

3.1 Implement clear procedures and processes to ensure all ratified treaties and conventions have been enacted and are consistent with other national laws	3.1 (a) SLO to provide advice on process of treaty ratification and enactment into domestic frameworks	3.1 (a) Nov 2009	3.1 (a) SLO	3.1 (a) Advice provided
	3.1 (b) Steering committee to undertake review of all ratified treaties and conventions to ensure they have been enacted and are consistent with national laws	3.1 (b) Feb 2010	3.1 (b) MJSW, SLO & Steering Committee	3.1 (b) Steering Committee review
	3.1 (c) Commence processes to include all outstanding obligations in national framework	3.1 (c) March 2010	3.1 (c) MJSW, SLO & Steering Committee	3.1 (c) Report
	3.1 (d) Develop clear procedures for future ratification and enactment of regional and international obligations	3.1 (d)	3.1 (d) MJSW, SLO & Steering Committee	3.1 (d) Procedures in place
	3.1 (e) Implement clear briefing, policy and approval procedures to enable COM to make informed decisions about international and regional commitments	3.1 (e)	3.1 (e) MJSW, SLO & Steering Committee	3.1 (e) Procedures utilised for COM
3.2 Investigate establishment of a Human Rights Commission	3.2 Prepare discussion paper on the establishment of a Human Rights Commission	3.2 Dec 2009	3.2 MJSW	3.2 Discussion Paper
4. ACCESS TO JUSTICE				
Objective/Result What do we need to achieve?	Action What steps will we take to achieve the strategy?	Date When are we going to do it by?	Implementing Agency Who is going to do it?	Results Indicator How do we know when we our result has been achieved?
Strategy <i>How are we going to do it?</i>				
4.1 Improve access to and partnerships with community based advocacy services	4.1 Develop and implement a partnership framework with CSO's	4.1 Dec 2009	4.1 MJSW & VANGO	4.1 Framework developed
4.2 Implement policies and guidelines that ensure access to justice for all	4.2 (a) Steering committee formed to identify and prioritise the policies and guidelines required to ensure access	4.2 (a) Aug 2009	4.2 (a) MJSW & VANGO Steering Committee	4.2 (a) Steering Committee Report

	to justice			
	4.2 (b) Begin preparation of policies and guidelines in line with priorities	4.2 (b) March 2010	4.(b) MJSW & VANGO Steering Committee	4.(b) Policies prepared
4.3 Develop and implement a provincial service delivery strategy that is in line with GoV's broader decentralisation plan	4.3 Establish steering committee to develop provincial service delivery strategy	4.3 June 2010	4.3 MJSW & Steering Committee	4.3 TOR developed
4.4 Review availability of accessing justice including the development of pro bono legal services	4.4 (a) Undertake study on availability of accessing justice	4.4 (a) Dec 2009	4.4 (a) MJSW stakeholders, possible donor partnerships J for P	4.4 (a) Study Report available
	4.4 (b) Research options for establishing Legal Aid program	4.4 (b) June 2010	4.4 (b) MJSW, PSO & Stakeholders	4.4 (b) Options Paper
4.5 Investigate and implement appropriate programs and services for victims support	4.5 Prepare consultation paper on appropriate programs and services for victims and support	4.5 Aug 2010	4.5 MJSW & Stakeholders	4.5 Consultation Paper
Objective/Result What do we need to achieve?	5. ENHANCE CAPACITY OF THE JUDICIARY AND ALL COURTS TO MANAGE CASE LOADS			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when our result has been achieved?</i>
5.1 Timely and cost effective dispute resolution	5.1 (a) To assist and coordinate the review of the customary lands tribunal Act of 2001	5.1 (a) June 2010	5.1 (a) MJSW & stakeholders	5.1 (a) Review prepared
	5.1 (b) All courts to develop or review practice and procedures manuals and develop agreed service standards	5.1 (b) May 2010	5.1 (b) MJSW & Courts	5.1 (b) Practice & Procedures Manuals revised
5.2 Implement and support court referred mediation and community	5.2 Identify and implement programs to raise community awareness on	5.2 on-going	5.2 MJSW and community	5.2 Programs in place

