



Bureau of Agriculture
Strategic Plan FY 2014-2019

BOA Strategic Plan 2014-2019

Vision

A healthy and productive Nation in Harmony with the environment where all families have the skills, resources and opportunity to ensure wise stewardship of natural resources and systems and sustained food production.

Mission

The Bureau of Agriculture's mission is to promote, develop, protect, and conserve the Republic's land-based natural resources and to assist families to have the skills, resources and opportunity to ensure sustained food production, nutrition, food security and wise stewardship of ecosystems.

Lines of Actions:

Administration	Horticulture and Extension	Animal Industry	Forestry	Biosecurity & Invasive Species
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MEDIUM – TERM GOALS

No.	Description	Baseline/ Status	Verifiable Indicators
1	Encourage and promote expansion of existing farms.	On-going	Increase in existing farms sizes.
2	Encourage development of new farms.	On-going	Increase number of new farms.
3	Encourage and promote development of new plantations of local tree species with economic value.	On-going	Number of newly started plantations and nurseries established.
4	Improve and strengthen watershed management/ protection and rehabilitation of degraded lands.	On-going	Number of trees plants in watershed and graded land areas, and erosion control programs
5	Improve and strengthen Plant and Animal Health Protection and Quarantine programs.	On-going	Number of regulated items intercepted, public awareness programs conducted and violations reported.
6	Improve the sustainability of agriculture based livelihoods through enhance farm management and marketing skills.	On-going	Number of individuals trained.
7	Encourage and promote livestock production.	On-going	Improved animal breeds, number of producers and animals produced.
8	Strengthen prevention, detection, response, control, and eradication of invasive species.	On-going	Number of species prevented, intercepted, controlled, and eradicated.

Administration

Goal 1: Improve communication strategies.							
No.	Objectives	Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
1.1	Strengthen and maintain positive communications among staff, divisions, and administration.	1.1a Upgrade internet connection/service. 1.1b Improve and disseminate clear work plans, schedules, and assignments.	M	2015	\$0	N/A	Ongoing
1.2	Improve collaboration between divisions.	1.2a Monthly meetings between managers to review work plans, schedules, and assignments.	M	2014	\$0		Ongoing
Goal 2: Develop future projects and programs to support the BOA's vision.							
2.3	Seek opportunities for new or existing project funding and support.	2.3a Apply for grants. 2.3b Participate in regional and international projects (SPC, FAO, USFS, IAEA, NRCS, ROC, etc.).	H	2014	\$0		Ongoing
Goal 3: Strengthen administrative capacity and efficiency.							
3.3	Improve efficiency and responsiveness of BOA functions.	3.3a Hire additional staff.	H	2015	\$10,000		Ongoing

Horticulture & Extension Unit

Goal 1: Promote and increase production (yield and area) of traditional and non-traditional crops to increase sustainable livelihoods and food security for Palau.

No.	Objectives		Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
1.1	Increase production of food crops to address food security and family livelihoods.	1.1a	Conduct state workshops on vegetable, fruit crop, and root crop production to increase farm size and productions.	H	2014	\$5000	National gov., ROC, SPC, FAO, PCC-CRE	Ongoing
		1.1b	Provide extension services including plant materials, integrated pest management, and tilling service and guidance.					
		1.1c	Establish trial and seedling plots in Ngchesar and Nekken, including a seed bank plot for fruit trees.					
1.2	Work with MOE to introduce Agriculture program to 10 schools (public/private) in the next 5 years.	1.2a	Conduct school visits and help establish school farms.	M	2014	\$5000	National gov., ROC, TTM, SPC	Ongoing
1.3	Increase adoption of new variety and species of fruit crops, root crops and vegetables (and growing techniques including fertilizers, soil improvement, plant and disease control using IPM methods).	1.3a	Collaborate with PCC, TTM, and SPC to select new crops for trials at ADSC.	H	2015	\$5000	National gov., ROC, TTM, SPC, PCC	Ongoing
		1.3b	Work with PCC-CRE, TTM and Farmers' Association to disseminate the results of trials.					

