



CORPORATE PLAN



2023-2027

MINISTRY OF AGRICULTURE
& FISHERIES

FOREWORD



It is with great pleasure to present the Ministry of Agriculture and Fisheries' Corporate Plan for the period 2023-2027. This plan serves as a guiding beacon, illuminating the path toward a sustainable and prosperous future for Samoa's agriculture and fisheries sectors. The plan has been developed in alignment with the Pathway for the Development of Samoa 2021-2026 and the Agriculture and Fisheries Sector Plan 2022-2027.

In an era defined by dynamic challenges and transformative opportunities, the role of the Ministry becomes even more critical. Our collective responsibility is to chart a course that not only addresses the current needs of our agricultural and fisheries industries but also paves the way for a resilient and vibrant future.

This Corporate Plan is not just a document; it is a roadmap for progress, innovation, and inclusivity. It encapsulates our dedication to promoting food and nutrition security, supporting rural communities, and embracing technological advancements that will shape the landscape of agriculture and fisheries in the coming years.

As we navigate the next five years, let us embark on this journey together—government, communities, farmers, fishers, the stakeholders and most importantly the commitment and drive of the Ministry staff united in the pursuit of a successful implementation of the Ministry's Corporate Plan 2023 - 2027.

A handwritten signature in blue ink, which appears to be the name of the Minister, Laaulialemalietoa Leuatea Polataivao Schmidt. The signature is stylized and fluid.

Hon. Laaulialemalietoa Leuatea Polataivao Schmidt
MINISTER OF AGRICULTURE AND FISHERIES

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



The Ministry of Agriculture and Fisheries is poised to play a pivotal role in building a future where agriculture and fisheries not only thrive but contribute significantly to national development. We recognize that our success hinges on collaboration—collaboration with industry stakeholders, communities, researchers, and policymakers. Together, we can create a blueprint for sustainable growth that balances economic prosperity with ecological integrity.

The vision of the Ministry, as outlined in this Corporate Plan, is to be a leading and sustainable authority in agriculture and fisheries, contributing to the prosperity and well-being for all. This vision is not just a statement; it is a commitment to excellence, resilience, and inclusivity. Its mission is rooted in empowering and supporting the agriculture and fisheries sectors through effective policies, research, and development initiatives. It seeks to facilitate sustainable practices, innovation, and technology adoption while fostering collaboration with stakeholders.

At the core of the Ministry's endeavors lie a set of values and principles that encapsulate its dedication to fostering a resilient, sustainable, and inclusive agricultural and fisheries sector. These principles include a commitment to sustainability, active community engagement, transparency, accountability, innovation, cultural respect, collaboration, capacity building, and a focus on food security. Through the unwavering adherence to these principles, the Ministry strives to create an environment that ensures the long-term health and resilience of Samoa's natural resources. The Ministry's mandate underscores its authority and responsibility in shaping and regulating the agricultural and fisheries landscape.

The Corporate Plan is structured around six strategic goals, each designed to address specific facets of the agricultural and fisheries sector. These strategies span a wide range of activities, from promoting sustainable farming and fishing practices to supporting the strengthening of extension services and enhancing research and knowledge sharing. The performance indicators provide a clear framework for monitoring and evaluating the progress of these strategies, ensuring accountability and effectiveness in the pursuit of our shared goals and enhancing organizational development and performance within the Ministry.

I extend my gratitude to all those who have contributed to the development of this Corporate Plan, and I invite each stakeholder to join hands with us in turning these aspirations into reality.