based dispute resolution	mediation as a process for dispute resolution			
5.3 Assist the Courts and the Lands Tribunal to strengthen processes for the resolution of land disputes	5.3 (a) Prepare discussion paper on introducing mediation in the lands tribunal 5.3 (b) Develop training and awareness programs on role of the legal systems in relation to lands for to chiefs and secretaries and the role of the lands tribunal 5.3 (c) Facilitate the move of the Lands Tribunal to the MJSW	5.3 (a) Nov 2010 5.3 (b) June 2010	5.3 (a) Lands Tribunal 5.3 (b) 5.3 (c) Lands Tribunal, MJSW	5.3 (a) Discussion Paper 5.3 (b) Training and awareness program pilot 5.3 (c) Lands Tribunal located within MJSW
Objective/Result <i>What do we need to achieve?</i>	6. ENHANCE THE CAPACITY OF ALL PUBLIC LEGAL INSTITUTIONS TO CARRY OUT THEIR FUNCTIONS			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
6.1 Continue to improve capacity of the Public Prosecutor's Office to consider the merit of each complaint and determine prosecution in a timely manner	6.1 PPO to include in Business Plan	6.1 June 2009	6.1 PPO	6.1 Business Plan accepted
6.2 Enhance capacity of the Public Solicitor's Office to assist and represent needy persons	6.2 PSO to include in Business Plan	6.2 June 2009	6.2 PSO	6.2 Business Plan accepted
6.3 Enhance the capacity of the SLO to provide effective legal advice and drafting services to the government	6.3 SLO to include in Business Plan	6.3 June 2009	6.3 SLO	6.3 Business Plan accepted
Objective/Result	7. RECOGNIZE, REINFORCE, AND SUPPORT MEDIATION AND CUSTOMARY PRACTICES THAT RESTORE			

What do we need to achieve?		HARMONY IN RELATIONSHIPS BETWEEN PEOPLE AND COMMUNITIES			
Strategy How are we going to do it?	Action What steps will we take to achieve the strategy?	Date When are we going to do it by?	Implementing Agency Who is going to do it?	Results Indicator How do we know when we our result has been achieved?	
7.1 Strengthen and support locally based, non violent dispute resolution	7.1 Form stakeholders group to strengthen and encourage community leaders to develop procedures and processes for non violent dispute resolution	7.1 Oct 2010	7.1 Stakeholders Group & MJSW	7.1 Stakeholders Group set up	
7.2 Ensure formal and regular consultation between law and justice agencies with community leaders and other stakeholders on all developments and reforms in the sector	7.2 Identify corporate procedures and polices on community consultation with all law and justice sector institutions	7.2 on-going	7.2 MJSW Law & justice agencies and stakeholders	7.2 Policies & procedures in place	
Objective/Result What do we need to achieve?	8. DEVELOP SYSTEMS TO ENABLE DIVERSION				
Strategy How are we going to do it?	Action What steps will we take to achieve the strategy?	Date When are we going to do it by?	Implementing Agency Who is going to do it?	Results Indicator How do we know when we our result has been achieved?	
8.1 Research options to enable law and justice agencies to divert appropriate categories of offenders from the criminal justice system	8.1 Prepare research paper on ways to divert offenders from the criminal justice system	8.1 June 2010	8.1 TA & MJSW	8.1 Research paper published	

