

POLICY

ON

THE AGRICULTURE EXTENSION SERVICES IN SOLOMON ISLANDS



June 2011

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Preface

This policy paper presents a framework to guide the Agriculture Extension Services of the Ministry of agriculture in Solomon Islands for the next five years (2011-2015).

The Agriculture extension services in Solomon Islands, like most other disciplines and institutions, is not immune to various developments taking place around it. The Agriculture Extension Services in the Solomon Islands was established in 1960's during the colonial era under the British Solomon Islands Protectorate Administration. During its establishment it was basically an organisation setup to carry out the expansion of cash crops namely copra and cocoa in the rural areas using the subsidy scheme, at that time it was solely the government that provided such services and funding. However the worldwide emphasis on sustainable development, including in rural improvement and agricultural advancement, as well as developments such as globalization, market liberalization, decentralization, privatization and democratization, are creating new learning requirements for both subsistence and commercial farmers in developing countries. These requirements, especially when seen within the context of the revolution in information technology, are challenging decades'-old mandates and operations within traditional extension systems.

Cooperation between all stakeholders is a vital component in achieving success. All stakeholders, both state and non-state actors, who involve in one way or the other, should be invited to participate in drawing-up the road map to improve the provision of agriculture extension services in the country, as well as taking a proactive role in advancing this policy.

Vision Statement

It is the intention of the Government that this policy document, when implemented will enhance the Agriculture Extension Services in the Solomon Islands to be able to cater for the ever increasing and changing needs of the rural farmers in the country, to bring about conducive environment for agriculture development in the rural communities thus ensuring economic stability, food sovereignty and improved rural livelihood.

Introduction

Solomon Islands is an agrarian country as eighty five percent of the people are smallholder farmers cultivating certain land area under some form of agricultural production systems for their livelihood. Currently the Agriculture Extension services has one hundred and thirty eight officers posted out to all the nine Provinces of the country, at a divisional level within the provincial government establishment each extension division is headed by a Chief Field Officer. The main function of the extension service is to provide need- and demand-based knowledge and skills to rural men, women and youth in a non-formal, participatory manner, with the objective of improving their quality of life through the promotion of agriculture based developments.

Extension is an essential pillar for research and development. However, unfortunately, a somewhat unhealthy perception of extension prevails in the country, caused by a weak extension lobby, probably faulty initial organizational set-up, an inherent lack of trust in extension by research organizations, and traditionally poor career development conditions in the profession of extension. Agricultural research agendas remain largely academic unless extension workers provide input in terms of the identified and as-yet unsolved field problems of the farmers. Research focuses on the technical aspects for generating useful technologies, while extension focuses on the acceptance and adoption of those technologies by users. Applied research institutions need strong extension services to work in a field problems-oriented mode, and the extension services need the backstopping of strong applied agricultural research institutions to effectively serve the farming communities.

Extension work is a very difficult task in Solomon Islands, it is carried out mostly in the field under severe weather and logistic conditions with minimum facilities. The extension mission of interacting with mostly illiterate and poor rural people with the aim of changing their behaviour positively is indeed a formidable task.

Purpose

The development of a National Agriculture Extension policy is of great importance because it ensures political commitment, which ascertains financial allocation. The dismally low salaries and operational budgets, and a lack of attractive career development path have been the fate of extension profession for decades affecting the performance of otherwise very experienced and committed professionals. Appropriate policy is needed for protection of extension from immediate negative effects of the current trends in agriculture development and the global economy to allow it to function normally. It is high time to strengthen the place and role of extension for national development through formulation of extension policy within the framework of broader national agricultural and rural development policies. The development of the extension policy will be a collaborative effort, involving all stakeholders, and will take into consideration not only technical issues but also professional development concerns with an aim to provide motivation and morale to extension workers. It would also include the operational linkages and partnerships between extension and other relevant service institutions such as related to research, marketing, environment, commodities, farm inputs, rural credit, agricultural education and training, farmer associations, and information technology.

Activities of the Agriculture Extension Services

- Provision of Agriculture Extension Services
- Operation of Agriculture Training Centres in the Provinces
- Facilitation of Rice Development Programme.
- Collaboration with Taiwan Technical Mission activities;
- Outsourcing service providers as alternative approach;
- Facilitating the implementation of Agriculture Development programmes in the provinces.
- Collaboration of N.G.O's and other Stake holders

Background of Agriculture Extension Services in Solomon Islands

Past –

The Agriculture Extension Services in the Solomon Islands was established in the 1960's during the colonial era under the British Solomon Islands Protectorate Administration. During its establishment it was basically an organisation setup to carry out the expansion of cash crops namely copra and cocoa in the rural areas using the subsidy scheme, at that time it was solely the government that provided such services and funding.

Present –

Agriculture extension officers in the Solomon Islands are usually posted in very remote areas and are usually the only Government Officials present in some places. Because of their knowledge of the area and people they operate in, they are usually the first ones being called upon to carry out other Governmental tasks such as the; Census, Elections, Disaster Surveys.

Because of the remoteness of the posting of some of the staff, they are either forgotten, if not are deprived of basic services i.e health, water and sanitation, proper accommodation as well as education for their children.

The Agriculture Extension Services was one of the Government Departments that was initially devolved to the provinces but then recentralized due to the inability of the provinces to carry out the functions effectively.

At the present time Agriculture Extension Services in the Solomon Islands has been forced to expand its scope of operation in that;

- The number and types of crops both subsistence and commercial crops has been increased than has been in the past.
- The need for extension officers to be made aware of other matters important in the sustainability of the promoted commodities i.e. post harvest, processing, storage marketing, packaging, aesthetic issues and networking with other stakeholders.
- Other stakeholders also involved with Agriculture Development in the province, sometimes often creating confusion in the farming and rural communities.
- Agriculture sector in the country is small as such they are price takers rather than price determinators, therefore production of high value commodities targeting niche markets should be the way forward.

The above mentioned issues are creating new learning requirements for both subsistence and commercial farmers in the country. These requirements, especially when seen within the context of the revolution in information technology, are challenging decades'-old mandates and operations within traditional extension systems.

Agriculture systems

The agriculture sector in the Solomon Islands comprises of three distinctive scales. These include the subsistence sector, the smallholder-commercial sector and the export orientated commercial sector. While in the context of the broader agriculture sector the Household unit is the predominant economic or production unit whereby individuals or families operate from. There are 65,014 households in the Solomon Islands. (Census Report 1999 pp 62)

i. Subsistence agriculture.

