and climate-ready workforce, promote social entrepreneurship and establish public-private partnerships					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Improve capacity of the financial sector to identify, screen, manage, and reduce environmental and climate related risks to investments.	Ongoing	All Units Climate Finance	# of financial institutions adopting climate and environmental risk screening tools, such as the Green Finance Taxonomy.	Financial institutions routinely screen investments for climate and environmental risks Trained officers demonstrate ability to apply risk tools in real project assessments. Climate risk screening becomes part of standard due diligence, not a one-off activity. Investment decisions shift toward low-risk, climate-smart and sustainable projects.	UNDP
Increase the number and value of public-private partnerships and incentives to scale-up collective environmental conservation efforts, climate resilience, green business models, and access to affordable low carbon products and markets	2030	RMU Adaptation PMU PDU Mitigation WPC EIA MEA SEO Policy	# of public-private partnerships developed.	Private sector advisory mechanisms established. Value of partnerships / incentives Increase uptake of low carbon solutions	NCCP 4.1.1 NCCP 7.1 NCCP 7.1, 7.2, 7.3

Goal 3: Promote sustainable development through the protection and safeguarding of our natural resources for current and future generations

Strategy 3A: Strengthen environmental safeguards, regeneration, standards and regulatory compliance					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Strengthen accessibility and compliance with environmental, waste and climate resilience legislation including waste permits and recycling permits, environmental impact assessments, ozone depleting substance import and export permits, the trade of endangered species permits.	within 5 years	EIA Unit	# of sector specific guidelines developed and approved.	Electronic tracking system for permits and licences established.	EMA and subsequent Regs
		ODS Unit		# of screening applications, permits, and licences processed and % approved.	
		Waste Unit	% of permit and licence holders fully compliant with conditions.		Permit and licence applications are processed within defined service standards (timely approvals).
		RM Unit		# of awareness, outreach and compliance monitoring activities.	Compliance monitoring results in reduced violations or repeat offences over time.
		MEA	# of responses to feedback mechanisms and % actioned.		Awareness and outreach activities lead to improved understanding of legal requirements among businesses and communities.
		CCD		Feedback received through public or stakeholder mechanisms is acknowledged, responded to, and results in corrective action.	Litter Act
		Policy Unit			
Increase capacity for enforcement and monitoring of compliance with all regulatory legislative instruments administered by the Ministry.	within 5 years	RMU	# of officers trained (gender and geographical disaggregated).	Strengthened onboarding processes for compliance officers.	NBSAP SM2b
		ODS		# of joint enforcement or monitoring operations conducted.	
		Waste Unit	Enforcement actions are timely, documented, and followed through to resolution.		Regulatory inspections are completed as planned and improve adherence to permit conditions.
		EIA Unit		Improved coordination between enforcement units leads to faster responses and stronger case outcomes.	EMA
		CCD			
		HR			EPS Act
		MEA			
		Policy Unit			

Strategy 3A: Strengthen environmental safeguards, regeneration, standards and regulatory compliance					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Revise environmental policies, planning regulations and standards where required to improve consideration of the implications of environmental and climate change risks.	Within 5 years	All Units	# of policies and plans reviewed and updated. # of laws and regulations reviewed and endorsed.	Updated policies and regulations clearly integrate climate and environmental risk considerations. Revised policies are formally endorsed and adopted by the relevant authority (Cabinet, PS, Board, etc.) New or amended regulations are actively implemented, not just approved. Line ministries, sectors or agencies apply the revised standards in their planning and decision-making. Policy revisions result in strengthened safeguards for ecosystems, communities, and climate resilience.	NBSAP NCCP 1.2 NCCP 3.2 (2-5) EMA and subsequent Regs ODS Act Climate Change Act EPS Act Litter Act
Strengthen delivery of waste management and pollution control services through a whole of society approach.	Ongoing	WPCU PMU	# of school/ home composting projects. # of sustainable waste management projects secured. # of Waste Disposal/ Recycling Permits issued. # of facility compliance and monitoring conducted.	Composting and waste projects are sustained by schools, households and communities beyond initial rollout. Waste management projects demonstrate measurable reduction in landfill waste, pollution, or illegal dumping. Issued permits result in improved compliance with waste and recycling regulations. Monitoring inspections lead to corrective action and reduced repeat violations. Communities and institutions adopt more responsible waste practices as a result of awareness and support.	
Identify potential taxes, tariffs, subsidies, fees and other financing incentives to support climate action, waste management, environment conservation and adaptation efforts by households, communities, and the private sector.	Within 5 years	All Units Oceans Unit WPCU RMU Unit PDU Climate Finance PMU MEA Policy Unit	# of financial solutions developed	Institutionalizing ocean accounting for the next 5 years.	Climate Change Act NBSAP EMA and subsequent Regs ODS Act Climate Change Act EPS Act Litter Act