8.2 Acknowledge and support the Custom Correctional System	8.2 Assist Malvatumauri to support the custom correctional system	8.2 on-going	8.2 Malvatumauri & MJSW	8.2 Custom Correctional system used
PILLAR 3: CORRECTIONAL SERVICES				
Objective/Result <i>What do we need to achieve?</i>	1. A CORRECTIONAL SERVICES DEPARTMENT THAT IS EFFECTIVE, DISCIPLINED & PROFESSIONAL			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
1.1 Enhance legal framework for correctional service professionals to improve accountability and discipline throughout Vanuatu	1.1 (a) Structure Developed	1.1 (a) 30th May 2009	1.1 (a) Correctional Services	1.1 Structure approved by Ministry & PSC
	1.1 (b) Submission to Ministry & PSC	1.1 (b) June 2009	1.1 (b) Correctional Services	
	1.2 Develop Procedural staff manual	1.2 Oct 2010	1.2 Correctional Services and SLO	
1.2 Continue to revise and develop core internal & external operational and administrative practices and procedures				1.2 Quarterly reports and completion of manual & gazetted
1.3 Identify training needs & develop training programs on responsibilities under the Act to enhance capacity of correctional & probation officers	1.3 Included in Correctional Services business and HRM plans	1.3 Ongoing	1.3 Correctional Services	1.3 Training programs in place
1.4 Develop and implement appropriate probation and rehabilitation programs	1.4 (a) Formalize and Standardize Rehabilitation and Probation Manuals	1.4 (a) Dec 2010	1.4 (a) Correctional Services and SLO	1.4 (a) Manuals developed and in use

	1.4 (b) Recruit qualified Sentence Plan Officer	1.4 (b) March 2010	1.4 (b) Correctional Services	1.4 (b) Officer employed
Objective/Result <i>What do we need to achieve?</i>	2. CORRECTIONAL FACILITIES THAT ARE APPROPRIATE AND SECURE AND ARE MANAGED EFFECTIVELY AND EFFICIENTLY			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
2.1 Improve current facilities to meet Vanuatu's Human Rights Obligations	2.1 Included in Correctional Services current plans	2.1 June 2009	2.1 Correctional Services	2.1 Engineers report
2.2 Develop infrastructure, including the construction of new facilities in Vila and all provinces with appropriate facilities for different categories of detainees	2.2 (a) Build new facility in Vila	2.2 (a) 2009 - 2011	2.2 (a) Correctional Services, MJSW, donors	2.2 (a) Monthly progress report
	2.2 (b) Renovate existing Facilities in Malampa & Tanna	2.2 (b) Dec 2009	2.2 (b) Correctional Services, MJSW, donors	2.2 (b) Monthly progress report
2.3 Investigate establishment and improvement of prison facilities in all provinces	2.3 Included in Correctional Services current plans	2.3 Ongoing	2.3 Correctional Services, MJSW	2.3 Reports
2.4 Investigate establishment and improvement of holding cell facilities in all provinces	2.4 Build Holding Cells in Penama & Torba	2.4 June 2010	2.4 Correctional Services, MJSW, donors	2.4 Monthly progress report
Objective/Result <i>What do we need to achieve?</i>	3. A COMMUNITY THAT SUPPORTS AND PARTICIPATES IN REHABILITATION AND REINTEGRATION OF OFFENDERS			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
3.1 Encourage and support	3.1 Liaise with Malvatumauri, to ensure Probation Officers are	3.1 ongoing	3.1 Correctional	3.1 Monthly Probation report

communities to reintegrate offenders in peaceful ways	involved in reparation and reconciliation		Services and Malvatumauri Council of Chiefs	
3.2 Integrate peaceful traditional customs and religious values to complement rehabilitation and reintegration programs	3.2 Refer strategy 4 objective one	3.2 Refer Strategy 4 Objective 1	3.2 Refer Strategy 4 Objective 1	3.2 Refer Strategy 4 Objective 1
3.3 Strengthen and integrate the role of Chiefs and Church leaders in community justice programs	3.3 (a) Develop a Booklet /training manual on the roles and religious Groups and Chiefs in Supervision & rehabilitation 3.3 (b) Run at least 3 Trainings to Community Justice supervisor	3.3 (a) October 2010 3.3 (b) March 2011	3.3 (a) Correctional Services 3.3 (b) Correctional Services	3.3 (a) Completion of Manual, Monthly /Quarterly Report 3.3 (b) Quarterly report to MJSW
3.4 Support and work with all faith based organisations and traditional institutions to strengthen parole and community based sentences	3.4 Include in Business Plan	3.4 June 2009	3.4 Correctional Services	3.4 Business Plan approved
3.5 Educate and train community justice supervisors on their roles under the Act	3.5 Included in Correctional Services business and HRM plans	3.5 Ongoing	3.5 Correctional Services	3.5 Quarterly report
Objective/Result <i>What do we need to achieve?</i>				
4. PROMOTE RECONCILIATION AND REHABILITATION				
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
4.1 Develop clear policies and procedures that support reconciliation and rehabilitation	4.1 Establish working group of all stakeholders to develop policies and procedures that support reconciliation and rehabilitation	June 2010	4.1 All MJSW stakeholders	4.1 Working Group established