A majority of households in the Solomon Islands practice subsistence agriculture they produce garden crops and small livestock for own consumption and are non-monetized. Subsistence agriculture as practiced throughout the Solomon Islands is the established way of life for most people in the rural areas, areas outside the city, towns and administrative centers. The main unpaid work activity for men and women in the Solomon Islands is agriculture.

ii. Small-holder cash agriculture

This agriculture system is common in many peri-urban areas, individuals, families or groups run farm units with a degree of cash investment. These units are usually small and make very little profits and cash returns are usually used for obligations of the farmer. These farm units participate in production to supply domestic demands for agriculture products. Many small – holder farmers supply export commodities to export agents who in turn export overseas.

iii. Export orientated large scale commercial companies.

As the name implies these type of agriculture companies produce for export purposes. These are usually plantation based companies operating on 200 – 1000+ hectares. These companies provide employment for 1000's of Solomon Islander. Guadalcanal Palmoil Limited (GPPOL) owned by New Britain Palm Oil is the only palm oil exporter in the Solomon Islands. RIPEL in the Russell Islands 3000 ha of plantation and cattle grazing area is currently experiencing a legal complications in terms of its management is is currently not operational.

Way Forward –

With the need for an integrated approach in the way by which selection and promotion of suitable commodities are determined for specific areas. The extension personnel need to be educated on the new approaches as well as requirements of the extension service recipients. The whole extension service then will need to be restructured to cater for the integration of workable traditional extension methods with new innovations in extension and communication methodologies taking into consideration the other stakeholder in the agriculture sector.

Current Manpower Level of training

Agriculture extension staff are multi skilled well trained persons, previously trained in agricultural institutions in PNG, Fiji and Samoa. Qualification ranging from Certificate level to Masters level. Currently the Certificate in Tropical Agriculture is being provided by the School of Natural Resources of the Solomon Islands College of Higher Education.

Challenges to Current Extension System

Currently other stakeholders are also involved with agriculture activities getting their funding from aid donors which would have otherwise been channelled through the ministry of agriculture, this has come about due to the miss trust of aid donors towards the Government

apparatus, though it is the prerogative of the aid donors that their moneys are spent properly, the Extension Services is being put in a scenario, whereby MAL has a well established nation wide network with qualified personnel without the resources to effectively carry out their mandated tasks, on the other hand other stakeholders with a lot of resources but lacking qualified man power to carry out their activities.

Conflicting agricultural advises given by agricultural staff and advise given by other extension providers. There should be more collaboration, all sectors involved should be complementary to each other rather than to be seen as competing with each other.

Rural Development Programme (Component 2)

The Rural Development Programme (RDP) Component 2 was designed to assist the Ministry of Agriculture and Livestock (MAL) in capacity building and to improve service delivery to the farming communities. It is currently focusing its agricultural extension and on-farm research strengthening activities in four Solomon Islands provinces: Temotu, Choiseul, Malaita, and Western. The component does not run parallel but work within the various departments of the MAL in delivering the services required by the farming communities. The component is an **activity-based** program where funds can only be expended on mostly activities that are derived from consultation with the farming communities. The adopted approach of Participatory Appraisal enabled MAL provincial staff to consult with the farming communities in identifying their problems and devising appropriate solutions to address them.

Technical Cooperation with International Agencies/ Institutions

The Agriculture Extension Services, through the National Rural Rice Development Programme has an existing Memorandum of Understanding with PhilRice of the Republic of Philippines. It also has MOU with NGO's such as ADRA and World Vision. MOU's with other NGO's are currently being developed.

Agriculture Extension Services as perceived by the Public and International Non-Government Organisations.

The Agriculture Extension Services is perceived by the general public and non government organisation as an incapable organisation often deemed as non existent even though they continue to function behind the scene as their ability has been inhibited by a lot of underlying issues i.e, lack of support from the Government in term of funding, lack of logistic support, lack of accommodation and office space and lack of performance driven incentives.

Initial Recommended Policy Actions

The following policy actions needs to be taken by the Solomon Islands Government to put in place this policy, so as to improve the Agriculture Extension Services in the Country.

1. Assess the existing extension organization against farmers' needs and determine whether to strengthen or restructure it
2. Development of human resources in the Agriculture Extension Services to meet the requirements of farmers and other stakeholders in the Agriculture sector. Bring pre-service education and training in agricultural extension in line with the needs of the national extension system. Come up with a comprehensive but attainable staff development plan with the aim of developing all staff to attain Bachelors, Masters and PhD qualifications.
 - a. Certificate graduates have to have one year attachment practical training on agriculture in a recognised institution before being considered for employed by MAL.
3. Agriculture training is a continuous process in developing the human resources needs to meet global issues, agriculture industries demands, and environmental issues to meet ever changing global issues.
4. Initiate consultations with all Agriculture Sector Stakeholders on the policy.
5. Initiate consultations with aid donors and other stakeholders on funding arrangements for the development of the policy.
6. Develop and apply information technology tools to facilitate the work of extension agents, by developing original, location-specific, participatory, gender-sensitive and inexpensive extension methodologies and materials instead of applying those methodologies which are promoted as universally suitable
7. Orient extension staff to major food security related global developments that could eventually affect rural livelihoods
8. Development of the Scheme of service for Extension Staff. The Scheme of Service sets out the condition of service for extension staff and their career advancement opportunities with the intention of creating an effective and efficient service organization.
9. Ensure effective operational linkages and information sharing between extension and research and other key relevant institutions

- a. The following Ministries and private organizations should be the stakeholders in the agriculture extension policy:
 - i. All Ministries
 - ii. Ministry of Agriculture and Livestock
 - iii. Ministry of Commerce, Immigration, Labour and Industries
 - iv. Ministry of Provincial Government and Institutional Strengthening
 - v. Ministry of Planning and Aid Coordination
 - vi. Ministry of Rural Development
 - vii. Ministry of Infrastructure Development
 - viii. Ministry of Health and Medical Services
 - ix. Ministry of Education and Human Resources Development
 - x. Ministry of Forest Environment and Conservation
 - xi. Ministry of Police and Justice
 - xii. Local/International NGOs
 - xiii. Private Sectors

Policy Implementation

This policy will be implemented in the following manner:

I. Assessing the current Extension System being used in the country

All organizations are comprised of human resources to serve specific purpose within the context of a policy and mission. Public institutions are funded with the public funds and as such are supposed to serve the public. In case of agricultural extension, the organization is meant for serving the extension, education and training needs of men and women farmers. If it is established that the organization is not delivering effectively and efficiently what it was built to deliver, then it should be reviewed. A quick way will be to assess it on the basis of extension and training needs of the farming communities and the services that have been provided.

II. Consultation

Consultations between all stakeholders involved in the Agriculture development in the country must take place. This would include both Government, Non Government and private sectors. The purpose is to inform all stakeholders of the policy and programs involved so that all actors can play their part to support the policy.

III. Client- Focus

Identification of types of farmers whose extension needs are to be addressed with tailor-made (Participatory) extension strategies, methodologies and materials (examples: subsistence farmers, commercial farmers, HIV/AIDS-affected farmers, mountain farmers, Atoll farmers, small islands farmers, farmers with physical disabilities, women farmers, part-time farmers,

rural youth, special interest groups of growers, rural land-less poor, etc.): Grassroots extension programme planning.

