



MINISTRY OF TRADITIONAL GOVERNANCE PEACE AND
ECCLESIASTICAL AFFAIRS

SOLOMON ISLANDS GOVERNMENT

**A United, peaceful,
prosperous, and resilience
Solomon Islands**

ANNUAL REPORT 2019

Table of content

Minister Foreword.....	4
Permanent Secretary's Statement	5
LIST OF ACRONYMS	6
PART ONE: POLICY INTEND.....	8
1.1. Democratic Coalition for Change Government Policy Intention	8
PART 2: MINISTRY STRATEGIC GOALS	9
2.1: Vision, Mission, and Values	9
2.2. Vision.....	9
2.3. Mission	9
2.4. Values.....	9
2.4.1. Good governance	9
2.4.2. Partnership	9
2.4.3. Empowerment and Excellence.....	9
2.4.4. Care for Welfare	9
2.4.5. Social Justice.....	9
PART THREE: THE MINISTRY	9
3.1. Mandate.....	9
3.2. Functions and Divisions.....	10
3.2.1. Administrations and Corporate Services Division	10
3.2.2. Peace and Reconciliation Division.....	10
3.2.3. Policy, Planning and Program Development Division	10
3.3. MTGPEA ORGANISATIONAL STRUCTURE.....	10
3.4. Governance and Management	12
3.5 Provincial Offices Coordination	12
3.6. Officers as per Provincial Desks	13
3.7. Relationship with Donor Partners.....	13
3.8. Change of ministry name	13
3.9. MTGPEA Establishment 2019.....	14
3.9.1. Percentage of staff by Divisions	15
3.9.2. Percentage of Staff members by Levels.....	15
3.9.3. Percentage of Staff members by Provincial Desks.....	15
3.10. Vacancies	16
3.10.1. Vacancies and recruitment in 2019	16
3.10.2. Training	16



3.10.3. Retirements.....	17
3.10.4 Infrastructure	17
PART FOUR: MINISTRY PERFORMANCE.....	18
4.1 Program Implementation Coverage	18
4.2. Key Achievements.....	18
4.2.1 Peace building and post conflict Rehabilitation.....	18
4.2.2 Traditional Governance systems and Structures	20
4.3. National Consciousness Identity and Unity	22
4.4. National Policy Advisory Committee (NPAC) Meetings	23
4. 5. Gender Participation	23
4.6. Key Challenges.....	24
PART SIX: FINANCIAL EXPENDITURE.....	25
6.1. Financial Summary Report as of 31 st December 2019	25



Minister Foreword

As the minister responsible for Ministry of Traditional Governance, Peace and Ecclesiastical Affairs, I am indeed very delighted to present the 2019 Annual Report. The Annual Report as usual recorded all the activities implemented during the course of the year.



Under DCGA the following policy mandates with appropriate strategies were employed to manage the challenges the country has been faced with. The recognition to strengthen and empower traditional governance systems and structures, and implementation of TRC recommendations were the two policy priorities MTGPEA has worked on this year as directed by DCGA.

I am very proud that significant progresses has been made in moving some of the processes closer to fruition. Be reminded too that the task of peace building is immense and a collective task for all Solomon islanders. The ministry cannot do it alone but it requires a concerted effort from fellow country men and women.

I would like to thank all peace-building stakeholders locally and internationally who have been very instrumental in assisting the ministry to implementing activities that were planned and translated from DCGA policy mandate.

I know it is not easy since the ministry did not have all the technical skills and the resources needed to implement programmes and deliver tangible government services. Without your invaluable contributions, this annual report will not be possible as there will be nothing to report on.

Finally, I am indebted to thank my hard working Permanent Secretary for administering and setting the ministry in the right direction. Of course, without the staff of MTGPEA this annual report will not be possible as there will be no implementation. I therefore like to thank all hard working staff members of the ministry. You are indeed awesome and your work is not in vein.

Thank you one and all.

Hon Sameul Manetoali

Minister for Ministry of Traditional Governance Peace and Ecclesiastical Affairs



Permanent Secretary's Statement



The ministry key priority areas and strategies were aligned with corporate plan 2016 – 2019 and the DCGA policy statement from which the 2019 AWP was derived. The translation of government policy objectives to strategic actions appears to be too few; however, when it comes to individual activities, it becomes bulky that unexpected happenings and associated risks has impacts on 2019 annual implementations. However, despite some constraining factors for the ministry, I am very pleased to present the 2019 activity implementation records.

With Limited time frame and funds available, the ministry has to traverse its way in order to implement DCGA policy mandates as translated into implementable activities. During the course of the year the ministry have committed to fulfilling the recommendations of the BLC in making sure that the Traditional Governance and Customs Facilitation Bill is re-tabled in parliament.

The second flagship policy the ministry vigorously worked on is the post conflict rehabilitation that Reparation Bill and DDR are part of. The reparation policy is already in its policy stage whilst an international consultant was engaged to work on the DDR policy. This does not mean that the ministry did not do any work on other policy mandates of DCGA but work done was at a lesser degree.

Indeed, I am proud to say that the Ministry has performed and achieved the SIDCGA policy outcomes outlined in the policy implementation and translation document and successfully fulfilled its mandate and functions in other related activities.

Finally, I would like to again sincerely register my appreciation and gratitude to the staff of the ministry for their continuous dedication and commitment to execute the Ministry's mandate and function throughout the year. The assistance rendered by our bilateral and multilateral donors particularly UNDP in funding some of the processes in the ministry is very encouraging and signifies a very worth partnership in peace building.

The helping hands of the ministry's stakeholders too must be commended especially the government agencies, chiefs, churches, traditional leaders, community leaders, NGOs and faithbased organisations. You have been a source of strength and information to the ministry. It is only through your corporation and collaboration that made this year a successful one.

God Bless Solomon Islands

Mr Justus Denni
Permanent Secretary
Ministry of Traditional Governance Peace and Ecclesiastical Affairs



LIST OF ACRONYMS

BA	-	Bachelor of Arts
BLC	-	Bills and Legislation Committee
CCoCs	-	Choiseul Council of Chiefs
CIO	-	Chief Infrastructure Officer
CLs	-	Community Leaders
CMEO	-	Chief Monitoring and Evaluation Officer
CO	-	Clerical Officer
CPRO	-	Chief Peace and Reconciliation Officer
CPTGO	-	Chiefs Peace Traditional Governance Officer
CSAD	-	Corporate Services and Administration
DCGA	-	Democratic Coalition Government for Advancement
DDM&E	-	Deputy Director Monitoring and Evaluation
DDPPPD	-	Deputy Director Policy Planning and Programme Development
DDPRD	-	Deputy Director Peace and Reconciliation Division
DDPRO	-	Deputy Director Peace and Reconciliation
DDR	-	Disarmament, Demobilisation and Rehabilitation
DPPPD	-	Director Policy Planning Programme Development
DPRD	-	Director Peace and Reconciliation Division
EPS	-	Executive Personal Secretary
FC	-	Financial Controller
HoCs	-	House of Chiefs
HQ	-	Head Quarter
HRDC	-	Human Resource Development Committee
HRDP	-	Human Resource Development Plan
HRM	-	Human Resource Manager
MCoCs	-	Malaita Council of Chiefs
MNURP	-	Ministry of National Unity Reconciliation & Peace
MoFT	-	Ministry of Finance and Treasury
MPRO	-	Malaita Peace and Reconciliation Office
MTGPEA	-	Ministry of Traditional Governance Peace and Ecclesiastical Affairs
MU	-	Makira Ulawa
MUP	-	Makira Ulawa Province
OPMC	-	Office of the Prime Minister and Cabinet
PA	-	Principal Accountant
PB	-	Peace Building
PPBCs	-	Provincial Peace Building Committees
PPPD	-	Policy Planning and Programme Development
PRD	-	Peace and Reconciliation Division
PS	-	Permanent Secretary
PS	-	Permanent Secretary
SAO	-	Senior Administration Officer
SIDCCG	-	Solomon Islands Democratic Coalition for Change Government
SIG	-	Solomon Islands Government
SINU	-	Solomon Islands National University
TGCFB	-	Traditional Governance Custom Facilitation Bill
TL	-	Traditional Leader
UNDP	-	United Nation Development Programme
US Adm	-	Undersecretary Administration
US Adm	-	Undersecretary Administration



