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## Reducing Poverty through Growth

### MCA-Vanuatu Steering Committee Meeting No. 03 of 2010

Type of Meeting: Special Steering Committee Meeting

11.30am Thursday 11<sup>th</sup> March 2010

MCA Vanuatu Conference Room

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#### Board Members:

Present: Chairman, DG, PMO, Simeon Athy  
Director General, Ministry of Finance, George Maniuri  
Director Dept of Finance, Benjamin Shing  
Director General, MIPU, Wilson Tari Vuti

MCC Representative  
Chris Cookson, MCC Resident Country Manager

NZ Aid Representative  
John Claasen, NZAID Manager

MCA Vanuatu Program Management  
Johnson Wabaiat, Director MCA  
Marie Jo Bani, Administrative Personnel  
Catherine Malosu, ESI Officer  
Serah Toara, FM Officer  
Juliette Hakwa, M&E Officer  
Jason Raubani, 2<sup>nd</sup> ESI Officer  
Hans Eusher, Project Advisor

Apology: Director of DSPPACME, Gregoire Nimbtk

Absent: DG, Lands

Quorum present? Yes

## PROCEEDINGS

The Meeting was called to order at 12.00 noon by the Chairman of MCA-Vanuatu Steering Committee.

Welcome by Chairman

SC Chairman welcomed all members and representatives present at the meeting and outlined the Agenda Items for discussions as detailed below.

### Agenda Item:

1. Minutes of Last meeting.
2. Compact Closure Plan
3. 2009 Performance Bonus payments
4. AOB  
Date of next SC Meeting.

### 1. Compact Closure Plan

The SC was presented and briefed on the Compact requirement for the Compact Closure Plan (CCP) to be developed by each implementing MCA country. MCA-V as one of the implementing MCAs has 13 months remaining before the Compact ends on 28<sup>th</sup> April 2010, therefore MCA-V has to prepare the CCP and present it to the SC before it is submitted to MCC for consideration and decision. The Compact Closure Plan has to reflect on the current operational activities through to Compact End Date and a further 120 days which will end on 26<sup>th</sup> August 2011 as the Compact Closure period.

The draft CCP was developed jointly by MCC and MCA-V following meetings and consultations with key agencies of the Government of Vanuatu and Stakeholders to reflect on current program arrangements and future engagements once the compact ends.

Key issues include:

- Covering the Engineer's and Employer's obligations (defects, final payments, disputes) under the Design & Build contract to the end of the contract which will occur sometime in 2011.
- Transition to PWD
- Archives
- Final audits
- Final evaluations and impact studies
- Need for sign-off on final CCP by the SLO

The SC also noted that the CCP will require Government policy and budget decisions on the winding down of the program activities and the determination of MCA-V's future, including personnel such as the ESU and FA officers engaged in other agencies that have agency agreements with MCA-V.

MCC RCM reinforced that the sooner the actions are taken on the CCP and approved, the better. The MCA-V CCP will probably get the best plan as it has learnt from other countries whom have developed their CCP and started implementation. There is two to three months negotiations and this document will need to go to the State Law Office for an opinion before it is sent to MCC for approval. This is to ensure that there are no issues in the document that causes any surprises. Especially with issues that will have budgetary implications on the Government of Vanuatu. Other issues like the contractor obligations that the employer under Hans Eucher will have to manage until June 2012 when the program has closed in August 2011. MCC funds will not be used after August 2011 and therefore the Government has to accommodate Hans' contract, the PD's post and some support contract.

DG MIPU commented especially on the ESU sections of the CCP. He would like to see QCPP work more closely with the PWD engineers and provide some mentoring so that when the project ends, they are ready to take over. He assured that current ESU staff have been absorbed into the PWD structure so come Project completion, they will move into other responsibilities within PWD.

### **Recommendations:**

- SC noted and acknowledged that the MCA-V CCP will require the Government's policy decision and will have to be presented to the Central Government Agency and Budgetary matters to be presented to the Ministerial Budget Committee (MBC) for 2011 expenditures.
- SC acknowledged that institutional arrangements are to be in place to accommodate for the transition phase of the program which will require the Council of Minister's Decision.
- SC endorsed that documentation be made available for decisions to be done by 12<sup>th</sup> March 2010.
- Although the CCP was overdue, the SC noted and endorsed that time is required for members to go through the document and be well prepared and that a separate session be designated to focus on the CCP.

## **2. 2009 Performance Bonus Entitlements for MCA-V Staff Members.**

Only voting members of the SC were present for this agenda item. Voting members of the SC were presented with the performance evaluation and appraisal for MCA-V staff members where provisions for annual Bonuses are stated in individual contracts. Although annual bonuses are introduced as additional incentives to the program the rewards are measured against individual performance plans in conjunction with MCA-V Annual Work Plans and Performance Management System.

**Recommendation**

The SC considered the performance appraisal presented for two of the MCA-V staff members particularly the Program Director and ESA1 and endorsed the Bonus entitlement recommended and that the MCA-V chairman finalize and forward to FA for execution.

**Meeting close 2.00 pm. The next meeting will be on 11 March 2010**

Certified by: \_\_\_\_\_/S/\_\_\_\_\_  
Secretary, MCA-Vanuatu

Acknowledged by: \_\_\_\_\_/S/\_\_\_\_\_  
Chair of the Steering Committee