IV. Demand Driven

Grassroots extension programme planning; Cost-sharing agreements between farmers and extension; Organization of special interest groups in villages; Capacity-enhancement of farmers in making demands for services; Establishment of farm-to-market-chain-links; Evaluation of extension services delivery; Accountability of extension service providers; Extension services quality control; Impact assessment of extension interventions; Government's role in covering those technical subjects, which are of public good, such as protection of environment and natural resources

V. Broaden the technical mandate of extension to aim at broader development of rural human resources

Although schools and other training institutions provide basic education needs, Extension is basically non-formal education that targets rural and peri urban adults and youth institutions outside the formal school system with the aim of helping them improve the quality of their lives by gaining useful knowledge and skills. Agricultural extension focuses on the non-formal education of rural and peri urban adults and youth, in particular farmers, in improved agricultural know-how and skills for increasing farm production, which is meant to result in enhanced income for farmers, leading to improvement in their lives. Sustainable rural and agricultural development, however, goes far beyond improved agricultural technology to enhance production, because it involves not only crops, livestock and fishery but also the protection of environment, management of natural resources, maintenance of appropriate population growth rate, and above all, development of rural human resources.

VI. Promote partnership in extension by involving public, private and civil society institutions

In early days when agricultural extension was introduced, there was hardly any private company or meaningful non-public institution that was keen to engage in delivering extension services. That is why extension remained monopoly of the government agricultural extension departments for a long time. The situation has changed now, and one finds several public and non-public actors as well as civil society institutions, which are actively engaged in extension or extension-like activities. These actors are eager to join any formal mechanism or project through which they can make development contributions, sometimes on voluntary basis and sometimes at a fee. Today, this is not only the government agricultural extension field worker who meets farmers to give advice, but salesmen from various commercial companies dealing in farm inputs who not only sell their products but also give advice on their use. Then, there could be several field workers belonging to charity organizations and NGOs, who are involved in extension type activities in rural areas. MAL will provide technical support to all stakeholders.

VII. Develop and apply information technology tools to facilitate the work of extension agents

As organizations benefit from the development of various kinds of technologies, extension organization could also benefit from the information technology advances. The extension offices located where electricity is available could use Internet, e-mail and various advanced audio-visual equipment in their daily work. In the field, however, the benefit will be limited because of the fact that most rural areas in the country have neither electricity nor regular telephone facilities apart from mobile telephones. MAL to continue to upgrade information technologies as they become available for all extension officers.

VIII. Orient extension staff to major food security related global developments that are affecting rural livelihoods

Currently no real need has been felt for educating the farmers in the issues related to globalization, liberalization of markets, genetic engineering, climate change, bio-security threats and biotechnology which are sooner or later going to affect their communities. This is due to general opinion that these global level developments are of no direct concern to farmers, and in any case, are too sophisticated to be understood by them. It is only matter of time when these developments will start affecting the rural livelihoods.

IX. Empower farmers through organizing them into legal associations to constitute a strong lobby for themselves and for extension

There is no doubt that the farmers, if operating individually rather than collectively, will never be able to run their small farms as agri-business or commercial enterprise nor will they be able to create a strong lobby for themselves for safeguarding their interests. They must organize themselves initially in small, informal groups then gradually in special interest groups and then into larger groups, which should be registered with the government as legal entities.

X. Manpower requirement of the Agriculture Extension Services.

Currently the average number of extension staff per farmer ratio in the country is 1:600 in areas such as North Malaita the ratio is 1:1,500. This ratios are very high as a result rendering the extension services incapable of effectively providing their services to the rural population. The ideal number of extension staff, will differ from place to place depending on many factors such as geographical terrain, density of farming population, infrastructure, transport means, availability of electronic media, and possibly some others. However the target set by the Ministry is 1:200 to get to this ratio the MAL establishment will need to be increased to 545.

Current available resources coupled with other major associated factors i.e housing, office space would make increasing the man power resources almost impossible. The old concept of covering a certain number of farm families by each extension agent should now be changed as the information technology revolution presents new opportunities to extension organizations for contacting farmers and other institutions.

The options of “outsourcing”, hiring short-term staff on contracts, using progressive farmers and those who could work as facilitators in extension activities along with extension staff are some options will be promoted.

The movement of extension staff from provincial level to sub-district level and village level will ensure that the staff are based right in the rural areas.

Train village based agriculture extension technician for remote and isolated areas.

XI. Ensure effective operational linkages between Extension, Research and Other key relevant Institutions.

Form a joint committee comprising senior officers from research and extension at the National or Provincial level, for the purposes of policy advice and promotion of coordination at all levels.

Liase with research division for subject-matter specialists at provincial level to technically backstop extension workers.

XII. Womens Agriculture Extension Services (WAES).

Womens Agriculture Extension Services (WAES) was initiated in 1987, following a nationwide nutritional survey on women and children a pilot project was initiated and was carried out in Malaita and Isabel Province under NZAID funding, this came to an end in 1996. Food production and nutrition problems continue to be an issue in the country it is therefore important that the WAES be revitalized to take care of food security and nutritional issues in relationship to agricultural crops in the country and to be called Women in Agriculture (WA) .

X111. Agriculture Training Centres

The need for rehabilitation of existing agriculture training centres as well the development of new training centres is of vital importance in reaching out to farmers in the rural areas in terms of training, demonstration and in the bulking or stocking of seed and livestock. Agriculture Training Centres were developed in the 80’s under the EU funded Rural Services Programme. Under the project training centres were constructed which constituted, dormitories, classrooms, dining hall, staff houses, and demonstration farms of cocoa, coconut, fruit trees and livestock. These centres are now run down, in some cases taken back by land owners.