Strategy 3A: Strengthen environmental safeguards, regeneration, standards and regulatory compliance					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Strengthen the ability of other national and sub-national government entities, local government, CSOs and the private sector to better design and coordinate inclusive local resilience building initiatives to better protect individuals, communities and businesses.	Ongoing	Adaptation Unit EIA Unit WPC RMUnit PMUnit MEA Policy Unit	# of entities integrating climate and environmental risks into development planning. # of EIA approval and management plans. # of sub-national government agencies trained to support coordination. # of policy/strategy, frameworks developed on Part 11 of the Climate Change Act enters into commencement.	National and sub-national agencies consistently apply climate and environmental risk screening in their development plans. Trained government and CSO representatives are able to independently coordinate and implement local resilience initiatives. EIA approvals and management plans demonstrate stronger integration of climate risk safeguards. Policies and frameworks developed under Part 11 of the Climate Change Act are formally adopted and operationalised. Local resilience actions result in improved protection of communities, businesses, and vulnerable areas.	DRRP NAP 2018 FRDP IRDF NCCP DRRP GGF EMA and subsequent Regs Climate Change Act EPS Act Litter Act
Increase ecosystem protection, natural resource management, and environmental resilience through nature-based solutions and innovations to ensure healthy ecosystems (including terrestrial and marine ecosystems)	Ongoing	Adaptation Mitigation Ocean RMU PMU MEA Policy Unit	# of concepts/proposals that incorporate NbS to safeguard livelihoods, communities and ecosystems. # of NbS projects implemented on terrestrial and marine ecosystems. # of hectares/areas restored or protected through NbS interventions. # of communities or stakeholder groups engaged in NbS implementation. # of policies, plans or sector strategies that integrate NbS approaches.	NbS projects deliver measurable improvements in ecosystem health and community resilience. Communities and resource owners adopt NbS as a preferred option for adaptation and restoration. NbS interventions result in reduced climate or environmental risks (e.g., erosion, flooding, habitat loss). NbS approaches are scaled or replicated in additional sites or sectors after successful pilots. Government and partners formally recognise NbS as part of long-term planning and financing.	NOP Goal 5 NBSAP



Strategy 3A: Strengthen environmental safeguards, regeneration, standards and regulatory compliance					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Expand protected area network at the national, provincial, district and community level, supporting community engagement and locally managed areas, good governance and effective natural management of terrestrial, wetlands and marine areas through protected areas policy and legislation.	2030	RMU PMU MEA Adaptation Oceans EIA MLO	# of new protected or conserved areas legally declared (marine, terrestrial and wetlands). Total area (ha/km ²) brought under new or strengthened protection or management. # of communities engaged in co-management or locally managed areas. # of provincial or district plans that integrate protected area priorities. # of protected area management plans developed or updated. % of protected areas with active governance or monitoring structures in place.	Protected Area Policy developed and endorsed. 30*30 Marine and Terrestrial. Database developed for protected areas. Marine Spatial Planning Framework developed. Marine Spatial Planning Regulations endorsed.	NBSAP Strategic Area PA1, 2, 5 NBSAP Goal 3 NOP Climate Change Act 2021