PILLAR 4: ANTI CORRUPTION AND GOOD GOVERNANCE

1: TRANSPARENT AND ACCOUNTABLE LEADERSHIP AT ALL LEVELS

Objective/Result <i>What do we need to achieve?</i>				
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
1.1 Consider and support implementation of Leadership Code and Ombudsman's Act review and consider including civil remedies	1.1 (a) State Law to provide advice on portfolio location	1.1 (a) Before end of July 2009	1.1 (a) SLO, PMO	1.1 (a) Advice received from SLO
	1.1 (b) Reactivate implementation committee to review the Leadership Code Act (LCA) and the Ombudsman Act (OA)	1.1 (b) August 2009 December 2009	1.1 (b) Ombudsman, PMO, MJSW	1.1 (b) Implement committee in operation
	1.1 (c) Seek assistance from Pacific Ombudsman Alliance	1.1 (c) December 2009	1.1 (c) Ombudsman, MJSW	1.1 (c) Recommend course of action
	1.1 (d) Develop procedures for appointment for national leaders into public office under Leadership Code Act	1.1 (d) July 2010	1.1 (d) Ombudsman, MJSW, VCC	1.1 (d) Procedures approved
1.2 Encourage and support the community and all stakeholders to participate in anti corruption activities	1.2 (a) Establish steering committee to prepare anti corruption awareness strategy	1.2 (a) December 2009	1.2 (a) Ombudsman, MJSW,	1.2 (a) Committee established
	1.2 (b) Include anti corruption awareness strategy in MJSW community awareness program	1.2 (b) January 2010	1.2 (b) MJSW	1.2 (b) MJSW community awareness program launched
1.3 Develop communication policy for government agencies to respond openly to public scrutiny	1.3 (a) Draft communication strategy circulated to stakeholders for comment	1.3 (a) August 2009	1.3 (a) Ombudsman, MJSW	1.3 (a) Draft circulated
	1.3 (b) Communication policy finalised and implemented	1.3 (a) October 2009	1.3 (b) Ombudsman, MJSW	1.3 (b) Policy implemented

1.4 Ensure anti corruption agencies are appropriately resourced	1.4 Assist Anti Corruption Agencies to prepare and advocate annual budget submissions	1.4 June 2009	1.4 MJSW, Auditor General & Public Account Committee	1.4 Budgets increased
1.5 Provide training to all leaders and public servants on their roles and responsibilities and obligations under the Leadership Code	1.5 (a) Develop training materials for leaders and public servants on their responsibilities and obligations under the Leadership Code 1.5 (b) Conduct annual training for Leaders under LCA	1.5 (a) On-going 1.5 (b) Annual	1.5 (a) MJSW, Ombudsman, VANGO 1.5 (b) MJSW, Ombudsman, VANGO	1.5 (a) Training materials developed 1.5 (b) Annual workshop conducted
1.6 Explore programs to encourage and motivate the community to provide information and/or evidence regarding corrupt practices of leaders	1.6 Prepare options paper for stakeholder consideration	1.6 June 2011	1.6 MJSW, Ombudsman, VANGO	1.6 Paper prepared and circulated for comment
1.7 Continue civic education for leaders on "Nationhood"	1.7 Review current program for civic education and continue to implement	1.7 December 2009	1.7 MJSW, Churches, CSO's	1.7 Programs run annually
Objective/Result <i>What do we need to achieve?</i>				
2. GOOD GOVERNANCE				
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
2.1 Establish new business plans and review corporate governance and reporting arrangements for all Constitutional and Statutory institutions and position holders	2.1 (a) Assist all Constitutional and Statutory institutions to review their business plans	2.1 (a) September 2009	2.1 (a) MJSW, PSC, PMO	2.1 (a) All Constitutional and Statutory bodies have business plans
	2.1 (b) Prepare discussion paper on enhancing corporate governance and reporting arrangements for all Constitutional and Statutory institutions and position holders	2.1 (b) June 2010	2.1 (b) MJSW, PSC, PMO	2.1 (b) Discussion paper prepared and circulated for comments
	2.1 (c) Enhance the capacity of the Valuer General's Office	2.1 (c) 2009 - 2010	2.1 (c) MJSW, Valuer General's	2.1 (c) Standing Manuals, procedures and practices published