US PPPD	-	Undersecretary Policy Planning and Program Development
USP	-	University of the South Pacific
USPPPD	-	Undersecretary Policy Planning and Program Development
WCoCs	-	Western Council of Chiefs
WP – CGO	-	Western Province Community Governance ordinance
WPRO	-	Western Peace and Reconciliation Office
WPRO	-	Western Peace and Reconciliation officer



PART ONE: POLICY INTEND

1.1. Democratic Coalition for Change Government Policy Intention

Ministry of Traditional Governance Peace and Ecclesiastical Affairs intends to achieve the following policy objectives of Solomon Islands Democratic Coalition Government for Advancement (SIDCGA) Policy statement.

Table 1: DCGA Policy Statement, Strategies and Translations

SIDCGA Policy Statement		SIDCGA Policy Strategy and Translation
Policy arena	Policy objectives	Summary of strategic actions
Traditional governance and structures	Recognise, strengthen, and empower traditional governance systems and structures and protect and preserve the diversity of our organic traditions and cultures in the Solomon Islands.	<ul style="list-style-type: none"> a) Facilitate the process developing enabling legislations for traditional governance systems and structures b) Facilitate the empowerment of traditional leaders
Post Conflict Rehabilitation	Embark on Post Conflict Implementation of TRC Recommendations	<ul style="list-style-type: none"> a) Engage and advance post conflict reconciliation, psychosocial rehabilitation and implementation of other TRC recommendations b) Advance ongoing work of Reparation and Reintegration policies and legislations
National Consciousness & Unity	Promote National Consciousness, Identity, and Unity	<ul style="list-style-type: none"> a) Pursue a national NCIU strategy b) Promote cultural sensitivity and identity
Peace Education	Support and engage in peace education with relevant institutions	<ul style="list-style-type: none"> a) Engage with ministry of Education and relevant stakeholders in view of developing a comprehensive Peace Education curriculum.
Partnership and networking	Support, strengthen and engage with peace building stakeholders	<ul style="list-style-type: none"> a) Establish and advance peace-building networks and partnership with local, national, regional and international stakeholders. b) Engage and support peace building initiative with women, youths, and people with special need
Ecclesiastical Affairs	Recognise and Support the roles of ecclesiastical institutions	<ul style="list-style-type: none"> a) Assist churches in their roles and functions as development partners of the government; b) Support to Strengthen ecclesiastical initiatives for peace building

The DCGA Government has prioritise and committed most of its resources on processes to strengthen traditional governance structures and systems in the provinces including Honiara.



PART 2: MINISTRY STRATEGIC GOALS

2.1: Vision, Mission, and Values

The ministry is guided and rooted in the core standards and principles outlined in the corporate plan 2016 – 2019

2.2. Vision

A united, Peaceful, prosperous, and resilient Solomon Islands

2.3. Mission

Promote and foster national unity and sustainable peace through reconciliation, healing and reintegration of individuals, communities, and sectors through strengthened multi-stakeholders partnership in peace building throughout Solomon Islands.

2.4. Values

The ministry is guided by the following values and principles:-

2.4.1. Good governance

We commit ourselves to being transparent, responsible and accountable in our doings, and responsive to the needs of the people of Solomon Islands to which this corporate plan strives to serve.

2.4.2. Partnership

We believe in working together in a mutual manner to achieving our goals, both within the organisation and beyond. Given the nature and the complexities of the task in hand, and the challenges that come with it, our strength therefore lies in partnership.

2.4.3. Empowerment and Excellence

We strive for excellence as an important cutting edge for optimum achievement of our goals. Empowering our officers and that of our stakeholders through capacity building is a path we will take to enable us to effectively take on the peacebuilding responsibility.

2.4.4. Care for Welfare

We believe that caring for the social and physical welfare of our officers is of paramount importance as this bears heavily on the efficiency and productivity

2.4.5. Social Justice

We adhere to the principles of social justice by respecting human rights, and promoting equality including gender equality and human dignity.

PART THREE: THE MINISTRY

3.1. Mandate

The functions of MNURP and now MTGPEA is mandatory under the SIG Legal Notice No. 36 of 11/3/2002. The mandate was somehow shifted from dealing with purely ethnic tension related issues to generally peace building and traditional governance issues and other issues as directed by successive governments and different planning processes. The mandate as outlined in 2016 – 2019 corporate plan is stated as:

- *To oversee, promote and foster national unity to achieve sustainable peace*
- *To rehabilitate victims and perpetrators through restorative and retributive justice*



- *To facilitate reconciliation, rehabilitation and integration ethnic tension cases*
- *To strengthened partnerships with all stakeholders in the process of nation and peace building,*
- *To facilitate processes that will strengthen traditional governance system and structures*

The Ministry functions is to undertake work on Peace and Reconciliation, Post-conflict Rehabilitation, Truth and Reconciliation Commission, National Unity Programs and to further work on processes to strengthened traditional governance systems and structures in the country.

3.2. Functions and Divisions

In executing the roles, responsibilities and functions of the ministry, the ministry was equipped with well-groomed staff members placed under three divisions:-

3.2.1. Administrations and Corporate Services Division

Administration, human resource recruitment and financial matters of the ministry. Headed the Human Resource Manager for Administration and Corporate Services and Financial Controller for Accounts. Whilst the Permanent Secretary is responsible for the overall implementation of DCGA policies and programme. He is assisted by Under Secretary Policy, Planning and Program Development and Under Secretary Administration and Corporate Services)

3.2.2. Peace and Reconciliation Division

Deals with ethnic tension outstanding issues through mediation, reconciliation, healing, restorative justice, and reintegration. Functions under traditional governance that deals with strengthening, recognition and empowerment of traditional governance systems and structures through legislative mechanisms and facilitation of ecclesiastical assistance to sister churches were still implemented under PRD. The budget for the two functions were catered for however, the manpower is yet to be formally included in 2019 establishment. It is likely that a separate manpower for the two functions will be accommodated in 2021.

3.2.3. Policy, Planning and Program Development Division

Policy planning and program development, Monitoring, Evaluation, Reporting, and translation of government policies to implementation frameworks.

3.3. Ministry's Organisational Structure

As of 31st December 2019 the ministry's organisational structure is as shown below.