Dr. Seuseu Tauati
CHIEF EXECUTIVE OFFICER

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ACRONYMS

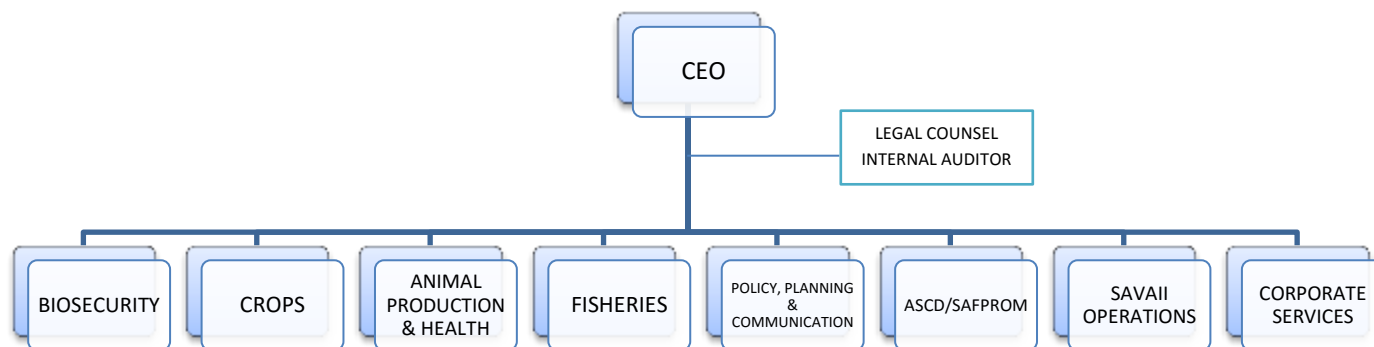
APHD	Animal Production and Health Division
ASCD	Agriculture Sector Coordination Division
ASSC	Agriculture Sector Steering Committee
BD	Biosecurity Division
CD	Crops Division
CSD	Corporate Services Division
DDP	District Development Project
FD	Fisheries Division
FY	Financial Year
HACCP	Hazard Analysis and Critical Control Points
ISO	International Organization for Standardization
MAF	Ministry of Agriculture and Fisheries
MCIL	Ministry of Commerce Industry and Labor
MOF	Ministry of Finance
M&E	Monitoring and Evaluation
MWCSD	Ministry of Women, Community and Social Development
PPCD	Policy, Planning and Communication Division
PPP	Public Private Partnership
SEA	Samoa Export Authority
SAFPROM	Samoa Agriculture & Fisheries Productivity and Marketing
SCATAP	Samoa – China Agricultural Technical Aid Project
SOD	Savaii Operations Division
SWOT	Strength Weakness Opportunities and Threats

WHO WE ARE

The Ministry of Agriculture and Fisheries (MAF) is the government agency responsible for overseeing and regulating activities related to agriculture and fisheries in the country. The Ministry plays a crucial role in the development and implementation of policies to promote sustainable practices, economic growth, and food security. It is involved in the enforcement of regulations and standards, the support of research initiatives, and the provision of extension services to farmers and fishers.

Additionally, the Ministry focuses on infrastructure development, investing in facilities such as irrigation systems, fishing ports, and processing facilities. It works to facilitate market access for agricultural and fisheries products, both domestically and internationally. The Ministry also addresses natural resource management issues, aiming to implement measures for the sustainable use of land and water resources.

Organisational Structure



Operating Environment

The operating environment of the Ministry of Agriculture and Fisheries is characterized by a dynamic interplay of factors that shape the Ministry's activities, policies, and initiatives. Rooted in the unique socio-economic and geographical context of Samoa, the Ministry operates within a framework that addresses the diverse needs of its population while fostering sustainable practices in agriculture and fisheries.

1. Geographic Landscape: The ministry operates in the distinctive Pacific island setting of Samoa, where the geographical landscape plays a pivotal role in determining agricultural practices and fisheries management. The ministry's initiatives are tailored to the specific challenges and opportunities presented by Samoa's geography, including considerations for climate variability and resilience.

2. **Agricultural Sector Dynamics:** Samoa's agricultural sector is a key component of its economy, providing livelihoods for a significant portion of the population. The ministry engages in promoting sustainable farming practices, improving agricultural productivity, and ensuring food security. The dynamic nature of the agricultural sector necessitates adaptive policies that respond to changing market conditions and emerging global trends.

3. **Fisheries Management:** Given Samoa's reliance on fisheries for both sustenance and economic activity, the Ministry of Agriculture and Fisheries is actively involved in sustainable fisheries management. Balancing the preservation of marine resources with the socio-economic needs of coastal communities is a central tenet of the ministry's approach to fisheries.

4. **Cultural Considerations:** The operating environment is deeply influenced by Samoa's rich cultural heritage. Traditional knowledge and practices are integrated into the ministry's strategies, fostering community engagement and ensuring that initiatives respect and align with local customs and traditions.

5. **Collaboration and Partnerships:** Recognizing the interconnected nature of global challenges, the ministry actively engages in collaborations and partnerships with international organizations, non-governmental entities, and regional stakeholders. Such collaborations enhance the capacity of the ministry to address cross-cutting issues and implement best practices.