2.2 Strengthen functions of the Judicial Services Commission	2.2 Establish office of the Secretariat of the Judicial Services Commission with adequate resources	2.2 Mid of 2010	2.2 MJSW, Judiciary
2.3 Review and amend legislation to prevent political influence in statutory bodies	2.3 Review legislative frameworks of all statutory bodies to ensure protection from political influence	2.3 December 2010	2.3 PMO, SLO, MJSW, Ministry concerned
			2.2 Secretariat establish and operational

Objective/Result <i>What do we need to achieve?</i>	3. ACCOUNTABLE LEGAL PROFESSION		
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Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
3.1 Review and amend the 2005 Legal Profession Act to include the establishment of a law society	3.1(a) Steering committee and MJSW to provide clear drafting instructions and policy rationale to SLO	3.1(a) September 2009	3.1(a) MJSW, Judiciary, public legal Institutions	3.1(a) Proposed amendments drafted
	3.1(b) Legislation submitted to DCO	3.1(b) October 2009	3.1(b) MJSW, Judiciary, public legal Institutions	3.1(b) DCO paper submitted
	3.1(c) Lodge legislation with Parliament	3.1(c) November 2009	3.1(c) MJSW, Judiciary, public legal Institutions	3.1(c) Legislation enacted

PILLAR 5: SAFE AND HARMONIOUS COMMUNITY

Objective/Result <i>What do we need to achieve?</i>	1. A PEACEFUL AND SAFE COMMUNITY			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>

1.1 Identify, encourage and support community crime prevention initiatives and programs in partnership with all stakeholders and community leaders	1.1 (a) Review and consolidate current community crime prevention initiatives to enhance coordination and ensure participation of all stakeholders	1.1 (a) March 2010	1.1 (a) MJSW, VPF	1.1 (a) Review undertaken
	1.1 (b) Pilot Neighborhood Watch program	1.1 (b) June 2009	1.1 (b) MJSW, Women against crime, National Crime Prevention Office	1.1 (b) Program run and evaluated
	1.1 (c) Host a Peace Forum on 18 September (International Day of Peace)	1.1 (c) September 2009	1.1 (c) MJSW, VANCO	1.1 (c) Forum hosted
	1.1 (d) Prepare submission to COM to declare 2010 as National Year of Peace.	1.1 (d) October 2009	1.1 (d) MJSW	1.1 (d) COM paper submitted
1.2 Encourage participation in community developments	1.2 Establish CSO register	1.2 December 2009	1.2 VANCO,	1.2 Register submitted and used
1.3 Support and encourage the Ministry of Youth Development and Training to promote the legal systems and human rights	1.3 Prepare discussion paper for submission to Ministry of Youth Development and Training	1.3 December 2009	1.3 MJSW	1.3 Paper prepared and submitted
Objective/Result <i>What do we need to achieve?</i>				
2: INFORMED AND EDUCATED COMMUNITIES WITH STRONG TRADITIONAL AND MORAL VALUES				
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
2.1 Develop and support ongoing community education programs that encourage respect for all as well as legal and moral roles and responsibilities	2.1 (a) Establish steering committee to prepare respect and legal and moral values awareness strategy	2.1 (a) March 2010	2.1 (a) MJSW, VCC, MCC	2.1 (a) Steering committee established
	2.1 (b) Secure funding and Implement program	2.1 (b) June 2010	2.1 (b) MJSW, VCC, MCC	2.1 (b) Program implemented
	2.1 (c) Develop and conduct peace	2.1 (c) 2010	2.1 (c) MJSW,	2.1 (c) Program implemented