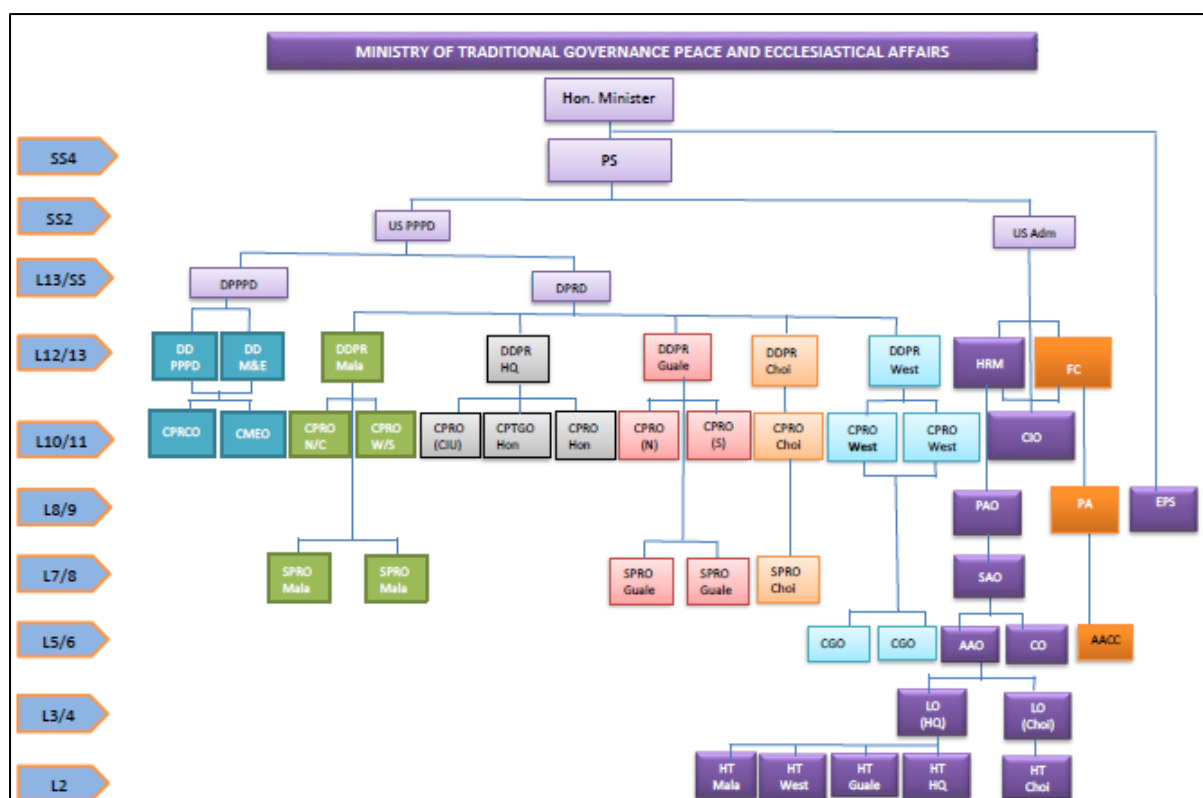


Figure 1: MTGPEA organisational structure 2019

Acronyms

DDPR – Mala	-	Deputy Director Peace and Reconciliation Division Malaita Desk
DDPR – Gualc	-	Deputy Director Peace and Reconciliation Division Guadalcanal Desk
DDPR – West	-	Deputy Director Peace and Reconciliation Division Western Desk
DDPR – Choi	-	Deputy Director Peace and Reconciliation Division Choiseul Desk
CPRON/C	-	Chief Peace and Reconciliation Northern/ Central Region
CPRON/W/S	-	Chief Peace and Reconciliation officer Western/ Southern Region
CPRON/CIM	-	Chief Peace and Reconciliation Officer Central, Isabel and Makira Province
CPTGO Hon	-	Chief Peace Traditional Governance Officer Honiara
CPRON Hon	-	Chief Peace and Reconciliation Officer Honiara
CPRON N	-	Chief Peace and Reconciliation Officer North Guadalcanal
CPRON S	-	Chief Peace and Reconciliation Officer South Guadalcanal
CPRON Choi	-	Chief Peace and Reconciliation Officer Choiseul Desk
CPRON West	-	Chief Peace and Reconciliation Officer Western Desk
SPRON Mala	-	Senior Peace and Reconciliation Officer Malaita Desk
SPRON Gualc	-	Senior Peace and Reconciliation Officer Guadalcanal Desk
SPRON Gualc	-	Senior Peace and Reconciliation Officer Guadalcanal Desk
SPRON Choi	-	Senior Peace and Reconciliation Officer Choiseul Desk
CGO	-	Community Governance Officer
AACC	-	Assistant Accountant
LO (HQ)	-	Logistic Officer Head quarter
LO (Choi)	-	Logistic Officer Choiseul Desk
HT Mala	-	Hygiene Technician Malaita Desk
HT West	-	Hygiene Technician Western Desk
HT Choi	-	Hygiene Technician Choiseul Desk
HT Gualc	-	Hygiene Technician Guadalcanal Desk
HT HQ	-	Hygiene Technician Head Quarter

Table 2: Governance and Management

Body	Functions	Members
MTGPEA Executive Management Team	Oversee the overall coordination and management of the ministry to meet the objectives of the ministry	PS, USP, USA,
Heads of Division Committee	Administer the functional operation of the ministry in discharging activities and delivery of the ministry	PS, USP, USA, DPPP, DPR, DDP, DDDPP, DDGP, HRM, FC, CME, CTGR, CPRCO
Technical Management Committee	Oversee the technical delivery of services to the public and especially the affected areas with high risk of social harmony	PS, USP, USA, DPPP, DPR, DDP, DDDPP, DDGP, HRM, FC,
Ministerial Tender Board	Oversee the ministry tender process for bids within the range of \$100,000.00 to \$500,000.00	PS, USA, HRM, FC
Technical Evaluation Committee	Evaluate any tender process within and below the amount of \$500,000.00	FC and any four officers. This could from other ministries
Budget Implementation Committee	Oversee ministry budget is used according to budget allocation and in preparing the ministry budget for the following year	USP, USA, HRM, FC
Human Resource Development Committee	Ensure implementation, management, coordination and sustenance of HRDP	USP, USA, DPR, HRM, FC
Performance Assessment Committee	Ministry based committee that oversee officers performance level and recommend awards to the permanent secretary for endorsement	USP, USA, HRM

3.5 Provincial Offices Coordination

The ministry currently has seven provincial offices: Offices were coordinated and looked after by deputy directors and a numbers of officers as shown in the table below. Four provincial offices have their own provincial offices at the Provincial Headquarters whilst another four desks are administered and resourced from the respective division at the head Quarter in Honiara. There are plans to have their own provincial offices in their respective provincial centres however, this is yet to eventuate. As shown in the map below provinces surrounded with yellow lines are currently administered as one office, provinces surrounded with black lines are currently administered as another office whilst those with red dotted lines were separately administered from the head office since the inception of the offices. (See map below for further clarification)

The ministry always maintain a cordial working relationship with the provincial governments, having the deputy premier as the chair of all respective Provincial Peace Building Committees (PPBCs). PPBCs is chaired by the deputy premier of provincial governments and they are instrumental in guiding peace offices in their programs.