6. **Technological Integration:** Embracing advancements in technology is integral to the ministry's approach. Efforts to incorporate modern agricultural and fisheries technologies contribute to increased efficiency, sustainability, and resilience in the face of evolving challenges.

SWOT Analysis

This detailed SWOT analysis provides a more nuanced understanding of the internal and external factors affecting the Ministry of Agriculture and Fisheries. It can serve as a foundation for developing targeted strategies to address weaknesses, capitalize on strengths, exploit opportunities, and mitigate threats. Regular updates to this analysis are essential to adapt to the evolving dynamics of the sector.

STRENGTHS

- **Rich Agricultural Resources:** Samoa is known for its fertile land and diverse climate, providing a range of opportunities for agriculture and fisheries
- **Traditional Agricultural Practices:** The ministry can leverage traditional and sustainable farming and fishing methods that have been passed down through generations.
- **Local Knowledge and Expertise:** The Ministry likely has a wealth of local knowledge and expertise regarding the unique challenges and opportunities in Samoa's agricultural and fisheries sector.
- **Government Support:** Strong governmental support can provide financial and policy support for

agricultural and fisheries development initiatives.

- **Cultural Connection to Agriculture:** There is a cultural emphasis on agriculture in Samoa, which can be used to foster community engagement and support.

WEAKNESSES

- **Limited Infrastructure:** Insufficient infrastructure, such as roads and storage facilities, can hinder the transportation and preservation of agricultural and fisheries products.
- **Skills and Training Gaps:** There may be a need for capacity building and training programs to enhance the skills of farmers and fishers.
- **Dependency on Weather Patterns:** Samoa's susceptibility to natural disasters and weather changes can impact agricultural production and fishing activities.
- **Limited Technological Adoption:** If the Ministry lacks access to modern technology, it could hinder efficiency and productivity in the sector.
- **Market Access Challenges:** Difficulties in accessing international markets due to geographical remoteness and trade barriers could limit economic opportunities.

OPPORTUNITIES

- **Export Potential:** Expanding and promoting agricultural and fisheries exports can contribute to economic growth.
- **Climate-Smart Agriculture:** Embracing climate-smart agricultural practices can enhance resilience to climate change.
- **Tourism Integration:** Integrating agriculture and fisheries into the tourism sector can create additional revenue streams.
- **Research and Development:** Investment in research and development can lead to innovations that improve productivity and sustainability.
- **International Collaboration:** Collaborating with international organizations and neighboring countries can provide access to expertise, technology, and markets.

THREATS

- **Climate Change:** Changing weather patterns, rising sea levels, and extreme weather events pose significant threats to agriculture and fisheries.
- **Disease Outbreaks:** The outbreak of diseases affecting crops or aquatic life can have severe economic consequences.
- **Global Economic Fluctuations:** Economic downturns or fluctuations can impact demand and prices for agricultural and fisheries products.
- **Competition from Imports:** Increased competition from cheaper imported products may negatively affect the local market.
- **Policy and Regulatory Challenges:** Changes in government policies or regulatory frameworks can impact the operations and strategies of the Ministry.

STRATEGIC DIRECTION 2023 – 2027

The Ministry of Agriculture and Fisheries Corporate Plan 2023 – 2027 outlines the strategic direction, goals, and initiatives of the ministry within the specified timeframe. This plan serves as a roadmap for achieving the ministry’s mission, vision, and objectives while addressing the challenges and opportunities within the agricultural and fisheries sector.

Vision

To be a leading authority in sustainable agriculture and fisheries, contributing to the prosperity and well-being for all

Mission

Empower and support the agriculture and fisheries sector through evidence-based policies, research, and development initiatives. Facilitate sustainable practices, innovation, and technology adoption, while fostering collaboration with stakeholders. Promote the economic growth of Samoa, ensuring the conservation of natural resources and the resilience of local communities.