		1.3c	Select better adapted varieties and produce planting materials for distribution.						
		1.3d	Collaborate with Pacific Adaptation to Climate Change (PACC) Project.						
Goal 2: Promote consumption of locally grown agricultural products.									
No.	Objectives		Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments	
2.1	Work with the Farmers' Association to establish a weekly farmers' market and an annual agricultural fair.	2.1a	Organize event with the Farmers' Association.	L	2014	\$0	N/A	Ongoing	
		2.1b	OBF, World Food Day, UN Day and Independence Day participation.						
2.2	Work with Ministry of Health to promote locally grown agricultural products	2.2a	Establish production chain from farm to table.	M	2016	\$0	MOH, SPC, FAO, PCC, CRE, TTM, PIH, OA	Ongoing	
		2.2b	Produce promotional materials addressing value and nutritional value locally grown products.						
2.3	Maintain and provide statistics on agricultural production, farm size and numbers, and agricultural commodities in all market outlets.	2.2a	Hire a statistician.	M	2015	\$10,000	National gov.	Ongoing, funding issues.	
		2.2b	Regular visits to markets and shops to collect agricultural statistics (monthly), process data and produce report to decision-makers and stakeholders.						

Goal 3: Improve quality and quantity of horticulture and extension services.

No.	Objectives	Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
3.1	Ensure well-trained extension officers.	3.1a Identify training needs and opportunity for staff. Send staff to relevant training. 3.1b Hire two additional extension officers.	H	2015	\$20,000	National gov., SPC, FAO, TTM, PCC.	Funding issues

Forestry Unit

Goal 1: C Develop national forest program based on cooperative management between the national and state governments and NGOs through broad stakeholder and intersectoral participation to ensure the wise management and sustainable use of Palau's forests and land based resources.

No.	Objectives	Actions	Priority H/M/L	Time	Annual Cost	Fund Sources	Comments
1.1	Work with the states and partners to develop State Comprehensive Forest Management Plans addressing watershed protection, conservation, rehabilitation and sustainable use of forests by 2019.	1.1a State consultations and visits -detailed planning in each state for overall forest management - ask Governors to designate a lead person in each state to work with (or a small team if necessary). 1.1b Provide ongoing support to PAN Technical committee and PAN coordinator to designate forest protected areas and include these in the PAN	M	2014	\$5,000	USF S, TNC, PAN F, state S, SPC	Ongoing

1.2	Produce a State of Palau Forest Report comparing 2003 to 2014.	1.2	Conduct the forest survey and write the report.	H	2016	\$10,000	USF S, TNC, PAN F	Ongoing	
1.3	Develop environmental education materials on the importance and use of trees, erosion control, invasive weeds and forest fire prevention in collaboration with partners to incorporate these into education programs in schools and communities.	1.3a	Research available materials and other examples of education materials.	L	2014	\$5000	USF S, TNC, PAN F	Ongoing	
		1.3b	Work with PCS, PCC and MOE to compile materials (ensure fit with education curriculum).						
		1.3c	Disseminate materials to schools and NGO's.						
1.4	Reforestation/rehabilitation of degraded lands.	1.4a	Plant trees with emphasis on native trees including coconut.	M	2014	\$10,000	USF S, national gov., SPC, ROC, PAN F.	Ongoing	
		1.4b	Cooperate with NGOs on a student and community volunteer program.						
Goal 2: Sustainable forest based source of livelihoods, including ecotourism, agro-forestry, and sustainable harvesting, are adopted by landowners and developers.									
No.	Objectives		Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments	
2.1	Develop and disseminate promotional materials for at least 2 non-timber products by 2019, such as traditional medicine and ecotourism.	2.1a	Undertake research on available information.	L	2015	\$2000	USF S		
		2.1b	Develop extension materials based on findings.						
2.2	Develop a demonstration ecotourism trail at Nekken.	2.2a	Plan, design, and build trail.	M	2015	\$5,000	National gov.		