Table 3: Officers as per Provincial Desks

Provincial Offices	Coverage	Number of officers
Malaita Peace and Reconciliation office	Malaita Province including Malaita Outer Islands	5 officers
Guadalcanal Peace and Reconciliation office	Guadalcanal Province	5 officers
Western Peace and Reconciliation office	Western Province	6 officers
Choiseul Peace and Reconciliation office	Choiseul Province	4 officers
Honiara Urban Peace and Reconciliation office	Honiara City and Urban	1 officer
Central, Isabel Peace and Reconciliation Office	Central, Isabel and Renbel Province	1 officer
Eastern Peace and Reconciliation office	Makira and Temotu Province	1 officer



Figure 2: Map showing provincial offices administered together as one office and those administered separately as an office in MTGPEA

3.7. Relationship with Donor Partners

The ministry recognised assistance rendered by donor partners and thus maintained a cordial and functional working relationship. In 2019 UNDP has been very instrumental in assisting the ministry in its service delivery to the people of Solomon Islands. Churches, chiefs and government ministries too have been very generous in assisting MTGPEA in its service delivery and assistance to the country.

3.8. Change of Ministry name

The Ministry title was changed from Ministry of National Unity Reconciliations and Peace (MNURP) to Ministry of Traditional Governance, Peace and Ecclesiastical Affairs (MTGPEA). The DCCG government under the Prime Ministership of Hon Rick Hou approved the change of name in 2018. When the current government was formed in April 2019, it retained the name “Ministry of Traditional Governance, Peace and Ecclesiastical Affairs”. The 2019 Budget was approved in December 2018; therefore, there were no major changes to the establishment apart from the transfer of Ecclesiastical Affairs Division from Ministry of Home Affairs to the Ministry of Traditional Governance, Peace and Ecclesiastical Affairs.

3.9. MTGPEA Establishment 2019

The ministry currently have 49 positions of which 5 were non established and 44 positions were established. Within the 44 established positions one is yet to be filled after the current holder is Suspended by Public Service Commission

Table 4: MTGPEA establishment in 2019

Division	Section	Position Title	Work Station	Level	Number of Posts			Occupancy			
					Established	Non Established	Total	Male	Female	Vacant	Total staff Positions
HQ ADMINISTRATION											
HQ Admin	HQ Admin	Permanent Secretary	Hon	SS4	1	0	1	1			1
HQ Admin	HQ Admin	Under Secretary (Technical)	Hon	SS2	1	0	1	1			1
HQ Admin	HQ Admin	Under Secretary (Adminl)	Hon	SS2	1	0	1	1			1
HQ Admin	Corp Services	Executive Personal Secretary	Hon	L8/9	1		1		1		1
		Sub total			4	0	4	3	1		4
CORPORATE SERVICES											
HQ Admin	Corp Services	Human Resource Manager	Hon	L12/13	1	0	1		1		1
HQ Admin	Corp Services	Senior Legal Officer	Hon	L10/11	1	0	1	1			1
HQ Admin	Corp Services	Chief Infrastructure Officer	Hon	L10/11	1	0	1			1	1
HQ Admin	Corp Services	Principal Admin Officer	Hon	L8/9	1	0	1		1		1
HQ Admin	Corp Services	Senior Admin Officer	Hon	L7/8	1	0	1		1		1
HQ Admin	Corp Services	Registry Officer	Hon, Taro, Gizo, Auki, Guadalcanal	L5/6	1	0	1		1		1
HQ Admin	Corp Services	Clerical Officer	Hon Taro, Gizo, Auki, Guadalcanal	L4/5	1	0	1		1		1
HQ Admin	Corp Services	Logistic Officers	Hon Taro, Gizo, Auki, Guadalcanal	L3/4	2	0	2	2			2
HQ Admin	Corp Services	Hygiene Technicians(Hon, Auki, Taro, Gizo)	Hon Taro, Gizo, Auki, Guadalcanal	L2		5	5		5		5
Sub Total					9	5	14	3	1 1		14
ACCOUNTS											
HQ Admin	Accounts	Financial Controller	Hon	L12/13	1	0	1	1			1
HQ Admin	Accounts	Principal Accountant	Hon	L8/9	1	0	1	1			1
HQ Admin	Accounts	Assistant Accountant	Hon	L5/6	1	0	1		1		1
Sub Total					3	0	3	2	1		3
POLICY PLANNING AND PROGRAM DEVELOPMENT DIVISION											
PPPD	PPPD	Director	Hon	L13/SS1	1	0	1	1			1
PPPD	PPPD	Deputy Director(PPPD)	Hon	L12/13	1	0	1	1			1
PPPD	PPPD	Deputy Director (M & E)	Hon	L12/13	1	0	1	1			1
PPPD	PPPD	Chief M & E Officer	Hon	L10/11	1	0	1	1			1
PPPD	PPPD	Chief Public Relations & communication Officers	Hon	L10/11	1	0	1	1			1
		Sub Total			5	0	5	5			5
PEACE AND RECONCILIATION DIVISION											
PRD	PRD	Director	Hon	13/SS1	1	0	1	1			1
PRD	PRD	Deputy Director (HQ)	Hon	L12/13	1	0	1	1			1
PRD	PRD	Deputy Director	Taro, Gizo, Hon, Auki	L12/13	4	0	4	4			4
PRD	PRD	Chief Peace and Reconciliation Officers	Taro, Gizo, Hon, Auki	L10/11	10	0	10	9	1		10

PRD	PRD	Senior Peace and Reconciliation Officers	Taro, Gizo, Hon, Auki	L7/8	5	0	5	5		5
PRD	PRD	Community Governance Officers	Taro, Gizo, Hon, Auki	L4/5	2	0	2	2		2
		Sub Total			23		23	21	1	23
		Grand Total								49

3.9.1. Percentage of staff by Divisions

HQ Administration, Corporate services and Accounts as shown in figure xx are under Administration and Corporate Services in Ministry head Quarter. In aggregate, the division has 43% of the ministry staff members. PPPD has the smallest number of staff members with only 10% whilst PRD has 47% of the total number staff members. All of the staff members under the PRD were based in the provincial offices.

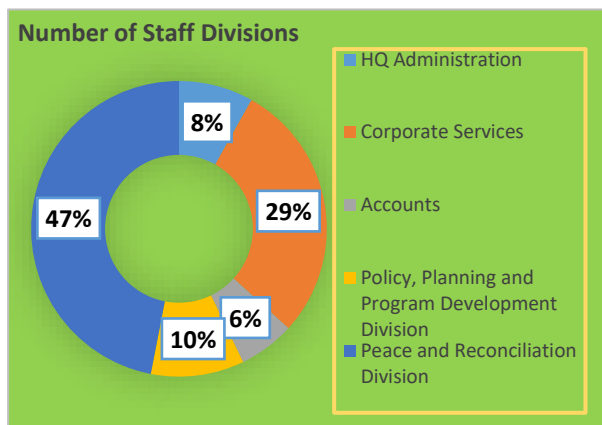


Figure 3: pie chart showing percentage of staff members by Divisions

3.9.2. Percentage of Staff members by Levels

According to figure xx 10% of MTGPEA staff members were in the seniors executive levels(level LSS4, LSS2 and L13/SS1 Permanent Secretary, undersecretary and Directors level) whilst 48% were in the senior and implementation level i.e. L12/13 to L10/11 (Deputy Directors and Chiefs). The mid senior levels made up for 22% and consisted of L8/9, L7/8, and L5/6 whilst the supporting staff consists of L4/5, L3/4 and L2.