Values and Principles

The Ministry of Agriculture and Fisheries is dedicated to upholding a set of core values and principles that guide our actions, decisions, and service to the people of Samoa. Our commitment to excellence in agricultural and fisheries management is grounded in the following principles:

- **Sustainability:** We are dedicated to promoting and practicing sustainable agricultural and fisheries management, ensuring the long-term health and resilience of Samoa's natural resources.
- **Community Engagement:** We actively engage with and involve local communities in decision-making processes, recognizing their invaluable knowledge and contributions to the agriculture and fisheries sectors.
- **Transparency:** We operate with transparency and openness, providing clear information to the public about our policies, initiatives, and decision-making processes.
- **Accountability:** We are accountable for our actions and decisions, regularly evaluating our performance and making improvements to better serve the interests of the Samoan people.
- **Innovation:** We embrace innovation in agriculture and fisheries, fostering research and development to enhance productivity, efficiency, and the overall well-being of our communities.
- **Cultural Respect:** We respect and celebrate Samoa's rich cultural heritage, incorporating traditional knowledge and practices into our modern approaches to agriculture and fisheries.
- **Collaboration:** We actively seek collaboration with other government agencies, non-governmental organizations, and international partners to address challenges and capitalize on opportunities in the agriculture and fisheries sectors.

- **Capacity Building:** We invest in the continuous development of our staff and local communities, empowering them with the skills and knowledge needed for sustainable agriculture and fisheries practices.
- **Food Security:** We prioritize efforts to enhance food security, recognizing the critical role of agriculture and fisheries in providing nutritious and accessible food for the people of Samoa.

These values and principles reflect our dedication to fostering a resilient, sustainable, and inclusive agricultural and fisheries sector that contributes to the overall well-being and prosperity of Samoa.

Mandate

- Animal Ordinance 1960
- Export Meat Act 1997
- Fisheries (Ban of Driftnet Fishing) Act 1999
- Quarantine Biosecurity Act 2005
- Slaughter and Meat Supply Act 2015
- Fisheries Management Act 2016
- Agriculture and Fisheries Sector Act 2020

Strategic Goals

Strategy	GOAL 1: Enhance Resilience and Sustainability of Agriculture and Fisheries Systems
1	Develop, promote and implement new and existing practices that will contribute to the sustainability of agriculture and fisheries systems
2	Create an enabling environment for resilient and sustainable risk reduction and climate change adaptation in agriculture and fisheries production
3	Improve and update knowledge management mechanisms to aid the development of agriculture and fisheries systems
4	Conduct regular assessment and develop robust M&E framework for agriculture and fisheries systems
5	Encourage inclusion and engagement of all agriculture and fisheries stakeholders in dialogues and exchanges on food systems transformation

Strategy	GOAL 2: Increase and Improve Food and Nutrition Security
1	Increase production/supply of locally produced food
2	Strengthen and promote demand-driven local food value chains
3	Encourage sustainable, healthy, safety and quality food for consumption
4	Support the strengthening of Extension services of MAF for improved productivity
5	Enhance research and knowledge sharing of the Ministry

Strategy	GOAL 3: Strengthen the Development of Farmers and Fishers at the Community Level
1	Foster a good collaboration and network of farmers and fishers associations and other players in the communities and non-formal sectors
2	Strengthen and support district and civil society investment in agriculture and fisheries
3	Encourage innovative and persistent farmers, fishers and other key players in the rural and non-formal sector
4	Promote and support initiatives that generates income for vulnerable groups and individuals

Strategy	GOAL 4: Enhance Private Sector Capacity and Promote Export Contribution
1	Strengthen partnerships and enhance trade and export facilitation
2	Create an enabling environment to facilitate private sector access to financing and credit
3	Promote increase in production of agriculture and fisheries products used by other sectors in order to obtain a higher value share
4	Strengthen agricultural and fisheries export trade
5	Build capacity of commercial farmers, fishers and other key players of the business, value and marketing chains

Strategy	GOAL 5: MAF to Create an Enabling Environment to Strengthen Sector Development
1	Foster a sector-wide approach in the adoption and implementation of the sector plan
2	Develop and improve evidence-based data/information and knowledge, as well as monitoring and evaluation of the sector.
3	Develop new and review/update existing policies and legislative framework to support the sector plan
4	Strengthen capacities of key sector implementing agencies and partners
5	Increase partner investment and development opportunities for the sector

Strategy	GOAL 6: Enhance Organizational Development and Performance within the Ministry
1	Improve corporate governance and management within the Ministry
2	Review and strengthen planning, M&E and reporting of MAF plans and activities
3	Manage and promote effective Communication service of the Ministry

GOALS, STRATEGIES AND PERFORMANCE INDICATORS

The six (6) key goals and twenty seven (27) strategies with performance indicators of the Ministry of Agriculture and Fisheries were formulated in alignment with the overarching Pathway for the Development of Samoa FY202/2022 – 2025/2026, and most importantly the Agriculture and Fisheries Sector Plan 2022/2023 – 2026/2027.