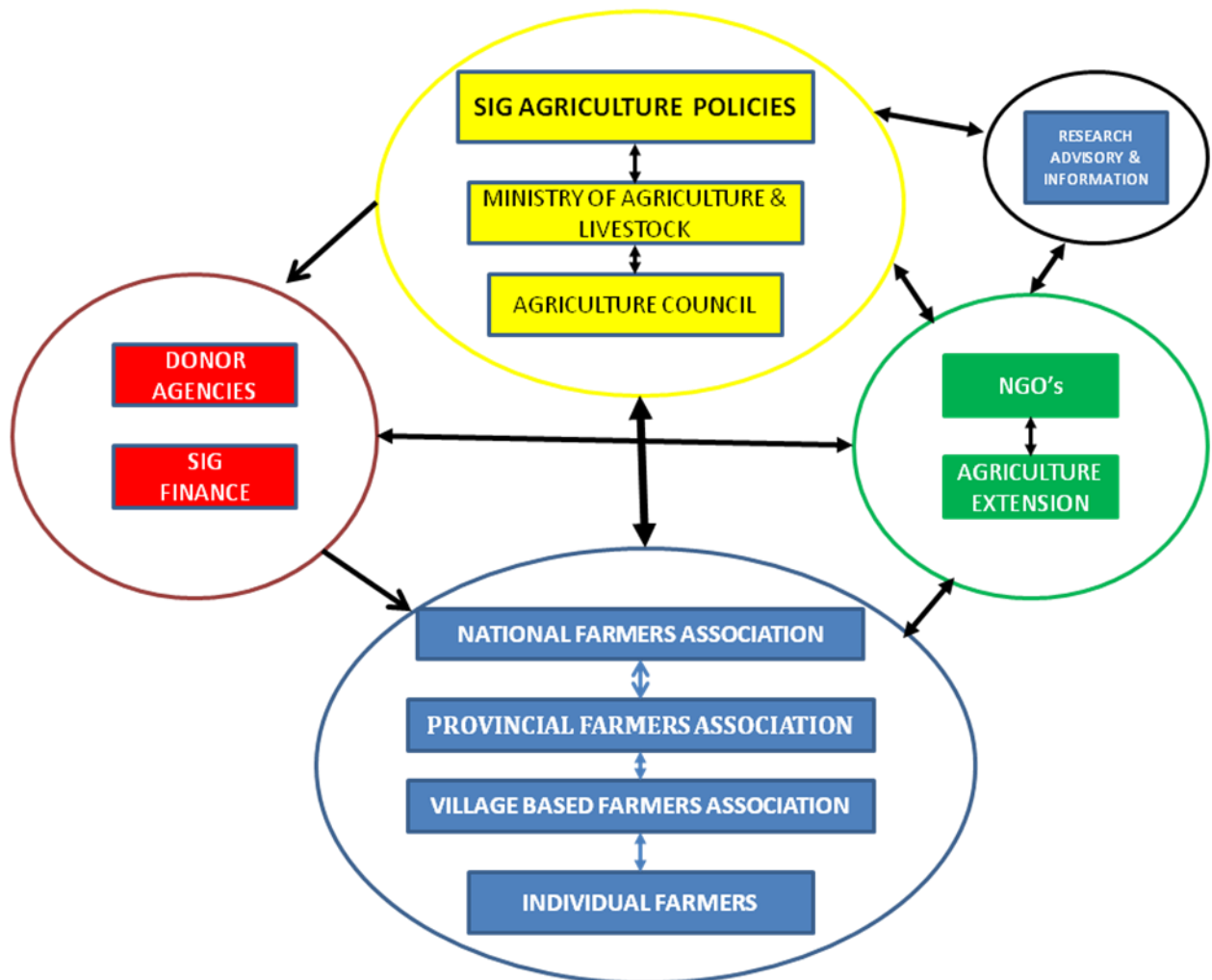
DALA, HAKAMA, HAURATARATA, MILE 6, MARAU, NEWI, CHOISEUL BAY,
KAREKANA.
GOZORURU, NATUIBA

Implementation Constraints

The following are possible constraints to the implementation of this Policy:

- I. Lack of national and provincial political will towards the policy.
The policy will need political support from both the National and Provincial Level, the continuous change in the politics of the country may be a hindrance to the implementation of this policy.
- II. Lack of funding support to implement the Policy.
Taking into consideration the current dire economic state of the country, there would be the need to solicit funding from external sources.
- III. Appropriately trained Human resources to carry out the major reform activities to be implemented in the extension services.
Currently MAL does not have the capacity in terms of trained human resources to appropriately implement the Policy, there may be a need to outsource some of the activities to national or foreign consultants.
- IV. Cooperation from other stakeholder in implementing this policy.
There may be some obstacles in collaborative work with other stake holders due to policies of donor agencies or differences in the type of approaches or opinions on certain issues.
- V. The willingness of Land Owners to avail their land for the additional construction of agriculture support related infrastructure. This may be an issue due to landownership disputes or high land rental rates.