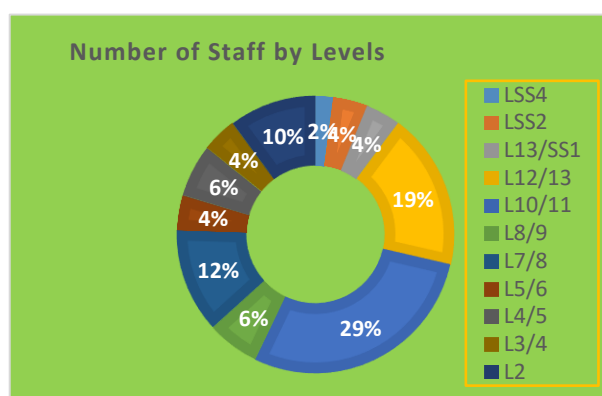


Figure 4: showing percentage of staff by level. .

3.9.3. Percentage of Staff members by Provincial Desks

MTGPEA currently have four permanent offices in Malaita, Western, Choiseul and Guadalcanal Province. The number of staff in each provincial desk varies as well. 12% of the total staff members in the ministry is stationed in Auki, 10% in Taro 15% in Gizo and 12% in Guadalcanal. There are other provincial offices who are coordinated from Honiara and they are Honiara Urban PRO, Central PRO and Eastern PRO. Each office was mind by an officer whilst in MTGPEA HQ was accounted for 45% of the staff members.

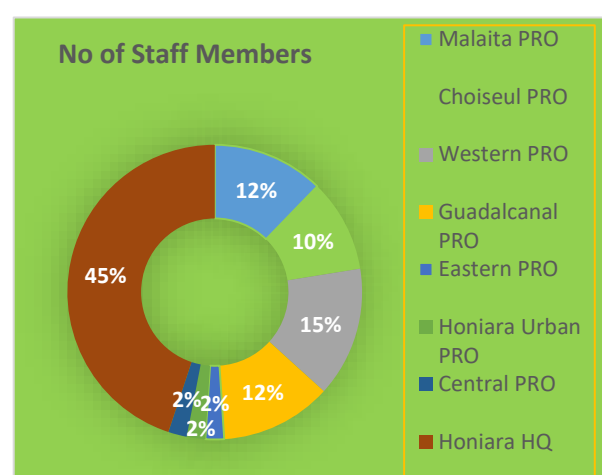


Figure 5: pie chart showing percentage of staff members per provincial desks

3.10. Vacancies

There were a number of vacancies in 2019. The position of the Chief Infrastructure Officer has not been filled and left vacant due to disciplinary measures taken against the officer who was the holder of the position. Other positions were filled as a result of replacements. The position of Financial Controller became vacant following the resignation of its holder who went on to pursue postgraduate studies at the University of the South Pacific. Further the position of Deputy Director (Guadalcanal Peace Office) was left vacant due to early retirement of its incumbent, while the position of the Chief Peace and Reconciliations Officer (MPRO) was also filled as a result of the retirement of one of its long serving officer.

In 2018, the Ministry bid for Senior Legal Officer Position approved by Ministry of Public Service for its inclusion in the 2019 Establishment. A candidate was identified and recruited through normal SIG recruitment process. The appointment of Mr Macdallas Hila as Deputy Director GPRO meaning that the CPRO position that he previously held became vacant and will be pursued for recruitment in 2020. Two senior positions, Director Peace and Reconciliation Division (PRD) Mr Reuben Lilo retired and Director Policy Planning and Program Development (PPPD) Mr Kemuel Laeta passed away in mid-December 2019. Following the retirement and the death of the incumbents, advertisement for the positions will be pursued in 2020 for recruitment.



Figure 6: Late Kemuel Laeta Director Policy Planning and Program Development Division. He passed away in Mid December 2019

Table 5: Vacancies and recruitment in 2019

Position	Officer recruited	Comments
1. Deputy Director (GPRO)	Macdallas Hila	Officer retired on Medical ground
2. Financial Controller	Aldrick Sese	Officer pursuing long term study
3. Chief Peace and Reconciliations Officer (MPRO)	Whitlam Saeni	Officer reached retirement age
4. Senior Legal Officer	David Hiru	New position
5. Chief Infrastructure Officer(HQ)	Paul Buin Koti	Officer's disciplinary case is pending MPS decision

3.10.1. Training

Short Term Training:

Officers from the Ministry attended training at Mindanao Peace Building Institute as approved by the Human Resources Development Committee (HRDC). This follows an agreement signed between the Ministry and Mindanao Peace Building Institute to train officers thus broadening officers' knowledge in peace building areas.

Officers attended Short Term Training in 2019:

Table 6: MTGPEA staff attending short term Trainings

Officer	Division	Comments
1. Genesis Kofana	Malaita Peace and Reconciliation Office	Completed successfully with recognition received
2. Hegstard Koga	Policy Planning and Program Development Division (M&E)	Completed successfully with recognition received
3. Fleming Alick	Western Peace and Reconciliation Office	Completed successfully with recognition received
4. Troy Apusae	Western Peace and Reconciliation Office	Completed successfully with recognition received

Long Term Training

Apart from Short Term Training organised by Ministry, MPRO, Francis Medo Kasiano commenced his Bachelor of Arts (BA) programme at the University of the South Pacific (USP) as of February 2019. His training was approved by HRDC in 2018 and out planned in the Human Resource Development Plan (HRDP).

3.10.2. Retirements

A total of seven officers have reached their retirement age in 2019. Some of these are senior officers of the Ministry. A number of officers who have retired were engaged on Fixed Term Appointment for another year. The following is a list of officers who retired in 2019. Included in the list is the Deputy Director Guadalcanal Peace Reconciliation Office who was granted early retirement due to prolonged illness.

Table 7: Retirement officers

Name of officer	Position	Comments
1. Reuben Lilo	Director(Peace and Reconciliation Division)	Retired
2. Thomas Puahanikerni	Chief Peace and Reconciliations Officer	Retired
3. Wilfred Liligeto	Deputy Director (WPRO)	Retired and reengaged on FTA
4. Davinia Osiramo (Mrs)	Human Resource Manager	Retired and reengaged on FTA
5. William Kutini	Deputy Director (CPRO)	Retired and reengaged on FTA
6. Solomon Love	Senior Peace and Reconciliation Officer (GPRO)	Retired and reengaged on FTA
7. Fr. Philip Valusa	Deputy Director(GPRO)	Early Retirement due to prolonged illness

3.10.3 Infrastructure

Panatina Residential Housing Estate is completed and fully secured with concrete picket fencing. Two officers currently resided in the area. Attempts to do water connections and power installation in the four well-constructed executive houses are yet to be done. Two other senior officers will soon be accommodated in the residential buildings once other necessities were completed. The land parcel 191 – 041 – 264 is currently under the



Figure 7: View of MTGPEA residential housing estate at Panatina in East Honiara

commissioner of lands on behalf of MTGPEA is still very spacious to accommodate more residential buildings.