GOAL 1: Enhance Resilience and Sustainability of Agriculture and Fisheries Systems

Strategies	Performance Indicators	Responsible Division	Timelines
1.1 Develop, promote and implement new and existing practices that will contribute to the sustainability of agriculture and fisheries systems	a. Good agriculture practices (GAP) programs/techniques adopted and implemented in crops, fisheries and livestock development	CD, APHD, FD, SOD, BD	Quarterly
	b. Strengthened and enhanced partnerships with organizations and stakeholders to promote sustainable farming and fishing practices	ALL	
	c. Improved and strengthened the diversification of local production that are resilient to climate change and pest and diseases	CD, APHD, FD, SOD, BD, PPCD, ASCD	
1.2 Create an enabling environment for resilient and sustainable risk reduction and climate change adaptation in agriculture and fisheries production	a. Developed effective policies and strategies, regulatory measures and technical advice for agriculture and fisheries production	ALL	Semi-annual
	b. Reviewed existing and developed new contingency and response plans to facilitate preparedness, recovery and sustainable risk reduction.	CD, APHD, FD, SOD, BD, PPCD, ASCD	
	c. Increased level of awareness and compliance on biosecurity measures and agriculture chemical application, storage and disposal	BD, CD, APHD, SOD	
	d. Percentage increase in awareness and adoption of climate change adaptation and mitigation measures on crops, livestock and fisheries production	CD, APHD, FD, SOD, PPCD	
1.3 Improve and update knowledge management mechanisms to aid the development of agriculture and fisheries systems	a. Developed and published / disseminated evidence-based knowledge and early warning systems for sustainable best practices and forward planning	CD, APHD, FD, SOD, BD, PPCD, ASCD	Monthly
	b. Captured / documented and	CD, APHD,	

	disseminated traditional /local/indigenous knowledge of farming and fishing methods and systems	FD, SOD, BD, PPCD, ASCD	
1.4 Conduct regular assessment and develop robust M&E framework for agriculture and fisheries systems	a. Strengthened regular M&E of production patterns and development to inform improvements in policy, regulatory, advisory, programming and responsive measures	CD, APHD, FD, SOD, BD, PPCD, ASCD	Quarterly
	b. Timely implementation of monitoring, control, surveillance and enforcement measures to inform relevant actions in changing environments	CD, APHD, FD, SOD, BD	
1.5 Encourage inclusion and engagement of all agriculture and fisheries stakeholders in dialogues and exchanges on food systems transformation	a. Facilitated stakeholder engagement and discussions on relevant topics to improve resilience and sustainability in development	ALL	Semi-annual
	b. Coordinated and facilitated the implementation of the Samoa Food Systems Pathway 2030	PPCD	

GOAL 2: Increase and Improve Food and Nutrition Security

Strategies	Performance Indicators	Responsible Division	Timelines
2.1 Increase production/supply of locally produced food	a. Percentage increase in the overall production of locally produced agriculture and fisheries products	CD, APHD, FD, SOD, BD	Quarterly
	b. Developed and maintained the seed bank for Samoa in partnership with development agencies	CD, SOD, BD	
	c. Scaled-up initiatives/projects, activities and investments in collaboration with development partners to boost local production	ALL	
	d. Strengthened Advisory services and awareness programs on strategies, methods and tools	ALL	

	to promote consistent and sustainable production and supply of locally produced food		
	e. Timely availability of quantitative and qualitative information on local production, trade statistics and market information	PPCD, CD, APHD, FD, SOD, BD	
2.2 Strengthen and promote demand-driven local food value chains	a. Provided technical support and advice to value chain actors on production methods and techniques	CD, APHD, FD, SOD, BD	Semi-annual
	b. Partnered with MCIL and SROS in creating policies and procedures to support key players of local supply value chains	CD, APHD, FD, SOD, BD, PPCD, ASCD	
2.3 Encourage sustainable, healthy, safety and quality food for consumption	a. Partnered with MOH & MESC in promoting nutrition and healthy eating using locally grown food	CD, APHD, FD, SOD, BD, PPCD, ASCD	Quarterly
	b. Percentage of initiatives and activities implemented promoting sustainable and healthy home grown food	CD, APHD, FD, SOD, BD, PPCD, ASCD	
2.4 Support the strengthening of Extension services of MAF for improved productivity	a. Conducted an assessment on the re-establishment of the extension service of the Ministry	ALL	Semi-annual
	b. Percentage of farmers and fishers reached through advisory services for meetings and trainings	CD, APHD, FD, SOD, BD	
2.5 Enhance research and knowledge sharing of the Ministry	a. Conducted assessment and research on needed priority development areas in the crops, livestock and fisheries sub-sectors	ALL	Quarterly
	b. Key findings from research and assessment on sub-sector priority areas communicated to relevant development partners	ALL	