AGRICULTURE EXTENSION POLICY IMPLEMENTATION FRAMEWORK



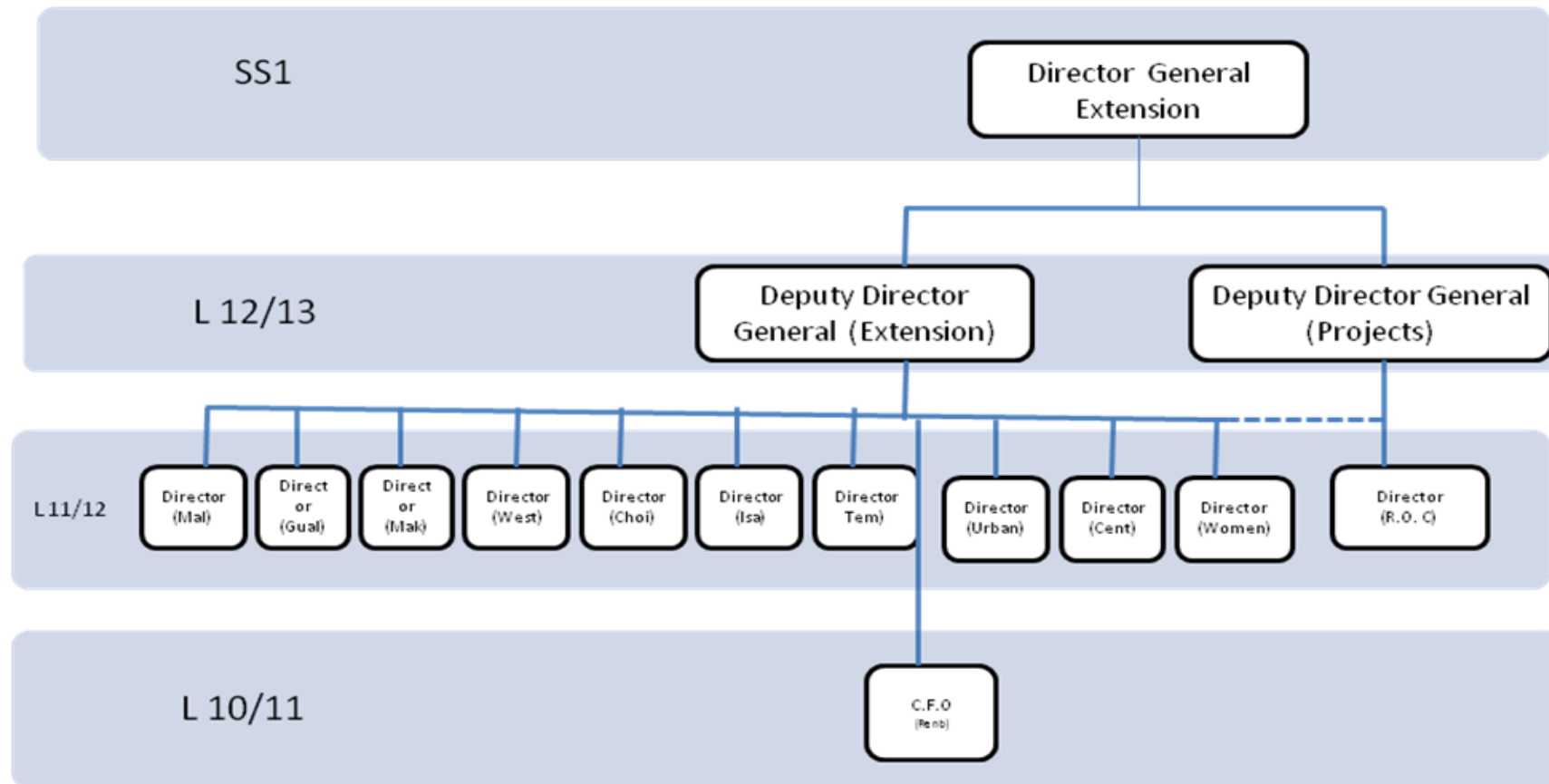
TIME FRAME ON THE IMPLEMENTATION OF THE AGRICULTURE EXTENSION POLICY

Policy Issues	Time Taken (yr)	Responsible Authority	Indicators
Assessing the current Extension System	2011-2012	Ministry of Agriculture and Livestock (MAL), Stakeholders	Number of consultation meetings, survey results
Consultations	2011	MAL, Stakeholders Farmers	Number of consultation meetings, number of resolutions taken
Identification of types of farmers	2011	MAL, Stakeholders	Meetings taken, survey results
Determining farmers needs/ requirements	2011	MAL, Stakeholders	Meetings taken
Request Funding Assistance	2011-2012	MAL, MPAC, MOF, Aid Donors	Number of assistance received
Collaboration with other stakeholders	2011-2012	MAL, Stakeholders	Number of MOU signed
Staff Farmers training/ Upgrading	2011-2015	MAL, (Ministry of Education and Human Resource Development (MEHRD)	Number of staff / Farmers receiving training
Staff Recruitment/ Restructuring	2011 – 2015	MAL, PSC	Number of staff recruited
Formation of Joint Committee	2011-2015	MAL, Stakeholders	Formation of Committee.
Formation of Farmers Associations	2011 - 2015	MAL, Ministry of Commerce.	No.of Associations registered
Reviving of WAESP	2011	MAL,	Division Established
Rehabilitation of ATC's	2011-2015	MAL, Provincial Agriculture Extension Services (PAES), Provincial Governments and Land Owners	Number of Centres rehabilitated or Built.
Development of Housing Scheme	2011 - 2015	MAL, Provincial Agriculture Extension Services (PAES), Provincial Governments and	No.of houses repaired or built

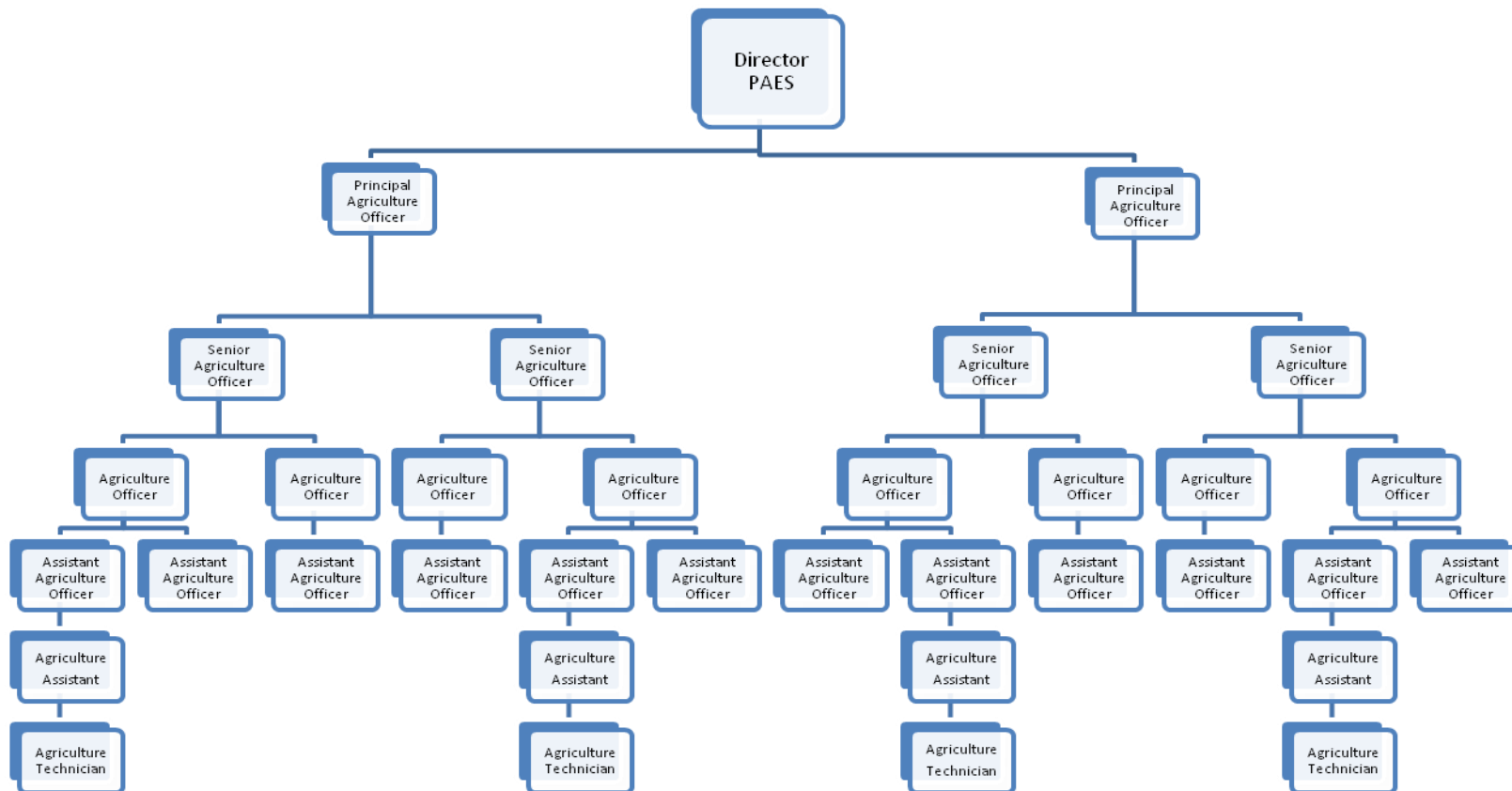
		Land Owners	
Infrastructure and Logistic Improvement	2010 - 2015	MAL, MID, Provincial Agriculture Extension Services (PAES), Provincial Governments and Land Owners	No of Infrastructure or Logistic purchased or constructed.