PART FOUR: MINISTRY PERFORMANCE

4.1 Program Implementation Coverage

In 2019 the ministry implemented most of the programs in the four main provinces namely Malaita, Guadalcanal, Western and Choiseul Provinces. Some activities were also implemented in other provinces who are still to have permanent offices such as Renbel, Makira, Central, Temotu and Isabel Provinces. Bulk of the work done in 2019 was concentrated on the processes to strengthen the traditional governance systems and structures. This involves having a nationwide consultation, which resulted in having a first draft of the Traditional Governance Bill, which was postponed in parliament during the last session of 2019 upon the advice of the BLC. The second activity the ministry has devoted a lot of time on is the process of completing a policy for the Reparation Bill and the DDR Bill.

4.2. Key Achievements

The 2019 annual reporting was made in alignment with the policy objectives in the NPP and further to the strategic objectives in the 2016 – 2019 corporate plan and subsequently the 2019 AWP was extracted purposely to fulfil the DCGA policy document. The DCGA policy areas are on Traditional Governance Systems and Structures, Traditional Culture and Identity, National Consciousness and Unity and Peace Rehabilitation. The achievements for 2016 are based on reporting against the NPP policy objectives aligned to the strategic objectives outlined in the Ministry Corporate Plan 2016-19 with specific references to Key Priority Areas (KPA);

4.2.1 Peace building and post conflict Rehabilitation

Honiara City Council Newly Elected Ward Councillors Induction Session

On MTGPEA Policy and Programs Tuesday 24th September 2019. This is purposely to brief city councillors of the Ministry policy mandates especially on how the ministry through Honiara Urban Desk can best assist the wards in Honiara.



Figure 8: HCC newly elected councillors having discussion with MTGPEA Officers

Three Peace Building & Conflict Resolution Workshops



Figure 9: Participants during trauma counselling and healing program at Kwakwala station, East Kwaio, Malaita Province

held at sunset lodge on 19th July 2019, Maruloan Community Hall in Russell Islands on 26th August 2019 and at Lepi Primary School on 12th August 2019 in Isabel Province. Traditional leaders, community chiefs, women and youth leaders attended the trainings and it was an eye opener to the participants. More than 40 participants attended each training

Kwaio Trauma Counselling and Healing was held from 9th – 17th August 2019, at Kwakwala Station East Kwaio Malaita Province. The program was held to heal the minds of the immediate relatives of the ten deceaseds from West

and East Kwaio who were murdered by the former war lord Harold Keke at Weather Coast during the recent ethnic tension. All the immediate relatives of the deceaseds were transported to Kwakwaka Station. It was a very important undertaking as after the program all the immediate relatives of the deceaseds accepted the reconciliation truly from their hearts. Worked on by an international consultant Mr Patrick Burgess. The policy was completed and currently ready to go before parliament. Mr John Tebolo a national consultant was also appointed to draft the Disarmament, Demobilisation and Reintegration (DDR) for the former combatants. Both policies are yet to be completed next to go before parliament.

Trauma Counselling and Healing Program for Ravu Community Tangarare Parish was implemented



Figure 10: Members of the life and hope ministry discussing during the trauma healing and counselling at Tangarare

Support Ministry. The program was jointly assisted by UNDP and the Ministry of MTGPEA.

Evaluation of MTGPEA programme and activities Implementation is an important component of ministry's programs. The evaluation was done in the month of May in which officers from the ministry were dispatched to all provinces for the evaluation. This is done at each corporate planning period. Effectiveness and sound implementation of program activities is very significant ensuring that the effect and impact of ministry programs are felt and people benefitted from the programs. Furthermore, the evaluation is very important to have some check and balance for improvement in the implementation process as well as influencing the government policies and future directions.

from 16th to 24th May 2019. Ravu and Koraha Communities gathered at Lambi to attend the trauma Counselling and Healing Program in preparation for the reconciliation with the people of Kwaio. This is an outstanding case for reconciliation following the murder of the ten Kwaio men in Ravu South Guadalcanal by the former war lord Harold Keke. The program was run by Life and Hope



Figure 11: A custom chief in Komuvaolu Village, Mr Jerry Sabino representing Gaenaalu movement in East Guadalcanal, Guadalcanal Province

National Policy on Reparations and Rehabilitation in the Solomon Islands

Reparations are measures that acknowledge the experiences of victims of human rights violations and seek to repair the damage and harm done by the violations. Despite the transitional justice achievements in the Solomon Islands, 15 years after the conflict victims of the most serious violations such as killing, rape, and torture have not received any form of reparations. The rights of many others who suffered other forms of violations have also not been addressed. There are many outstanding claims relating to displacement and the loss of land and property. The Reparations policy that will subsequently become a Bill and Act once passed in parliament will focus on addressing these human rights violations committed to the victims. On the other hand, policy for the Rehabilitation is still to be completed. The reparation and rehabilitation is hoped to be completed hand in hand.



Figure 12: Victims of the recent ethnic tension during one of the counselling session in Guadalcanal Province

4.2.2 Traditional Governance systems and Structures

The **Area Padevatovato Implementation Programs** were the implementation part of Padevatovato Establishment and Administration, which involved the rest of traditional leaders and heads of tribes who were unable to participate in the main program due to limited fund. Area Padevatovato Implementation program provided four Kolaba Padevatovato tribal leaders and chiefs to address and make decisions on issues related to their area houses of chiefs and community custom committees.

These were Continuation of Administration and Establishment program held at Taro in March 2019. The activities were held at four Kolaba Padevatovato centres listed below with a total of one hundred and fifteen participants. .



Figure 13: Sega Padevatovaton implementation Program facilitators

1. Senga House of chiefs workshop held from 3rd – 4th September 2019 of which approximately 40 participants attended
2. Batava House of chiefs workshop 9th -10th September 2019
3. Tavula house of chiefs workshop held from 19th – 20th September 2019
4. Vuruvacho house of chiefs workshop 19th – 20th October 2019

Eastern Region Awareness and House of Chiefs Registration Tour 22nd Feb – 4th March 2019 was made around Eastern Region of Malaita Province. It is an opportunity officers from Malaita Desk actually met with chiefs and community leaders on the traditional governance systems and structures. HoCs were taken stock of to find out which one is still functioning and how effective they were in dealing disputes and conflicts.

Traditional Governance and Custom Facilitation Bill (TGCFB) and the Reparation Programmes awareness was conducted in Honiara by HPRO with Honiara urban Community Stakeholders on 7th

March 2019. The meeting was to update Honiara City Urban on confusions and queries that needs to be clarified to all the people.

Lauru Pande Vatovato Administration Workshop held from 18th – 21st March 2019. This is an important workshop as it outlines and demarcates functions, responsibilities and administration gaps that need to be filled for the smooth running of Lauru Pande Vatovato.



Figure 14: Opening of the national symposium by the Hon Prime Minister Manasseh Sogavare with a chupu

National Symposium for Traditional Leaders on Post Conflict Rehabilitation and traditional Governance 26th – 27th September 2019 at Heritage Park.