	programs in the community		VCC, MCC	
2.2 Support traditional and religious education programs that encourage peace and harmony	2.2 (a) Prepare consultation paper on ways to strengthen education on tradition, custom and religion and undertake consultation	2.2 (a) January 2010	2.2 MJSW, MCC	2.2 Paper circulated
	2.2 (b) Prepare paper on introduction of annual forum to discuss and develop frameworks to enhance custom and tradition	2.2 December 2009	MCC	Paper submitted

PILLAR 6: SERVICE DELIVERY

Objective/Result <i>What do we need to achieve?</i>	1: LAW AND JUSTICE SERVICES THAT MEET COMMUNITY EXPECTATIONS			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when our result has been achieved?</i>
1.1 Implement effective management and corporate service tools and practices in all law and justice institutions	1.1 Review and reissue office practice and procedure manuals including the development of manuals and guidelines for MJSW	1.1 June 2010	1.1 All MJSW agencies	1.1 Practice and procedure manuals in use
1.2 Improve capacity of institutions to develop coordinated work plans and budgeting procedures for the sector	1.2 MJSW to develop and coordinate planning and budget calendar for all law and justice sector agencies	1.2 July 2009	1.2 MJSW	1.2 Business plans submitted to MJSW in accordance with calendar
1.3 Review structure and composition of the Ministry of Justice and Social Welfare to ensure effective service provision, including investigation of a separate Ministry of Women	1.3 Undertake review of composition of MJSW and submit recommendations to COM	1.3 December 2010	1.3 VNCW, PMO	1.2 Joint submission made to MBC
1.4 Establish Law and Justice Agency	1.4 (a) Develop terms of reference			1.3 Paper submitted
				1.4 (a) TOR's developed

Heads Group and implement Task Force model	1.4 (b) Establish group			1.4 (b) Number of / Minutes of meetings
1.5 Develop reporting, performance management and monitoring and evaluation systems in all law and justice institutions	1.5 Develop Standardize Reporting format with all stakeholders	1.5 All MJSW agencies	1.5 September 2009	1.5 Reporting system implemented
1.6 Coordinate and harmonise and monitor donor inputs in the law and justice sector	1.6 Develop mechanism for effective donor harmonisation & monitoring	1.6 December 2009	1.6 MJSW, PMO	1.6 Mechanism in place
Objective/Result <i>What do we need to achieve?</i>	2. APPROPRIATE AND ACCESSIBLE INFRASTRUCTURE			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
2.1 Review infrastructure needs and seek funding based on priorities	2.1 (a) Each agency to prepare report identifying infrastructure needs including physical access and submit to MJSW	2.1 (a) June 2010	2.1 (a) All law and justice sector agencies	2.1 (a) Reports submitted
	2.1 (b) Undertake access audit of all public buildings with MOI and PWD	2.1 (b) December 2009	2.1 (b) MJSW, all stakeholders	2.1 (b) Access Audit Report drafted
	2.1 (c) Prepare law and justice sector infrastructure priority report	2.1 (c) December 2010	2.1 (c) MJSW	2.1 (c) Report prepared
Objective/Result <i>What do we need to achieve?</i>	3. A MINISTRY THAT PROVIDES STRATEGIC AND QUALITY POLICY ADVICE ON JUSTICE AND SOCIAL WELFARE ISSUES TO GOVERNMENT			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
3.1 Develop internal policy procedures and briefing templates for submission to Ministers, central agencies and DCO	3.1 Policy procedures and briefing templates are develop	3.1 December 2009	3.1 MJSW	3.1 Procedures in place