Strategy 3B: Establish and strengthen regulatory frameworks to support the transition to a net zero economy, effective waste management, and the promotion of a circular economy					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Complete review and updates of relevant waste management and pollutants policies, plans and legislation, and standards including the finalisation of national container deposit legislation.	2027	WMPC and MEA	# of waste management and pollution-related policies, plans and regulations reviewed. # of updated policies and regulations formally submitted for endorsement. # of revised laws or regulations gazetted (e.g., waste, recycling, litter, container deposit). # of stakeholder consultations held to support policy or legislative revisions. # of implementation tools developed (e.g., SOPs, guidelines).	The National Integrated Waste Management Strategy is endorsed and an action plan developed. NIWMS Action Plan endorsed and implemented. Container Deposit legislation finalised and endorsed. Environmental Management (waste disposal and recycling) regulations reviewed and endorsed. Litter Act reviewed, strengthened and endorsed.	Litters Act 2008 Environment Management Act 2005 National Integrated Waste Management Plan (forthcoming) National Implementation Plan for Persistent Organic Pollutants
Promote the transition to a circular zero-emissions and renewable energy-driven economy, and decarbonised transport sector	By 2027	CCD WMPC EIA ODS MLO MEA	# circular economy and emission reduction projects (waste, energy, transport) developed and secured.	Volume of climate finance mobilised.	NCCP LEDS Environment Management Act

Strategy 3B: Establish and strengthen regulatory frameworks to support the transition to a net zero economy, effective waste management, and the promotion of a circular economy					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Integrate circular economy, climate, environmental and biodiversity conservation and sustainable use and management into the production and manufacturing, downstream processing and value adding for agriculture, fisheries, forestry, tourism, energy, mining, other land-uses and transport industries	Ongoing	RMU, Oceans, adaptation, Mitigation, WPC, EIA, ODS, MEA, MLO	# of sector policies or strategies that integrate circular economy principles.	Number of policies that integrate circular economy principles.	NBSAP SUDI NDC EMA 2002 EPS Act 2002
Strategy 3C: Strengthen compliance to Multilateral Environment Agreements (MEA)					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Enhance existing governance arrangements to manage ministry responsibilities under each MEA including consideration for implementation, compliance and reporting obligations.	5 years	MEA, BTR/NC RMU WPC MCC Oceans Unit	# of relevant national policies and plans developed to support MEA commitments.	3 MEAs ratified by 2030 (Basel Convention, Rotterdam Convention, Minamata Convention on Mercury). National reporting of MEAs met. Annual contributions met	Global: NBSAP SDG MEA mandates National: - EMA 2005 - Litter Act 2008 - ODS Act - EPS Act - NDP2025-2029 and Vision 2050 - CCA 2021
Develop new legislative instruments or amend existing legislation to enshrine ongoing ministry objectives and responsibilities under each MEA within national legislation.	5 years	All Units	# of MEA related laws or legislative amendments drafted and submitted for endorsement. % of ministry obligations under MEAs reflected in updated national legislation.	Review of existing legal instruments and/or develop new Legislations domestically.	Global: NBSAP SDG MEA mandates National: - EMA 2005 - Litter Act 2008 - ODS Act - EPS Act - NDP2025-2029 and Vision 2050 - CCA 2021

Goal 4: Strengthen partnerships and collaboration to promote integrated solutions