GOAL 3: Strengthen the Development of Farmers and Fishers at the Community Level

Strategies	Performance Indicators	Responsible Division	
3.1 Foster a good collaboration and network of farmers and fishers associations and other players in the communities and non-formal sectors	a. Developed and regularly updated a comprehensive registry of all farmers and fishers, processors and exporters	CD, APHD, FD, SOD, BD, PPCD	Monthly
	b. Supported and strengthened close collaboration and partnership between the Ministry and farmer /fisher organizations/associations	ALL	
3.2 Strengthen and support district and civil society investment in agriculture and fisheries	a. Worked in partnership with MWCS D in facilitating and supporting District Development Projects (DDP) pertaining to agriculture and fisheries investments	ALL	Quarterly
	b. Strengthened M&E systems to assess progress of DDP agriculture and fisheries investments to inform needed improvements	ALL	
3.3 Encourage innovative and persistent farmers, fishers and other key players in the rural and non-formal sector	Worked in partnerships with relevant Government agencies and development partners in designing and developing projects/financing schemes for rural farmers and fishers	ALL	Quarterly
	Collaborated with local agencies in providing capacity development for farmers, fishers and other key players with commercial interests and investments	CD, APHD, FD, SOD	
3.4 Promote and support initiatives that generates income for vulnerable groups and individuals	Improved participation of women, youth, persons with disability, and other vulnerable groups in MAFs development programs, trainings, activities and planning	ALL	Semi-annual
	Worked in partnership with MWCS D & MCIL in assessing the impact of youth labour mobility program/schemes on agriculture and fisheries productivity	ALL	

GOAL 4: Enhance Private Sector Capacity and Promote Export Contribution

Strategies	Performance Indicators	Responsible Division	Timelines
4.1 Strengthen partnerships and enhance trade and export facilitation	a. Ministry worked closely with private sector to encourage private sector engagement and value chain infrastructure investments	ALL	Quarterly
	b. Regularly monitored and evaluated effectiveness of Public Private Partnership (PPP) to inform decisions for improvements	ALL	
4.2 Create an enabling environment to facilitate private sector access to financing and credit	a. Worked in partnership with MOF & MCIL through the Investment Committee to assess status of financial schemes for the benefit of agriculture and fisheries investors	PPCD	Semi-annual
	b. Created dialogues and linked development partners with private sector for support in agriculture and fisheries developed activities/work	ALL	
4.3 Promote increase in production of agriculture and fisheries products used by other sectors in order to obtain a higher value share	a. Monitored and evaluated the value shares of agriculture and fisheries products utilized by other sectors to inform areas needing targeted development	PPCD, CD, APHD, FD, SOD	Monthly
4.4 Strengthen agricultural and fisheries export trade	a. Supported collaboration between MAF, Samoa Export Authority (SEA) and other stakeholders in export trade facilitation activities	BD, CD, FD, SOD, PPCD	Quarterly
	b. Regularly implemented MAF activities that support export trade including quality control, biosecurity, HACCP and ISO certification	CD, SOD, FD, BD	
4.5 Build capacity of commercial farmers, fishers and other key players of the business, value and marketing chains	a. Supported capacity building for commercial farmers and fishers, middle men, processors and exporters of agriculture and fisheries products	CD, APHD, SOD, FD, BD	Semi-annual