Traditional Leaders Symposium was organised for conversing on post-conflict rehabilitation and traditional governance. The core subject matter, however, is traditional governance. Two traditional leaders from each province and one from each minority ethnic group came together for the two days of meeting. After the symposium, all

stakeholders developed a comprehensive communique for further perusal by the government and all stakeholders. All participants supported the DCGA policy mandate on strengthening the traditional governance systems and structures throughout Solomon Islands. All selected Chiefs and traditional Leaders from all Provinces attended the symposium.

Capacity Training for Traditional Leaders was run from 16th – 18th April 2019 at Gizo the provincial capital of Western Province. This is an opportunity where traditional leaders were trained on the values, norms and tribal genealogical and land demarcations. The objectives of the capacity building was to empower, strengthen, and recognise traditional leaders and an avenue where traditional leaders can share individual experiences based on realities. Furthermore it is an opportunity where traditional leaders and customary leaders deepen their understanding and appreciate their long-term unique role as community peace builders.



Figure 15: A Traditional Leader receiving his Certificate of Attendance from the Director PRD Mr Reuben Lilo

Chief's data collection, Research and Survey was held in various localities in Western Province from 1st – 30th September 2019. The localities in which the survey was carried out were Vella Lavella, Gizo, Simbo, Ranogga, Kolombangara and Shortlands. This is purposely to know the total number of tribes and subtribes, customary land boundaries, Registered HoCs. This is very important, as some chiefs are still to know the customary dynamics of tribal groups in Western Province.

One day Consultation meeting for traditional Leaders was held on 14th November 2019 at Gizo. The



Figure 16: Capacity building training for traditional and community Leaders at Gizo, Western Province

consultation was also another opportunity traditional leaders can further polish issues learnt during the previous two gathering and meetings held around Western Province in 2019.

Traditional Governance follow up workshop undertook in Guadalcanal Province is purposely to follow up on the previous consultations and establish and register the ones that have met all the requirements as far as Traditional Governance Structures and Systems in Guadalcanal Province is concerned. Furthermore, the workshop should culminate in establishing the custom law codification in the province

Consultation and Awareness Program with Guadalcanal Provincial Assembly is aimed at informing the provincial government on the importance of aligning with the current government first 100 days policy of which traditional governance is the flagship policy. One of the key areas that formed the basis of this consultation is the reparation policy that is currently in its draft. The establishment of a reparation commission will help most of the outstanding issues during the ethnic tension.



Figure 17: Deputy Director Peace and Reconciliation Division Mr Chris Tabea and Chief M & E Mr Hegstad Koga during a consultation with MU Provincial Government

Makira – Ulawa Province Traditional Governance systems and structures data profiling consultation was structured to support community based traditional governance Institutions set up under the Makira Ulawa (MUP) community governance. It aims to consolidate the roles and functions of traditional and tribal leaders, women, youths in the community governance affairs.

Through this program the MTGPEA will have factual information to create appropriate linkages between MUP CGO 2006 and the government policy mandates relating to traditional governance and peace building in the province. The MUP Traditional Governance system and structures data profiling consultation was done in the following venues on the

following dates:-

- i. April 22nd to 23rd –Su’uholo Village, Ulawa Island for Ulawa Wards traditional Leaders.
- ii. April 25th-26th –KiraKira, for Central Makira and Ugi & Bio Islands traditional leaders.
- iii. August 12th -13th –Heranigau Village, for West Makira traditional leaders.
- iv. August 15th -16th –Tawaroga Village, for East Makira traditional leaders.

4.3. National Consciousness Identity and Unity

International Day of Peace. Commemoration of international Day of Peace is an annual event that is commemorated every 21st September. The theme for 2019 international Day of Peace is “Climate Action for Peace”. It is a day the United Nations calls on all nations and people to put down their weapons and reaffirm their commitment to living in harmony and peace with one another.

In 2019, the commemoration was done at Solomon Islands Broad Casting Corporation (SIBC) compound, leaf Haus in Town Ground. A talk back show was organised in which people with

professions in climate change, education, peace building and conflict resolution were invited to be members of the panel to answer questions from the public. It was a very successful international Day of Peace commemoration.

4.4. National Policy Advisory Committee (NPAC) Meetings

Most projects and programs run around the country were reported to the NPAC as updates and progresses. It is a high-level meeting where PSs are informed of progresses and updates on program implementations particularly in the area of peace building and its stakeholders in alignment with the National Peace Building Policy. NPAC provides advice and acts as an oversight by senior government officials. Options for improvements and best practice processes to align with accountability and transparency processes are also discussed. For 2019 two meeting were held. The first meeting was held in March at Iron Bottom Sound Hotel whilst the second meeting was held at Kairos conference on 31st November 2019



Figure 18: NPAC Meeting held at Iron Bottom Sound Hotel in 2019

4. 5. Gender Participation

Gender participation in MTGPEA programs is an integral part of program implementation. However, the ministry need to conform to the cultural sensitivity of allowing women to attend certain programs in the some provinces. For example, Choiseul Province as laid by the cultural norms and values women are to be left out in certain discussions. The ministry therefore, despite the international conventions the government signed to has to strictly observe the jurisdiction of each province.

Table 8: Programs co-implemented with stakeholders

Government Policy	Provincial Office	Activity Implemented	Nature of activity
1. Support, strengthen and engage with peace building stakeholders	GPRO/UNDP	Guadalcanal leaders Training of Trainers in Peace Building 26 th – 30 th March 2019 at TNK	Train community leaders to be peace builders in their rural settings
	GPRO/UNDP	Malaita Guadalcanal Training of Trainers in Peace Building 26 th Oct – 9 th Nov 2019 at Sea front	Train community leaders to be professional peacebuilders in their own settings.
	WPRO/UNDP	Traditional leaders Peace Building Training of trainers (Gizo, western Province - UNDP)	Train community leaders to be professional peacebuilders in their own settings
		Traditional leaders (all province) training Peace building and conflict mediation training – Honiara Hotel (UNDP)	Train community leaders, youths and women

2. Continue to pursue with stakeholders the implementation of TRC recommendations	GPRO/UNDP	Trauma counselling at Ravu and surrounding communities	Heal the minds of those who witness and live close to the vicinity of the locality of the killing of the ten Kwaio men.

4.6. Key Challenges

Despite the achievements made throughout 2019, there were notable constraining factors identified in 2020 planning that need to be addressed and definitely requires improvements.

Training and personal development for officers

- Despite the HRDP relevant trainings are yet to be provided
- Trainings all over the place which requires some coordination
- IPAM trainings are not readily available for staff and limited number of staff attended.

Lack of institutional compliance

- Conflict of interests in institutional developments
- Non-compliance to public service CoC
- Non-compliance to HR Processes with in the ministry has caused a lot delays to staff appraisals.

Financial management

- Delay in financial and procurement processes in raising payments in MoFT causes huge delays in program

implementation and payments to service providers

Politically Driven Activities and Programs

There are programs that are usually pushed in by the political cronies or politically driven through the OPMC. This are often not budgeted for and thus, disturbs activities under annual work plans.

Discontented defunct groupings and outstanding bills often have negative repercussion on program implementation. This are also not budgeted for and have eaten up funds for planned activities.

Limited funding for MTGPEA in 2019 budget

The budget for 2019 is very small compared to the needed service to be delivered to the rural communities in the country. This has resulted in forgoing some of the important activities to be implemented.