Strategy 4A: Institutionalise and operationalise all coordination and oversight mechanisms					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Streamline and strengthen the capacity of the relevant coordination and oversight mechanisms (including intergovernmental and cross-sectoral mechanisms) to 1) enhance cooperation, communication, and coordination relating to environmental conservation and protection, climate change, disaster risk reduction efforts, and 2) to improve preparation and participation in relevant international and Pacific regional meetings.	Within 5 years	Director of Climate Change Director of Environment Manager Climate Change	# of coordination and oversight committee meetings held per year. % of committees with active workplans, minutes and action items completed.	All oversight and coordination committees meet at least once every 6 months and are functioning effectively.	DRRP FRDP NAP 2018 Environment Management Act NCCP 1.1 [5, 6] NCCP 1.2 NBSAP
Integrate environmental and climate risk considerations and risk mitigation responses within all sector and community plans.	Ongoing	PS Director of Environment Director of Climate Change Policy Unit	# of policy/strategy/frameworks developed on risk assessments. # of Multi-hazard risks profiles developed. # of risk profiles socialised through the existing institutional arrangements/governance structures and mechanisms.	Sector and community plans actively integrate climate and environmental risk considerations, not just reference them. Risk assessments and profiles are used to guide decision-making and budget allocation at national and sub-national levels Relevant stakeholders (ministries, provincial offices, CSOs, communities) understand and apply the risk profiles in planning and implementation. Risk mitigation actions identified in plans are prioritised and resourced through sector workplans or financing mechanisms.	EMA 2005 EPS ACT 2002 NBSAP Litter Act 2010 Climate Change Act 2021 NAP NDC NOP SC
Utilise the MECC Climate Change Portal to support accountability and peer to peer learning through which national, regional and international stakeholders can interact and better coordinate resources; share best practice; and discuss research and knowledge gaps.	Ongoing	Knowledge management officer	# of blogs. # of documents uploaded. # of site visits.	Quarterly updates to Climate Change Portal Shared resources and discussions lead to improved coordination, learning and reduced duplication of work. Stakeholders are able to access information easily and use it to inform planning, reporting or project design. The portal becomes a recognised national hub for climate knowledge and accountability.	NCCP DRRP NDP GGF NAP 2018

Strategy 4A: Institutionalise and operationalise all coordination and oversight mechanisms					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Operationalise the monitoring, evaluation, reflection and learning processes and systems across all policies, plan and legislation through dedicated resources and capacity strengthening.	Ongoing-every quarter	Policy Unit Manager Climate Change Director Environment DCC	# Learning sessions held with staff.	Annual talanoa and reflection sessions.	EMA 2005 Climate Change Act 2021
Strategy 4B: Increase financial flows to support environmental and climate-related development goals					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Operationalise the climate and biodiversity finance strategy and resource mobilisation plans to leverage domestic and internationally-derived sustainable financing, including, climate finance to support priority actions through enhanced project pipeline development and actions to support investment readiness	Ongoing	Directors' MCC Climate Finance Accounts PDU PMU RMU WPCU ODS Policy Unit MEA	# of projects developed, secured and implemented [biodiversity, waste management, ozone depletion].	5 Year Resource Mobilization Strategy developed and implemented. 5 year GEF forecasting Strategy. National Climate finance strategy and framework operationalised. Amount of funding secured, mobilised and deposited annually through international climate finance funds and projects (oceans, adaptation, mitigation). Biodiversity Finance Plan and Biodiversity Expenditure reviewed and endorsed.	NCCP 6.2 Climate Finance Strategy NBSAP Strategic Area PA3 NOP Out 5.3 Financial Management Act 2004
Establish and maintain cross-government systems for coordination, tracking, and co-management of environmental and climate finance flows for adaptation and resilience building, including the creation of a local-level fund to support local-level (particularly community level) adaptation and relocation efforts as needed.	Within 5 years	Project Management Unit Climate Finance Unit Climate Relocation of Communities Trust Fund	# of Global and Regional Loss and Damage funds accessed. # of grants mobilised for community-based management of marine and terrestrial ecosystems and implementation of mitigation, adaptation and nature-based solutions.	Climate-tagged budget produced annually from 2026 onwards. Climate relocation trust fund replenished.	NCCP NCCP 3.1 (7) Climate Finance Strategy