ANNEXES

Proposed Department of Agriculture Extension National Organization Structure



Proposed Provincial Agriculture Extension Services Structure



DEPARTMENT OF AGRICULTURE EXTENSION AND TRAINING STAFF TRAINING AND DEVELOPMENT PLAN 2010 - 2014

DIVISION	NAME	DATE ENTER SERVICE	CURRENT DESIGNATION	STATUS	TRAINING COMPLETED	Year	Sponsor	FURTHER TRAINING	SPONSORSHIP	2009	2010	2011	2012	2013	2014
Head Office	Michael Ho'ota	7-94	Director of Extension	Permanent	DTA, MSC	2000	ICDF/ROC	PHD	AUSAID	Q	Q	Q	Q	Q	
	Edward Horiharuna	1-85	Deputy Director	Permanent	CTA	NA	NA	BSc/MSc	SIG	N/Q	NQ	Q	Q	Q	
	Willy Tuita	4-84	Chief Field Officer	Permanent	CTA	N/A	N/A	USP		NQ	NQ	Q	Q	Q	
	Caroline Houkura	12-08	Assistant Field Officer	Permanent	CTA	NA	SIG	Diploma in Agriculture		N/Q	N/Q	NQ	NQ	NQ	
	Moses Misi	2009	Machineries operator	Permanent	NA	2007	SIG		AusAID	N/Q	N/Q	N/Q	NQ	NQ	
	Gilson Terea	2009	Machinery Terea	Permanent	CTA	2007	SIG	Business	SIG	NQ	NQ	Q	Q	Q	
	David Bua	2008	Procurement	Permanent			SIG	Cert.	SIG	N/Q	N/Q	N/Q	Q		
Guadalcanal Province	Maria Gharuka	5-94	Chief Field Officer	Permanent	DTA, MSC	2001	ICDF/ROC	PhD	AusAID	NQ	NQ	NQ	NQ	Q	
	James Bako		Senior Field Officer	Permanent	CTA, DTA	2008	SIG	Bachelor Tropical Agriculture	SIG	N/Q	N/Q	N/Q	NQ	Q	
	Cornelius Bubuatu	May-81	Senior Field Officer	Permanent	CTA,DTA	2009	SIG	DTA	SIG	Q	Q	Q	Q		

	Daniella Zae	1990	Field Officer	Permanent	CTA, Dip.Tech.Secondary		SIG	Bachelor Tropical Agriculture		N/Q	N/Q	N/Q	N/Q	Q	Q
	Mason Ini		Field Officer	Permanent	CTA, Dip.Teaching Secondary	2005	SIG			N/Q	N/Q	N/Q	NQ	NQ	Q
	Mary Ridau	1998	Field Officer	Permanent	CTA	NA	NA	DTA	SIG	N/Q	N/Q	N/Q	N/Q	NQ	Q
	MichaelTuhuna	2007	Assistant Field Officer	Permanent	CTA	2007	SIG	DTA	SIG	N/Q	N/Q	N/Q	Q	Q	Q
	Regina Bilo	2008	Assistant Field Officer	Permanent	CTA	2006	Private	DTA	SIG	N/Q	N/Q	N/Q	N/Q	NQ	NQ
	Wendy Losana	Jan-08	Field Assistant	Permanent	CTA	2006	Private	DTA		N/Q	NQ	NQ	NQ	NQ	Q
	John Lathi	Jun-05	Field Assistant1	Permanent	CTA	2006	Private	DTA	SIG/Others	N/Q	N/Q	N/Q	N/Q	N/Q	Q
	Edmond Bosali	2008	Field Assistant	Permanent	CTA	2006	Private		SIG/Others	N/Q	N/Q	NQ	NQ	Q	Q
Central Province	Andrew Kamoto	Jan-81	Chief Field Officer	Permanent	CTA, PGDip.	1999	EU	MSc	SIG/Others	N/Q	N/Q	Q	Q	Q	Q
	Frank Omelanga	Aug-91	Principal Field Officer	Permanent	CTA, PGDip.	1999	EU	BSC/MSc	SIG/ICDF	N/Q	NQ	NQ	NQ	Q	Q
	George Suhara	Feb-86	Senior Field Officer	Permanent	CTA, Dip. Teaching Secondary Agriculture	1985, 1991	SIG	Graduate Dip.Rural Systems Management /BSc	Ausaid/ SIG	NQ	NQ	Q	Q	Q	Q

	Francis Abana	Feb.1982	Senior Field Officer	Permanent	CTA, PGDip.	1999	EU	BSc/MSc	SIG/Others	N/Q	N/Q	NQ	NQ	NQ	
	Joshua Magoiam	Feb.1982	Field officer	Permanent	CTA	N/A	NA	DTA	SIG	N/Q	Q	Q	Q	Q	Q
	Robinson Lobu	May-85	Field Officer	Permanent	CTA	N/A	NA	DTA	SIG	N/Q	N/Q	N/Q	Q	Q	Q
	Joseph Marlande	Jan-92	Field officer	Permanent	CTA, BASCi, Samoa	2009	Ausaid	MSC	SIG /NZ	N/Q	N/Q	N/Q	N/Q	NQ	Q
	Jelry Pabulu	Apr-08	Assistant Field Officer	Permanent	CTA	N/A	Private	DTA	SIG	N/Q	N/Q	N/Q	N/Q	NQ	Q
	Gabriel Lagaile	Feb.2008	Assistant Field Officer	Permanent	CTA	N/A	N/A	DTA	Private	N/Q	N/Q	NQ	N/Q	NQ	Q
	Betty Luisah	Sep.2009	Field Assistant1	Permanent	CTA	2006	Private	DTA	SIG/Others	N/Q	N/Q	N/Q	Q	Q	Q
	Pattson Sulu	Nov.2007	Field Assistant 1	Permanent	CTA, PGDip.	1999	EU	DTA	SIG/Others	N/Q	N/Q	Q	Q	Q	Q
Isabel Province	Jacob Pitu	May,2008	Chief Field Officer	Permanent	CTA, BA applied Science	1994	Ausaid	MSC	Ausaid	N/Q	N/Q	NQ	Q	Q	Q
	Hezekiah Vahimana	Jan-80	Principal Field Officer	Permanent	CTA	1979	CFTC	DTA	SIG	Q	Q	Q	Q	Q	Q
	Luke Manevutula	Apr-80	Senior Field Officer	Permanent	CTA,DTA	1979, 2007	N/A	BATrop.Agri	SIG/Others	N/Q	N/Q	N/Q	Q	Q	Q
	Charles Siamana	Apr-91	Senior Field Officer	Permanent	CTA,DTA	1990-2009	SIG	BA.Trop.Agriculture	Ausaid	N/Q	N/Q	NQ	Q	Q	Q
	Margaret Kiko	Jun-05	Field Officer	Permanent	CTA	1996	SIG	On DTA	SIG	Q	Q	Q			
	Wilfred Revision	May-91	Field Officer	Permanent	CTA	1991	SIG	On DTA	SIG	Q	Q	Q			
	Wilfred Tugumana	Jul-98	Field Officer	Permanent	CTA	1991	SIG	3 - 6 months course	SIG /Others	Q	Q	Q			