Goal 3: Sustain forest health by preventing, controlling, and eradicating priority invasive species and develop and implement a fire hazard reduction program.

No.	Objectives	Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
3.1	Over the next 5 years, control and if possible eradicate Palau's top five priority invasive species.	3.1a Survey, map, control, eradicate if possible.	H	2019	\$20,000	USF S, Nati onal gov.	Ongoing
3.2	Collaborate with Biosecurity on prevention of invasive species.	3.2 Develop and implement early detection and rapid response plan.	M	2017	\$15,000	SPC, Nati onal gov., USF S	Ongoing
3.3	Develop a wild fire prevention program. Advocate stronger penalties for arson.	3.3a Develop & disseminate educational materials for wild fire prevention. 3.3b Continue mapping burned areas. 3.3c Analyze damage from wild fires. 3.3d Lobby OEK for stronger penalties for arson.	M	2017	\$10,000	BPS, NRC S	Ongoing

Animal Industry Unit

Goal 1: Improve quality of pork production to meet local demand and international standards for food security.

No.	Objectives	Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
1.1	Introduce and promote quality breeding stock.	1.1a Establish farm recording and breeding system for piggeries.	H	2014	\$2000	N/A	Fund issues

			1.1b	Import swine semen.					
			1.1c	Locate source of local sows for breeding.					
			1.1d	Conduct training and workshops on proper animal husbandry and production techniques.					
			1.1e	Conduct follow-up extension visits to farmers.					
1.2	Formulate optimal and alternative feeds for all livestock.		1.2a	Import raw materials for processing.	H	2014	\$1000	ROC	Ongoing
			1.2b	Develop guidelines for the proper use of alternative feed sources.					
1.3	Adopt best practices for animal handling, slaughter, and meat processing.		1.3a	Plan, design, build, and operate a public abattoir (slaughterhouse).	H	2016	\$100,000	ROC	Funds allocated.
			1.3b	Develop, adopt, and implement food safety standards for local meat products.					
Goal 2: Increase and promote use of locally produced chicken and other poultry in Palau.									
No.	Objectives			Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
2.1	Well-trained technicians and farmers.	2.1a	2.1a	Conduct technician training for poultry production.	H	2016	\$5,000	National gov., ROC	
			2.1b	Conduct farmer training for poultry production.					
			2.1c	Hire 2 additional staff.					

2.2	Adopt best practices for animal handling, slaughter, and meat processing.	2.2a	Plan, design, build, and operate a public abattoir (slaughterhouse).	H	2017	\$70,000	ROC	
		2.2b	Develop, adopt, and implement food safety standards for local meat products.					
Goal 3: Increase and promote use of locally produced goats in Palau.								
No.	Objectives		Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
3.1	Well-trained technicians and farmers.	3.1a	Conduct technician training for goat production.	H	2016	\$5,000	National gov., ROC	
		3.1b	Conduct farmer training for goat production.					
Goal 4: Promote beneficial animal waste management in Palau.								
No.	Objectives		Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
4.1	Well-trained technicians and farmers.	4.1a	Pilot project for methane gas production in Nekken.	H	2016	\$20,000	National gov., ROC	Funding already allocated.
		4.1b	Conduct farmer training for waste management including methane gas production and composting.					

Biosecurity Unit

Goal 1: To protect the agricultural activities and general well-being of the people and the environment of Palau by preventing the introduction and further spread of injurious insects, pests and diseases.