Strategy 4B: Increase financial flows to support environmental and climate-related development goals					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Develop and implement innovative financing investments, including insurance, and provide incentives and technical support to the private sector to reduce their environmental, climate and disaster impacts and risks and to work collaboratively with governments, communities and partners including through public-private partnerships.	Ongoing	Climate Finance Unit PMU PDU	# of innovative financial investments and products. # of climate risk insurance projects. # of public-private partnership developed.	Innovative financing products (including insurance) are adopted and used by the private sector and communities. Climate-risk insurance mechanisms provide accessible and affordable protection for vulnerable groups or sectors. Public-private partnerships result in tangible projects that reduce environmental, climate or disaster risks. Private sector actors demonstrate reduced climate and environmental risk exposure through supported financing instruments. Financing initiatives continue beyond pilot phase and attract additional investment or scaling support.	
Develop a measurement, reporting, and verification (MRV) system to track public and private resource mobilisation (including leveraged resources) for environmental conservation, climate adaptation and mitigation by state and non-state actors.	Annually	PMU PDU Climate Finance Unit	# of institutions or sectors actively using the MRV system to report climate and environmental finance flows	Number of MRV systems developed.	DRRP Climate Finance Strategy

Strategy 4C: Prioritise partner engagement and coordination mechanisms to maximise alignment to national priorities					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Regional initiatives and governance mechanisms such as the Pacific Resilience Partnership, the Pacific Regional Nationally Determined Contributions Hub, SPC, SPREP and PIFS annual meetings, are leveraged to further support regional coherence, shared outcomes and enhanced knowledge exchange	Annually	PS' Office, Director of Environment Director of Climate Change MECC institutional partners	# of meetings attended #of joint actions, knowledge products, or follow up commitments emerging from regional engagement.	Regional engagement directly supports national priorities through shared resources, partnerships, or technical support. Participation in regional mechanisms results in improved policy alignment, knowledge exchange, and coordinated action across Pacific countries.	NCCP 2.1 (5)

Strategy 4C: Prioritise partner engagement and coordination mechanisms to maximise alignment to national priorities					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Advocate at local, national, regional and global scales for enhanced sustainability and the importance of the natural environment, oceans and including in relation to Pacific security.	Annually	DoCC DOE MLO Policy Unit	# of meetings, trainings and workshop conducted and participated, trainings and workshop conducted. # of leadership roles and appointment into MEA convenings # of regional and international negotiations attended and national positions and priorities communicated. # of leadership roles and appointments to regional and global for a.	Fiji's national priorities are consistently communicated and reflected in regional and global negotiations. MECC representatives hold recognised leadership or influencer roles in international or Pacific forums. Advocacy efforts result in stronger visibility, partnerships, or resource mobilisation for environmental and ocean priorities.	NOP Output 7.3 7.3 NBSAP EMA and subsequent Regs ODS Act Climate Change Act EPS Act Litter Act NIWMS EMA and subsequent Regs ODS Act Climate Change Act EPS Act Litter Act NIWMS
Review and optimise donor engagement and coordination arrangements to increase efficiency, complementarity, and leverage co-benefits	2026	PS' Office Director Environment Director Climate Change	# of MECC development partners reflected in Ministry of Finance donor database and coordination mechanisms. # of donor coordination meetings attended by MECC officials. # of partnerships strengthened with donor agencies.	Donor engagement processes become more coordinated, reducing duplication of funding and reporting. Partnerships with development partners result in increased alignment to national priorities and co-financed initiatives. Donor coordination leads to more predictable, transparent, and efficiently managed funding flows to MECC.	NCCP: 1.1.7 NCCP 1.1.8
Adopt a whole-of-country approach to resilient development, supporting financing institutions, and micro, small, and medium enterprises to address environmental and climate risks, have and implement contingency and continuity plans and strengthen networks.	Ongoing	All units	# of trainings / outreach conducted and geographical spread. # of partnership established or maintained with financial institutions. # of partnership established or maintained with financial institutions.	MSMEs and financial institutions adopt and apply climate and environmental risk management practices in their operations. Supported enterprises develop and implement contingency or business continuity plans that reduce climate and disaster vulnerability.	NDP NAP 2018 DRRP FRDP NAP 2018 NBSAP