	Adrian Havimana	Jun-08	Assistant Field Officer	Probation	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	Q	Q	Q
	Cecil Sigiani	Mar-09	Assistant Field Officer	Probation	CTA	1997	Private	DTA	SIG	NQ	NQ	NQ	Q	Q	Q
	Gregson Havime	Aug-08	Field Assistant	Probation	CTA	2006	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Walter Rofo Tukuavi	Jul-08	Field Assistant	Probation	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	N/Q	Q	Q
	Beverly Kii	Jun-05	Field Assistant	Confirmed	CTA	2006	Private	DTA	SIG	NQ	NQ	NQ	Q	Q	Q
Makira Province	Robert Makoi	Jan-88	Chief Field Officer	Confirmed	CTA, MSC	1999	EU, Stabex	PhD	AUsAID	NQ	NQ	NQ	Q	Q	Q
	Alphonsus Punia	Nov.1987	Principal Field Officer	Confirmed	CTA,Dip.Teaching Secondary	N/A		BSc/MSc	Ausaid	N/Q	NQ	Q	Q	Q	Q
	Jeffery E'eniara	Mar-88	Principal Field officer	Confirmed	DTA	N/A	N/A	BSc/MSc	ICDF/ ROC	N/Q	N/Q	N/Q	Q	Q	Q
	Samson Carlos	Nov-83	Senior Field Officer	Confirmed	CTA, DTA	2008	N/A	BSC	SIG	N/Q	N/Q	N/Q	N/Q	Q	Q
	Peter Suniabu	Jun-80	Senior Field Officer	Confirmed	CTA	N/A	N/A								
	Paul Riuta	Jun-05	Senior Field Officer	Confirmed	CTA	N/A	N/A	DTA							
	Joseph Wotomaru	Jun-05	Field Officer	Confirmed	DTA	N/A	N/A								
	Joe Foe	Aug-98	Field Officer	Confirmed	DTA	1997	N/A	BSc	SIG / Ausaid	NQ	NQ	Q	Q	Q	Q
	Isa'ac Toto		Assistant Field Officer	Confirmed	DTA	N/A	N/A		SIG	NQ	NQ	NQ	NQ	NQ	Q
	Joe. M.Masuguria	Jan-08	Assistant Field Officer	N/A	CTA	2007	N/A	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Julian T. Kapunaoha	Jan-08	Assistant Field officer	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Norris Tako	Jan-08	Field Assistant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q

	Florence Kwai	Jun-08	Field Assitant 1	N/A	CTA	2006	Private	DTA	SIG	NQ	NQ	NQ	Q	Q	Q
	Ben Sanau	Feb.1 1984	Senior Field Officer	Confirmed	CTA, Dip Teaching Secondary		SIG	BSc	SIG ,Ausaid	Q	Q	Q	Q	Q	Q
Western Province	Samson Tim	Jan-89	Chief Field Officer	Confirmed	DTA	N/A	N/A	BSc	SIG/Ausaid	NQ	NQ	Q	Q	Q	Q
	Leslie Kiadapitu	Mar-81	Principal Field Officer	Confirmed	CTA	N/A	N/A	BSc	SIG /Others	NQ	NQ	NQ	NQ	Q	Q
	Allan Takanunu	Jan-84	Principal Field Officer	Confirmed	CTA, Dip Teaching Secondary	N/A	N/A	enrolled at Vudal University	RDP/SIG	Q	Q	Q	Q	Q	
	Roy Timothy	Apr-91	Senior Field Officer	Confirmed	DTA	1990	N/A	Bachelor Tropical Agriculture	SIG/ others	NQ	NQ	Q	Q	Q	Q
	Michael kamekaso	Aug-82	Senior Field Officer	Confirmed	CTA, DTA	N/A	N/A	Bachelor Tropical Agriculture	SIG/Others	NQ	NQ	NQ			
	J .Kepas Aqolo	Jun-05	Field Officer	Confirmed	CTA,DTA	2008	SIG	Bachelor Tropical Agriculture	SIG/Ausaid	NQ	NQ	Q	Q	Q	Q
	Stanley Mckenzie	Jun-05	Field Officer	Confirmed	CTA	N/A	Private	DTA	SIG	NQ	NQ	Q	Q	Q	Q
	Sione Baenasi	Jul-08	Field Officer	N/A	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Mathew Sakiri	Jul-98	Field Officer	Confirmed	CTA,DTA	2009	SIG	Bachelor Tropical Agriculture	SIG /Others	NQ	NQ	NQ	Q	Q	Q
	Nelson Bela	Jan-08	Field Officer	Confirmed	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Allan Boy Millar	Jul-98	Assistant Field Officer	Confirmed	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Junena L.Talasasa	Apr-08	Assitant Field officer	N/A	CTA	2006	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Billy Mulesae	Jan-08	Assitant Field officer	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Lorrimah Bela	Mar-	Assistant	N/A	CTA	200	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q

		08	Field Officer			7									
	Esmond Roba	Apr-08	Field Assitant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Annie Luisah Eddie	Apr-08	Field Assitant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Fredson B. Joseph	Apr-08	Field Assitant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Evalyn Qilaklu	Jan-08	Field Assitant 1	N/A	CTA	1997	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Benneth Paiyda	Apr-08	Field Assitant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Natasha Kilo	Feb-08	Field Assitant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Michael Teirara	Feb-87	Senior Field Officer	Permanet	DTA	1986	SIG	BSc	SIG	NQ	NQ	Q	Q	Q	Q
	Richard Pulehite	Mar-08	Field Assitant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
Choiseul Province	MacDonald Hiva	Dec-91	Chief Field Officer	Confirmed	DTA	1990	CFTC	Bachelors Agriculture Science	Ausaid, SIG	Q	Q	Q	Q	Q	Q
	Mark Piloko	Feb-08	Senior Field Officer	N/A	DTA	N/A	N/A	short term training	SIG/others	NQ	Q	Q	Q	Q	Q
	Brenda kavakesa	Jan-08	Field Officer	N/A	CTA	2006	Private	DTA	SIG/MAL	NQ	NQ	NQ	Q	Q	Q
	Adrian Sogati	Jan-08	Field Officer	N/A	DTA	N/A	N/A	BSC	Ausaid/NZ/Sig	NQ	NQ	NQ	Q	Q	Q
	Joseph Dino	Jan-98	Field Officer	confirmed	CTA,DTA	2009	SIG	BSC	SIG	NQ	NQ	NQ	Q	Q	Q
	Thomson T. Galo	Jun-08	Assistant Field Officer	N/A	CTA	2006	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Jeremy Puisasa	Apr-08	Assistant Field Officer	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Lyn Matevake	Jan-08	Field Assitant 1	N/A	CTA	2007	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q
	Clementine	Nov-	Field	N/A	CTA	200	Private	DTA	SIG	NQ	NQ	NQ	NQ	NQ	Q