No.	Objectives	Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
1.1	Strengthen border protection with x-ray and detector dog programs.	<p>1.1a Secure fund</p> <p>1.1b Purchase equipment: x-ray machine, incinerator, facility for dogs, two dogs, training for personnel to handle dogs, dog supplies: food, veterinary service and supplies</p> <p>1.1c Install equipment</p> <p>1.1d Train personnel</p>	H	2016	\$50,000	National gov., SPC, ROC, PAN F	Funding Issues
1.2	Improve biosecurity services by increasing number of qualified inspectors.	<p>1.2a Designate and train 2 people to continue surveillance programs for exotic fruit fly and other plant pests.</p> <p>1.2b Designate and train 2 additional people to continue surveillance programs for other invasive species (ants, brown tree snakes, etc.).</p>	H	2016	\$20,000	SPC, IAEA, National gov., GEF-PAS	Ongoing
1.3	Establish a Rapid Response Plan capability and emergency funding to address new incursions (ants, brown tree snakes, etc.)	<p>1.3a Review and update the existing plan</p> <p>1.3b Work with the NEC to make it part of the National Emergency Framework.</p>	M	2015	\$50,000	GEF-PAS, SPC, National gov.	Ongoing

		1.3c	Apply grants.				
1.4	Collaborate with OEK and partners to get the biosecurity bill passed.	1.4a	Lobby the congress	H	2014	\$0	N/A

Goal 2: Strengthen collaboration with Customs Division, importers and the public to prevent introduction of pests.

No.	Objectives		Actions	Priority H/M/L	Time	Annual Cost	Fund	Comments
2.1	Prevent release of agricultural products without Biosecurity clearance.	2.1a	Cross training for custom and Biosecurity official	M	2014	\$0	N/A	Ongoing
		2.1b	Collaborate with customs regarding sharing of work and duties					
		2.1c	Continue working closely with Customs to ensure agricultural products are not released without Biosecurity authorization.					
2.2	Establish a better working relationship with importers to prevent and detect the introductions of invasive species.	2.2a	Training for importers to understand the importance of controlling pests including updated list of agricultural products prohibited by ROP.	M	2014	\$5,000	National gov., SPC	
		2.2b	Organize importers advisory group to meet on regular basis.					
		2.2c	Create a CD with Biosecurity regulations and other information for importers and make hard copies available upon request for a					

		fee.						
2.3	Increase public awareness of biosecurity matters (prevention, control and or eradication of invasive species).	2.3a	Design, print, and distribute posters of priority invasive species	H	2014	\$5000	National gov.	Funding issues
		2.3b	Establish an Invasive species hotline.				SPC, TTM, USF S	
		2.3c	Involve relevant government agencies and NGOs.					
		2.3d	Create media campaign to involve the public in the effort of biosecurity matters (prevention, control and or eradication of invasive species).					

Invasive Species Unit

Goal 1: To protect the agricultural activities and general well-being of the people and the environment of Palau by preventing the introduction and further spread of injurious insects, pests, plants, animals, and diseases.

No.	Objectives	Actions	Priority H/M/L	Time	Annual Cost	Fund Source	Comments
1.1	Palau Macaque Removal Initiative	1.1a	H	2014		OEK/President	
		1.1b			\$200,000		\$100k from IC
		1.1c	H	2015			Need international donor/funding
		1.1d		2015 - 2018	\$3,000,000		

1.2	Continue implementation of GEF-PAS project.	1.2a		H	2013-16	\$18,000	GEF	As contained in project documents.
1.3	Support other BOA divisions in their objectives.	1.3a	Species ID, awareness activities, informational materials, training, surveillance program, etc.	M	2014	\$5,000	National Fundin g	
1.4	Coordinate implementation of the Invasive Species Action Plan.	1.4a	Implement plan.	M	2014 - 2017	\$0		Actions as contained in the plan.
1.5	Seek outside funding sources.	1.5a	Research/apply for grants.	M	2014	\$0		Plan to get additional funding for coordinator salary to free up the GEF funding for additional staff and specific projects.
1.6	Hire one additional staff to coordinate the GEF project.	1.6a	Create position, recruit qualified candidates, interview, etc.	M	2015	\$15,000.00	GEF-PAS	Using funding from the GEF-PAS project.

Approved by:



F. Umlich Sengebau

Minister, Ministry of Natural Resources, Environment & Tourism

Date

3/20/14