GOAL 5: MAF to Create an Enabling Environment to Strengthen Sector Development

Strategies	Performance Indicators	Responsible Division	Timelines
5.1 Foster a sector-wide approach in the adoption and implementation of the sector plan	a. Developed a clear-cut roadmap of annual activities and targets for the Ministry and all other implementing agencies	PPCD	Semi-annual
	b. Facilitated alignment of key agencies plans, policies and development programs/initiatives to the sector	PPCD	
	c. Provided secretariat to the Agriculture Sector Steering Committee (ASSC), compiled and report on technical advice and implementation updates from implementing partners	PPCD	
	d. Held six monthly sector dialogues as way of strengthening sector-wide approach, and identify areas for improvements	ALL	
5.2 Develop and improve evidence-based data/information and knowledge, as well as monitoring and evaluation of the sector.	a. Developed timely and evidence-based data and information as baseline, create analysis to inform policy and planning direction, and identify area within the sector that needed improvement	PPCD	Quarterly
	b. Developed a proper and robust M&E framework for the Ministry and the Sector	PPCD	
5.3 Develop new and review/update existing policies and legislative framework to support the sector plan	Conducted assessment of new and existing policies and legislative framework to identify gaps and emerging challenges in the ministry and the sector	ALL	Semi-annual
5.4 Strengthen capacities of key sector implementing agencies and partners	Identified training needs and developed capacity building plans for implementing agencies	ALL	Quarterly
	Percentage increase of implementing agencies received capacity development	ALL	

5.5 Increase partner investment and development opportunities for the sector	Regularly monitored alignment of development programs to the sector plan, including monitoring and evaluation of financial capacity and sustainability	PPCD	Semi-annual
	Contributed to the preparation and development of sectorial public investment program	PPCD	

GOAL 6: Enhance Organizational Development and Performance within the Ministry

Strategies	Performance Indicators	Responsible Division	Timelines
6.1 Improve corporate governance and management within the Ministry	a. Reviewed and updated divisional structures in alignment to the overall mandate and functions of the Ministry	ALL	Monthly
	b. Improved management and administration of staff	CSD	
	c. Executed sound financial and assets performance and management.	CSD	
	d. Developed and implemented audit programs for internal controls of operational systems within the Ministry	Internal Audit	
	e. Reviewed and updated legal and institutional framework of the Ministry	Legal	
	f. Provided professional development and career support to up-skill and improve staff performance	ALL	
	g. Enhanced IT service support within MAF	CSD	
6.2 Review and strengthen planning, M&E and reporting of MAF plans and activities	a. Developed, implemented and monitored the Ministry plans in accordance to the Government planning and reporting framework <ul style="list-style-type: none"> - Corporate Plan - Annual Plans - Workforce Plans - Staff Performance Plans - Annual reports 	PPCD, CSD, ALL	Quarterly

	b. Effectively developed and regularly reviewed internal policies and procedures to guide the implementation and management of divisional work	ALL	
6.3 Manage and promote effective Communication service of the Ministry	a. Improved coordination, information sharing and dissemination of Ministry awareness programs and events	PPCD & ALL	Monthly
	b. Promoted the use of digital information and upgrade in technological systems and programs to heighten Communication service	PPCD & ALL	

MONITORING & EVALUATION

Monitoring and Evaluation (M&E) are crucial components of the Ministry of Agriculture and Fisheries' Corporate Plan for the period 2023-2027. It is designed to systematically assess the progress and impact of the goals and strategies outlined in the plan. Key Performance Indicators (KPIs) have been identified to quantifiably measure advancements toward the Ministry's objectives. These indicators encompass a range of quantitative and qualitative metrics, including but not limited to production figures, financial performance, and stakeholder feedback.

To ensure effective implementation, the Ministry continues to maintain and improve robust data collection and analysis mechanisms. Regular monitoring activities are in place to track the ongoing progress of Key Performance Indicators (KPIs) and ensure alignment with the stipulated timelines and benchmarks.

The review process involves a comprehensive examination of the progress made toward achieving the objectives set forth in the Corporate Plan. This includes a thorough analysis of key performance indicators (KPIs) established for different divisions within the Ministry. These KPIs serve as measurable benchmarks, allowing for an objective assessment of advancements in areas such as agricultural production, fisheries management, financial performance, and other key focus areas. The monitoring and reviews of progress of KPIs are reported in the following documents and activities:

1. Mid-Term and Annual Performance Budget Reviews
2. Continuous monitor of annual KPIs through quarterly monitoring and evaluation exercises
3. Annual Reports to Parliament
4. Reporting on Ministry performance as part of the PDS review and the Agriculture and Fisheries Sector Plan
5. Mid Term Review of the Corporate Plan