3.2 Provide training to all staff on the development of policy and implementation	3.2 Identify and provide training opportunities to all staff on policy development and implementation	3.2 Ongoing	3.2 All agencies	3.2 Training provided
Objective/Result <i>What do we need to achieve?</i>	4. COMMUNITY CONFIDENCE IN ALL LAW AND JUSTICE SECTOR INSTITUTIONS			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
4.1 Engage law and justice stakeholders to participate in policy developments and reform in the sector through appropriate forums	4.1 Host regular meetings with all law and justice sector stakeholders including provincial government	4.1 Ongoing	4.1 MJSW	4.1 Meeting held
4.2 Engage provincial governments to participate in sector development through equal opportunity programs	4.2 Meetings held with provincial governments	4.2 six monthly	4.2 MJSW	4.2 Meetings held
4.3 Decentralisation of law and justice services in the provinces	4.3 (a) Establish steering committee to develop provincial service delivery strategy 4.3 (b) Ensure plans and policies of all law and justice sector agencies are in line with DRC process	4.3 (a) December 2009 4.3 (b) Ongoing	4.3 (a) MJSW and all agencies 4.3 (b) MJSW	4.3 (a) Committee established 4.3 (b) Plans & Policy in place
Objective/Result <i>What do we need to achieve?</i>	5. DEVELOP PROFESSIONAL AND QUALIFIED HUMAN RESOURCE			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
5.1 Increase scholarships and internship programs in professions relating to the law and social welfare with bonding system	5.1 MJSW to advocate to the Training Scholarships and Coordination Unit and donor partners for additional support to develop professional skills	5.1 Ongoing	5.1 MJSW	5.1 Increase in number of scholarships

	in areas law and social welfare			
5.2 Undertake training needs assessment and provide regular training to all staff	5.2 (a) All agencies to undertake training needs assessment of all staff	5.2 (a)	5.2 (a) All agencies	5.2 (a) Training Needs Analysis drafted
	5.2 (b) MJSW to develop HRD plan for all MJSW agencies	5.2 (b) December 2009	5.2 (b) MJSW	5.2 (b) HRD Plan for all MJSW agencies
5.3 Attract and retain staff	5.3 Prepare discussion paper on ways to attract and retain staff in the sector	5.3 December 2009	5.3 All stakeholders	5.3 Discussion Paper circulated
	5.4 (a) Prepare paper on options for staff recognition and incentive programs in all public legal institutions	5.4 (a) September 2009	5.4 (a) All MJSW agencies	5.4 (a) Options Paper drafted
5.4 Develop staff recognition and incentive programs	5.4 (b) Submit paper to COM for approval and funding	5.4 (b) Dec 2010	5.4 (b) MJSW	5.4 (b) COM Paper submitted
	5.4 (c) Explore options for staff reward and recognition programs for all MJSW staff	5.4 (c) Dec 2010	5.4 (c) MJSW	5.4 (c) Options Discussion Paper
Objective/Result <i>What do we need to achieve?</i>	6. IMPROVE RURAL SERVICE DELIVERY			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
6.1 Promote and support provincial government to participate in sector development	6.1 Prepare law and justice sector service delivery report	6.1 December 2010	6.1 MJSW	6.1 Law and Justice Sector
Objective/Result <i>What do we need to achieve?</i>	7. SUPPORT CIVIL SOCIETY ORGANISATIONS TO CONTINUE TO DELIVER COMMUNITY SERVICE PROGRAMS			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
7.1 Develop funding support programs	7.1 Funding support to recognize	7.1 December	7.1 MJSW, Dept.	7.1 At least 2 programs are funded annually

for approved CSO's, traditional and faith based organisations recognised for effective service delivery	CSO's is secured and allocated to them	2009	of Women's Affairs, VANGO	
7.2 Involve civil society stakeholders to participate in policy development and reform	7.2 Civil Society are involved in policy development and reform programs are run	7.2 Ongoing	7.2 MUSW, relevant agencies	7.2 Programs are run annually