	Vuisi	08	Assistant1			6										
Temotu Province	James Akomane	Jan-77	Chief Field Officer	Confirmed	CTA	1976	N/A	Short term Training only	SiG/Others	Q	Q	Q	Q	Q	Q	Q
	Andrew Melanolu	Jan-87	Principal Field Officer	Confirmed	CTA,Dip.Teaching Secondary	N/A	SIG	Bachelor Tropical Agriculture, yr3 at Alafua,Samoa	SIG	Q	Q	Q				
	Titus Nume	Aug-07	Senior Field Officer	Confirmed	DTA	N/A	N/A	Bachelor Agri.Science	SIG /Others	NQ	Q	Q	Q	Q	Q	Q
	Selwyn Meplu	Feb-87	Senior Field Officer	Confirmed	CTA,DTA	2008	SIG	Bachelor Agri.Science	SIG/Others	NQ	NQ	NQ	NQ	Q	Q	Q
	James Meplur	Jan-84	Field officer	Confirmed	CTA,DTA	2009	SIG	Bachelors Agriculture Science	SIG/Others	Q	NQ	NQ	NQ	NQ	NQ	Q
	Michael W.Medei		Field officer	Confirmed	CTA	N/A	N/A	DTA	SIG	NQ	NQ	NQ	NQ	NQ	NQ	Q
	John Meonga		Field Officer	Confirmed	CTA	N/A	Private	DTA	SIG/Others	NQ	NQ	NQ	NQ	NQ	NQ	Q
	Mary Waletasu	Jun-08	Assistant Field Officer	Confirmed	CTA	2007	Private	DTA	SIG/Others	NQ	NQ	NQ	NQ	NQ	NQ	Q
	Maritta Olisia	May-08	Assistant Field Officer	Confirmed	CTA	2007	Private	DTA	SIG/Others	NQ	NQ	NQ	NQ	NQ	NQ	Q
	Vanita Pelomo	Jun-08	Field Assistant 1	Confirmed	CTA	2005	Private	DTA	SIG/Others	NQ	NQ	NQ	NQ	NQ	NQ	Q
	Partrick Maesuba	Jun-08	Field Assistant 1	Confirmed	CTA	2007	Private	DTA	SIG/Others	NQ	NQ	NQ	NQ	NQ	NQ	Q
	Harold Bok	Jun-05	Field Assistant 1	N/A	CTA	2009	SIG	DTA	SIG/Others	NQ	NQ	NQ	NQ	NQ	NQ	Q
Malaita Province	Victor Kaihou	Sep-78	Chief field officer	Confirmed	CTA.PGD	1998	EU	short Term	SIG/Others	Q	Q	Q	Q	Q	Q	Q
	Mary Fa'alimae	Jan-87	Principal Field Officer	Confirmed	DTA	N/A	N/A	short term	SIG/Others	Q	Q	Q	Q	Q	Q	Q
	John Faleka	Jan-83	Principal Field Officer	Confirmed	DTA	NA	N/A	short term	SIG/Others	Q	Q	Q	Q	Q	Q	Q

	Peter Falimae	Jan-84	Principal Field Officer	Confirmed	CTA,DTA	2009	N/A	Bachelor Agri.Science	SIG	Q	Q	Q	Q	Q	Q
	Partrick Fiasi	Dec-94	Senior Field Officer	Confirmed	DTA	1993	N/A	PGD ,MSC	ICDF/ ROC	Q	Q	Q	Q	Q	Q
	James Tahopa	Feb-84	Senior Field Officer	Confirmed	CTA,Dip.Teaching Secondary	N/A	SIG			NQ	NQ	NQ	Q	Q	Q
	Eddie Saokwai	Feb-82	Senior Field Officer	Confirmed	CTA,Dip.Teaching Secondary	NA	SIG	Bachelor Agri.Science	SIG	NQ	NQ	NQ	NQ	Q	Q
	Vincent Iromea	Feb-82	Field Officer	Confirmed	CTA	N/A		DTA	Bachelor of Agri	Q	Q	Q	Q	Q	Q
	Ledly Diudi	Oct-93	Field Officer	Confirmed	CTA,Dip.Teaching Secondary	2005	SIG	Bachelor in Tropical Agriculture ,YI at Vudal	SIG	Q	Q	Q	Q	Q	Q
	Louis Wale	Aug-90	Field Officer	Confirmed	CTA		Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Robert Houmei	Jan-86	Field Officer	Confirmed	CTA		Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Lawrence Sukamae	Jul-98	Assistant Field Officer	Confirmed	CTA		Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Jason Damari Liimae	Dec-94	Assistant Field Officer	Confirmed	DTA	N/A	Private	Bachelor Agri.Science	SIG	NQ	NQ	NQ	NQ	Q	Q
	Jude Sinahanue	Jul-98	Assistant Field Officer	Confirmed	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	John B.Tarihao	Jul-98	Assistant Field Officer	Confirmed		N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Timothy Samani	Feb-08	Assistant Field Officer	Confirmed	DTA	N/A	Private	BSC	SIG	NQ	Q	Q	Q	Q	Q
	Harry Tina Maeva	Feb-08	Assistant Field Officer	Confirmed	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Annie Nare	Apr-08	Field Assistant 1	N/A	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Josephine Horoasi	Feb-08	Field Assistant 1	N/A	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q

	Miriam Nanau Iaipuro		Field Assistant I	N/A	CTA	N/A	Private	DTA	SIG	NQ	NQ	NQ	NQ	Q	Q
	Elison Toramo		Principal Field Officer	Confirmed	CTA, Dip. Teaching Secondary	N/A	SIG	Bachelor Tropical Agriculture yr 1 at Vudal	SIG	Q	Q	Q	Q	Q	Q
Renbel Province	Wilson Ninivae	May-94	Principal Field Officer	Confirmed	DTA	N/A	N/A	Bachelor Tropical Agriculture or PGD	ICDF/ ROC	Q	Q	Q	Q		Q
	Kendrick Tangoeha	Aug-98	Senior Field Officer	Confirmed	CTA, DTA	2009	SIG	Enrol at SICHE for Dip. Teaching	Private	NQ	NQ	NQ	NQ	Q	Q
	Aaron Taupongi	Au 1998	Assistant Field officer	Confirmed	CTA		SIG	DTA	SIG	NQ	NQ	Q	Q	Q	Q