Strategy 4C: Prioritise partner engagement and coordination mechanisms to maximise alignment to national priorities					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Engage with a range of partners, civil society and research organisations to advance national, regional, and global efforts to reduce the direct drivers of ecosystem degradation and adopt nature-based solutions.	Ongoing	All Units	# of awareness/ trainings undertaken.	Partnerships result in active adoption and implementation of nature based solutions that address ecosystem degradation.	NCCP 2.4 [5] EMA 2005 NBSAP NAP
Enhance interagency coordination and information management across multidimensional security issues to safeguard terrestrial and marine areas from threats.	Quarterly	WPCU, ODS, WPCU RMU, EIA Oceans	# of transboundary approvals for movements of goods and services.	Effective interagency coordination mechanisms and standard operating procedures exist and are followed to safeguard terrestrial and marine areas. Approval and operationalisation of the National Invasive Species Framework, Strategic and Action Plan.	Marine Spaces Act 1977 Maritime Affairs Coordination Committee Republic of Fiji Military Forces Act 1949 Environment Management Act 2005 Maritime Safety Authority of Fiji Act 2009 Maritime Transport Act 2013 Endangered and protected Species Act 2002 NBSAP Customs Act 1986 ODS Act 1998
Realise emerging opportunities and innovations through partnerships and international collaboration including through technical assistance aligned to the NDP, NDC, NAP, NBSAP, FCCP and other national plans, especially those that focus on inclusive, nature-based solutions.	Ongoing	All Units	# of collaboration initiatives implemented. # of effective technical assistance projects completed.	Technical assistance and partnerships result in scalable, inclusive nature-based solutions that directly support national plan implementation [NDP, NDC, NAP, NBSAP, FCCP].	National Development Plan Fiji Low Emission Development Strategy Green Growth Framework for Fiji 2014 Climate Change Act NBSAP NDP
Ensure effective and inclusive partnerships with the private sector, civil society and other stakeholders to build resilience.	Ongoing	All Units	# of agreements/ MoU developed and endorsed. # of consultations conducted [business roundtables, CSO meetings, public consultations]. # of joint projects designed and implemented.	Private sector, CSOs and community partners demonstrate shared ownership and long term commitment to resilience initiatives.	FRDP



Strategy 4C: Prioritise partner engagement and coordination mechanisms to maximise alignment to national priorities					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Promote ongoing collaborative research with national, regional, and international research and academic institutions to develop research and innovation strategies, update climate change and environmental management related data and information and to share knowledge, strategies and best practice to increase resilience.	Ongoing	All Units	# of blogs and press releases. # support letters and research outputs received and disseminated.	ABS Policy developed, endorsed and operationalised.	NDP GGF NCCP NAP NBSAP CCA EMA

Goal 5: Strengthen internal governance and nurture a dynamic, healthy workforce and workplace within MECC to deliver services efficiently and effectively

Strategy 5A: Improve efficiency and effectiveness of service delivery by nurturing a supportive organisational culture of servant leadership, collaboration and commitment					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Develop an internal learning system to support knowledge transfer and collaboration across units through launch of Internal Learning Digital hub.	Within 5 years	DE DCC CSD HOU	# of staff active on the digital platform.	Positive results from Learning evaluation forms. Internal policies, HR and finance manuals developed.	Civil service policies and guidelines Relevant to all policies and legislation
Empower all staff to take initiative and contribute to organisational success through leadership development opportunities, with enhanced programmes designed for those guiding teams and resources.	Ongoing	PS CSD DE DCC MCC	# of staff remunerated based on performance assessments. % response rate to staff survey. % of staff rating collaboration and knowledge sharing highly.	80% Senior management undertake leadership short courses or training.	Civil service policies and guidelines, Internal departmental policies Process mapping and documentation