PILLAR 7: JUDICIARY: ADMINISTRATION OF JUSTICE

Objective/Result <i>What do we need to achieve?</i>	1. Enhance judicial independence and the judiciary in the administration of justice			
Strategy <i>How are we going to do it?</i>	Action <i>What steps will we take to achieve the strategy?</i>	Date <i>When are we going to do it by?</i>	Implementing Agency <i>Who is going to do it?</i>	Results Indicator <i>How do we know when we our result has been achieved?</i>
1.1 Enhance judicial independence	1.1 (a) Facilitate an environment conducive to judiciary's participation in dialogue between the ministry, civil society and development partners	1.1 (a) Ongoing	1.1 (a) MoJSW	1.1 (a) A harmonized and aid assisted sector
	1.1 (b) Assist to coordinate judicial training and education of judicial officers on developments of laws and enhance knowledge resources.	1.1 (b) Ongoing	1.1 (b) MoJSW Judicial Administration	1.1 (b) Supreme court Library resources
	1.1 (c) Facilitate efforts to improve working terms and conditions of service for judicial officers and court personnel including pension entitlements and contributions to a pension fund.	1.1 (c) Ongoing	1.1 (c) MoJSW Judicial Services Commission	1.1 (c) Improved terms and conditions and the establishment of a pension to judicial officers
	1.1 (d) To assist in upholding the constitution in determining laws and policies to protect rights, dispense justice and deliver efficient and	1.1 (d) Ongoing	1.1 (d) Courts MoJSW Judicial Administration	1.1 (d) Implement of Constitutional law and effective service delivery as surveyed

	effective service to all people			
	1.1 (e) Enhance capacity of judiciary and all courts to manage case loads through ADR mechanism including: * court annexed mediation * arbitration.	1.1 (e) 2009 - 2010	1.1 (e) Judicial Administration Law society Law Faculty	1.1 (e) Operating ADR scheme
	1.1 (f) Facilitate and assist in planning for timely and cost effective dispute resolution	1.1 (f) Ongoing	1.1 (f) MoJSW Judicial Administration Law society	1.1 (f) Reduce delay time between filing to deposition of cases to 6 months
	1.2 (a) Construction of court houses and facilitate their resourcing in the provinces	1.2 (a) Ongoing	1.2 (a) MoJSW	1.2 (a) Construction of court houses in main islands
	1.2 (b) Assist the judiciary institute its internal administrative manuals and procedures including procedures for complaints and grievances against judicial officers and court personnel	1.2 (b) 2010	1.2 (b) Judicial Administration MoJSW JSC	1.2 (b) Staff manual developed
	1.2 (c) Assist the JSC establish disciplinary procedures and practices for judicial officers and court personnel	1.3 (c) 2009	1.3 (c)	1.2 (b) Procedure manual developed
	1.2 (d) Assist the judiciary setting up of performance measures	1.4 (d) 2010	1.4 Judicial MoJSW JSC	1.3 (c) Procedures for discipline in place
	1.2 (e) Enhance capacity and efforts to dispense information and awareness on judicial systems, processes and the woks of the courts	1.2 (e) Ongoing	1.2 (e) MoJSW Judiciary	Publish performance measures
	1.2 (f) Coordinate Vanuatu Government and project funding assistance for new supreme court Hall of Justice building	1.2 (f) 2009 - 2011	1.2 (f) PMO MoJSW MoFEM Development partners Judiciary	1.2 (f) Building of court houses
1.2 Enhance Judicial Administration	1.2 (g) Enhance court administration	1.2 (g) Ongoing	1.2 (g) MoJSW	1.2 (g) Budget autonomy

	in its corporate, finances and budget services		Judiciary JSC	
	1.2 (h) Assist the Judiciary implement judicial reforms as established.	1.2 (h) Ongoing	1.2 (h) MoJSW Judiciary JSC Vanuatu Govt	1.2 (h) Reports
	1.2. (i) Assist JSC to review the established guidelines for appropriate conduct for judicial officers and court personnel	1.2 (i) 2009	1.2 (i)	1.2 (i) Publish guidelines