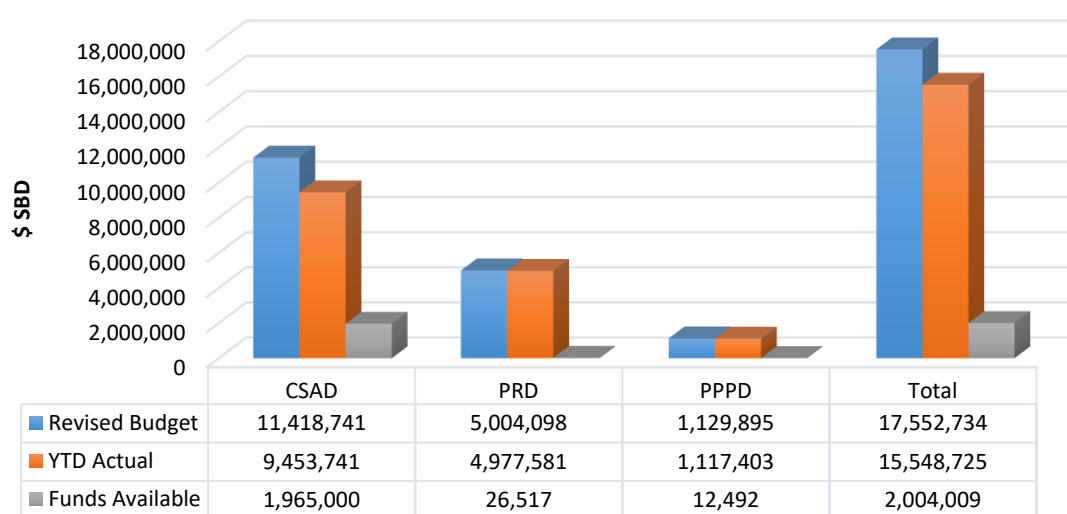
PART SIX: FINANCIAL EXPENDITURE

Ministry of Traditional Governance Peace & Ecclesiastical Affairs.

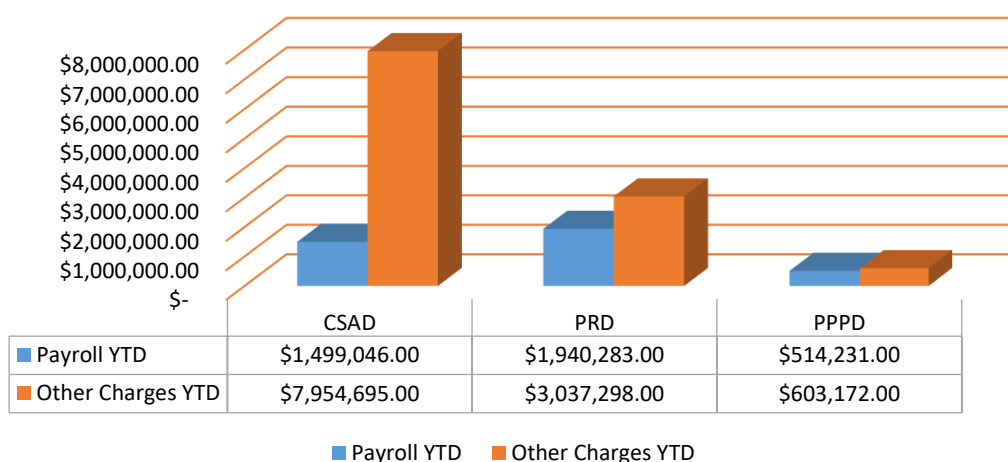
6.1. Financial Summary Report as of 31st December 2019

The total recurrent budget for MTGPEA in 2019 was \$17,552,734.00 of which total payroll was \$5,436,334.00 and total other charges was \$12, 116,400.00. However, as of 31st December 2019, 83% (\$9,453,741.00) was expended by CSAD, PRD expended 99% (\$4,977,581.00) and PPPD expended 99% (\$1,117,403) of their respective subheads. In total, 89% (\$15,548,725.00) of the total budget allocated to MTGPEA was expended in 2019 to deliver government services.

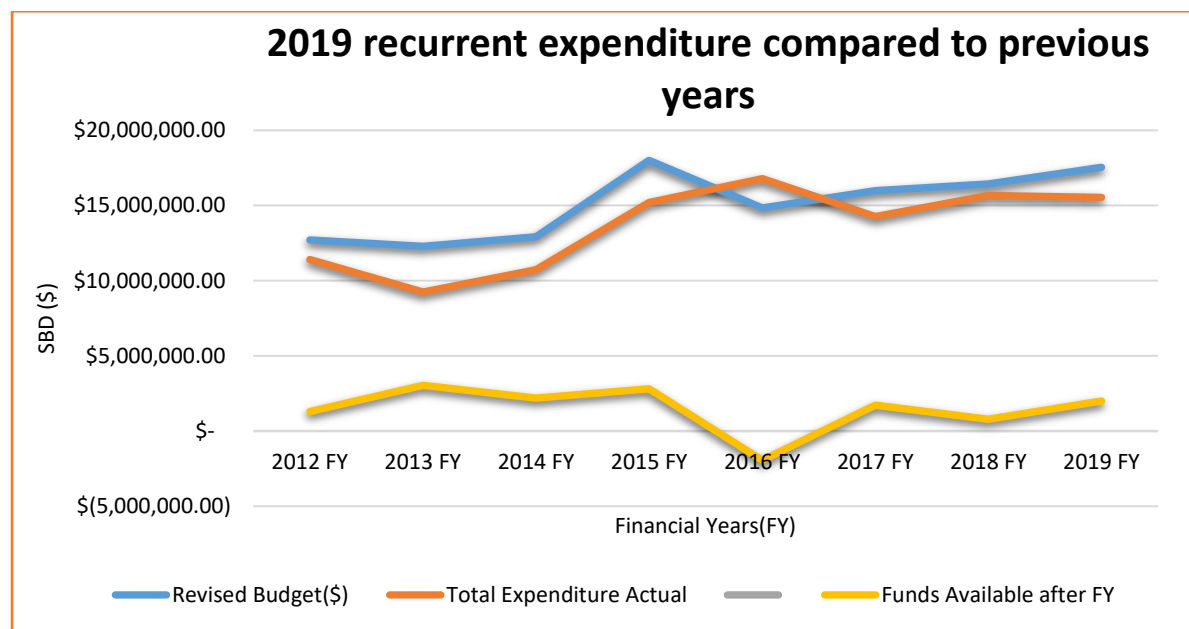
MTGPEA Expenditures by divisions as of 31st December 2019



payroll and other charges expenditures as of year ending 31st December 2019



The total actual expenditure of both payroll and other charges by MTGPEA is \$15,548,725.00. The actual YTD expenditure for payroll was \$3, 953,560.00 whilst other charges was \$11,595,165.00. A total of \$2,004,009.00, which is approximately 11% of the MTGPEA budget, has to be returned to the consolidated fund at the end of the financial year. The ministry has spent reasonably well compared to previous years in providing government services to the people of this country.



The revised recurrent budget for MTGPEA is generally higher except for 2016 in which the actual expenditure surpasses the revised budget by an amount of \$1.9m. However, the next two years including 2019 actual expenditures were generally lower which means bigger amounts of money have to be surrendered to the consolidated basket In MoFT.