Strategy 5B: Invest in Skills Development					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Conduct a comprehensive organisation-wide Training & Skills Needs Assessment.	Ongoing	HOD HR MF MCC		# of Training & Skills Needs Assessment Report submitted. # trainings developed, and officers attended in specific areas.	HR Manual 2011
Establish a structured process for staff to identify & propose suitable training/ professional development opportunities aligned with identified gaps and career aspirations.	Ongoing	HR HOD ESU		# of officers trained through MCS. develop or establish SOP for nomination of staff for MCS or any other adhoc training requests. Database of local, regional and international training available and circulated to staff. #BTORs submitted against official travel database and recommendations implemented.	Civil Service Learning and Development Policy Performance Management Framework
Systematically integrate assessment findings into screening criteria for all training and professional development opportunities (internal/ external).	Ongoing	HOD MHR	# of training and professional development opportunities that apply updated screening criteria based on assessment findings.	MECC budget includes resources for skills development.	Civil Service code of conduct. Finance Manual and All relevant
Review and update organisational capability requirements, competency frameworks, and role descriptions to reflect current and future skill needs.		PS HOD HOU MHR	# Number of internal staff promoted. # of role JD updated to reflect revised competency and capability requirements. # of staff roles that have clearly defined technical and behavioural competencies aligned to future skill needs.	100% of critical/capability-based role descriptions updated annually. Increase in % of staff reporting they have a clear understanding of their development needs and available opportunities. Reduction in identified critical skill gaps.	

Strategy 5C: Strengthen internal governance protocols, processes, and procedures					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Develop clear and accessible standard operating procedures for all MECC financial and administrative procedures ensuring alignment with relevant environment and climate management objectives.	Q4 FY 2025/26	Directors, Accounts, HR MCC	# of financial and administrative SOPs developed, approved and circulated across MECC units.	100% of identified MECC financial and administrative procedures finalized, approved SOPs by April 2026.	Procurement Guidelines, Code of Conduct, General Orders Finance Manual

Strategy 5C: Strengthen internal governance protocols, processes, and procedures					
Priority actions	Timeline	Responsibility	Indicator	Measure of success	Alignment to other policies
Create and document standard operating procedures to ensure that programmes and capacity strengthening at local level are aligned to national policies, frameworks, and plans, including through the establishment of effective coordinating mechanisms.	Within 5 years	HRM MHR SAO MF HOUs	# of SOP Developed and formally communicated to all relevant units and field teams.	more than 90% of staff surveyed (in relevant roles) report the SOPs are “clear” or “very clear” and easy to understand.	FRDP NAP 2018 NBSAP
Operationalise the national climate change legislation to institutionalise climate integration, regular reporting and adaptation planning processes.	Within 5 years	All Units	# of reports submitted to NCCCC.	Climate change legislation is fully implemented, resulting in consistent reporting, integrating planning, and compliance across all relevant sectors.	NCCP NAP 2018 Climate Change Act
Operationalise and strengthen all relevant design, implementation and oversight committees to improve policy coherence, collaborative design, implementation, information sharing and financing.	Annually	Management	# of design, implementation and oversight committee meetings held per year. % of committees with documented action items completed within agreed timeliness.	Over 80% of relevant committees regularly meet and work together to achieve joint outcomes.	NCCP 1.2, 1.4, 3.1 NCCP 3.2 (3) NBSAP EMA 2005
Ensure long-term financial sustainability of operations/ processes associated with achieving SDP objectives by enhancing MECC financial management, including monitoring and evaluation of outcomes, to underpin the use of financial resources.	April 2026		# of financial management tools, manuals or system developed and implemented. % of programme or unit budgets aligned to approved financial procedures and controls. # of staffs trained and updated financial management and M&E requirement.	Finance Manual endorsed and implemented.	



Chapter 7: Implementation and Monitoring

Financing the Strategic Development Plan

The successful implementation of the SDP is contingent on securing robust and diversified financial resources. We are committed to leveraging a broad spectrum of funding sources to ensure the plan's effective implementation. We will prioritise partnerships that deliver finance and technical resources that are flexible and long-term.

Our approach to financing is predicated on accessing a diverse portfolio of resources, encompassing:

- **National Budgetary Allocations:**
 - » We will continue to advocate for and secure adequate national budgetary allocations for our core policy and legislative mandates, reflecting the national priority placed on environmental sustainability and climate resilience.
- **Regional Partnerships:**
 - » We will actively engage with regional organisations and initiatives to access regional funding opportunities, technical assistance, and collaborative programmes.

- **International Finance and Partnerships:**
 - » We will pursue access to international climate finance mechanisms, including the GCF, the GEF, and other relevant funding streams, to support environmental protection, climate mitigation and adaptation efforts. [Please refer to Annex 2–“Multilateral Environmental Agreements”–for a list and descriptions of relevant multilateral agreements to which Fiji is party.]
- **Bilateral Development Partner Support:**
 - » We will strengthen partnerships with bilateral and multilateral development partners to secure grant funding and technical assistance for key strategic initiatives.
- **Private Sector Engagement:**
 - » We will explore opportunities to engage the private sector through innovative financing mechanisms, such as public-private partnerships, green bonds, and impact investments, to mobilise additional resources for environmental projects.
- **Trust Funds and Innovative Finance Mechanisms:**
 - » We will continue to utilise and strengthen national trust funds, such as the Climate Relocation of Communities Trust Fund (CROC), and explore other innovative financing mechanisms.

Ensuring Financial Sustainability

As part of Goal 5, we are committed to ensuring the long-term financial sustainability of the goals and priorities in our SDP by:

- Enhancing financial planning and management capabilities.
- Improving transparency and accountability in the use of financial resources.
- Developing robust monitoring and evaluation frameworks to track the impact of investments.

Forecasted budget to implement strategic priorities 2026-2031

Within the Ministry of Environment and Climate Change we develop annual costed operational plans that align our actions to these overarching goals and strategies. Our annual costed operational plan reflects both domestic and international resourcing of our activities and supports the prioritisation of initiatives for each year of implementation.

As part of the implementation of our SDP we will work towards a multi-year costed operational plan to strengthen the coherence and efficiency of our planning and budgeting process, leading to more effective implementation. This will be revised periodically in line with changing context and resource availability.

Risks to Implementation

A number of risks to successful implementation were highlighted during the consultation process. For each risk a risk mitigation strategy has been developed and included within the Action Plan (Annex 2).

Table 2: Mitigation measures to address identified risks

Risk	Risk mitigation measures
Inadequate internal communication and public engagement capacity to support.	Development of an overarching communications strategy and expansion of dedicated resources to support public engagement.
Inadequate financing to support implementation.	Strengthen resource mobilisation efforts to advocate for greater domestic and external financing to meet our responsibilities and legislative requirements Improve communication of MECC Strategic Priorities through widespread circulation of MECC SDP and associated policies, plans and underpinning legislation.
Poor development partner coordination and partner-driven priorities.	Support improved partner coordination by convening development partners fora regularly and ensuring partners are actively sharing pipeline opportunities and proposals.
High turnover of civil servants and the absence of a retention strategy.	Develop a coordinated approach to professional development and career pathway support.

Monitoring, Evaluation and Learning (MEL)

Our SDP guides the development of unit and individual work plans. It is the responsibility of the unit heads to ensure that effective monitoring and evaluation occurs in line with the actions we have committed to.

Table 3: Overview of MECC's interconnecting MEL systems

NDP	
Sector specific policies and legislation	
MECC SDP	Costed operational plans
Unit Work Plan	Costed work plans
Individual Work Plan	

Our Action Plan includes a mapping of alignment of specific actions with existing policies and plans, including the National Development Plan. Consequently, reporting on SDP activities directly contributes to fulfilling our national policy and international MEA reporting obligations. Unit Heads, in collaboration with Human Resources, are responsible for ensuring that regular work plan monitoring feeds into both our SDP progress, national and international reporting.

Strengthening our internal Monitoring, Evaluation, and Learning (MEL) capacity is a core strategic priority of this SDP, impacting all our goals and strategies. Dedicated resources for effective MEL are essential for our ability to secure further funding to implement the SDP.

