

# DEPARTMENT OF ENERGY



HUMAN RESOURCE PRESENTATION

# ***DEPT. VISION & MISSION STATEMENT***

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## ***VISION***

- *“To energise Vanuatu’s growth and development through the provision of secure, affordable, widely accessible, high quality, clean energy services for an educated, healthy and wealthy Vanuatu.”*

## ***MISSION STATEMENT***

- *“”An effective, equitable and efficient energy sector””*



# ***DEPARTMENT of ENERGY OBJECTIVES***

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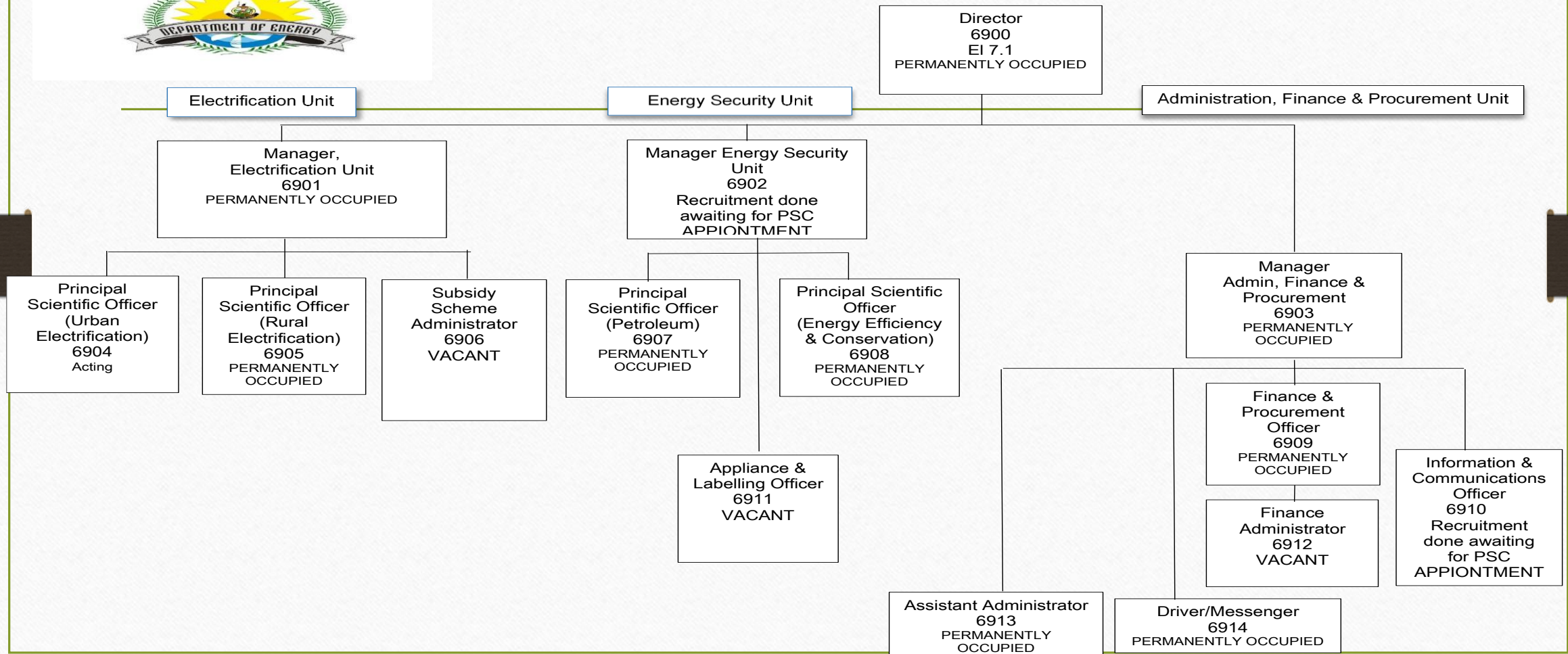
- *Access to secure, reliable and affordable electricity for all citizens by 2030;*
- *Secure and affordable petroleum supply throughout Vanuatu;*
- *More affordable and low cost energy services throughout Vanuatu;*
- *An energy secure Vanuatu at all times;*
- *Mitigating climate change through renewable energy and improving energy efficiency and conservation*

# CURRENT APPROVED STRUCTURE

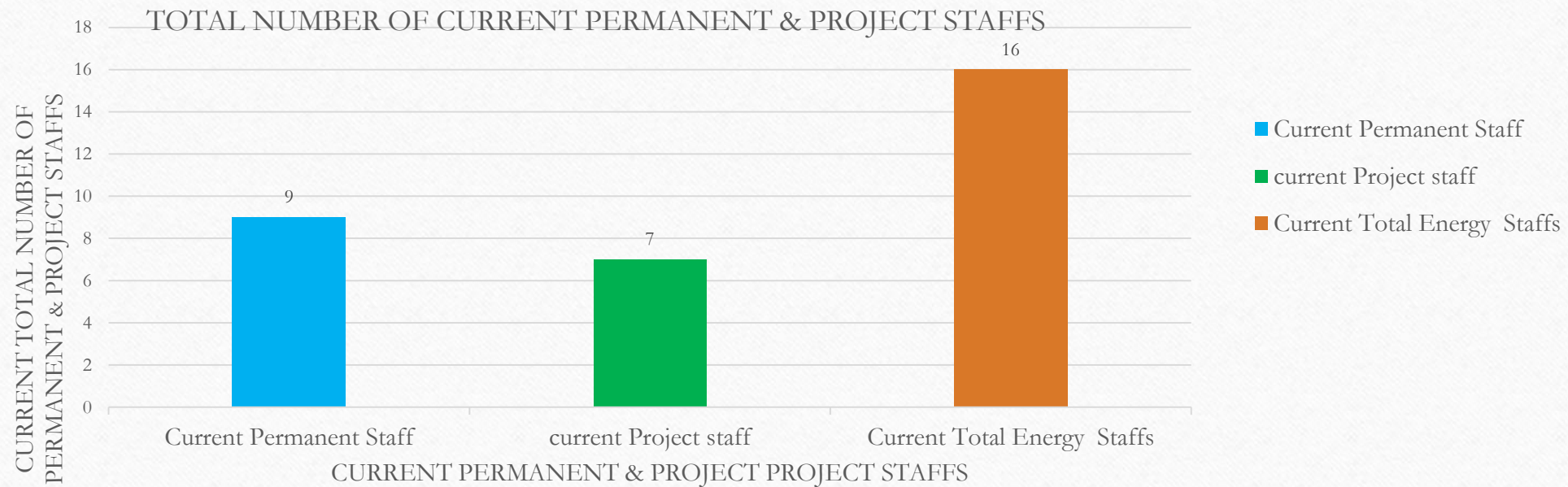


DEPARTMENT OF ENERGY HUMAN RESOURCES PLANNING

Version Control 25<sup>th</sup> May 2015

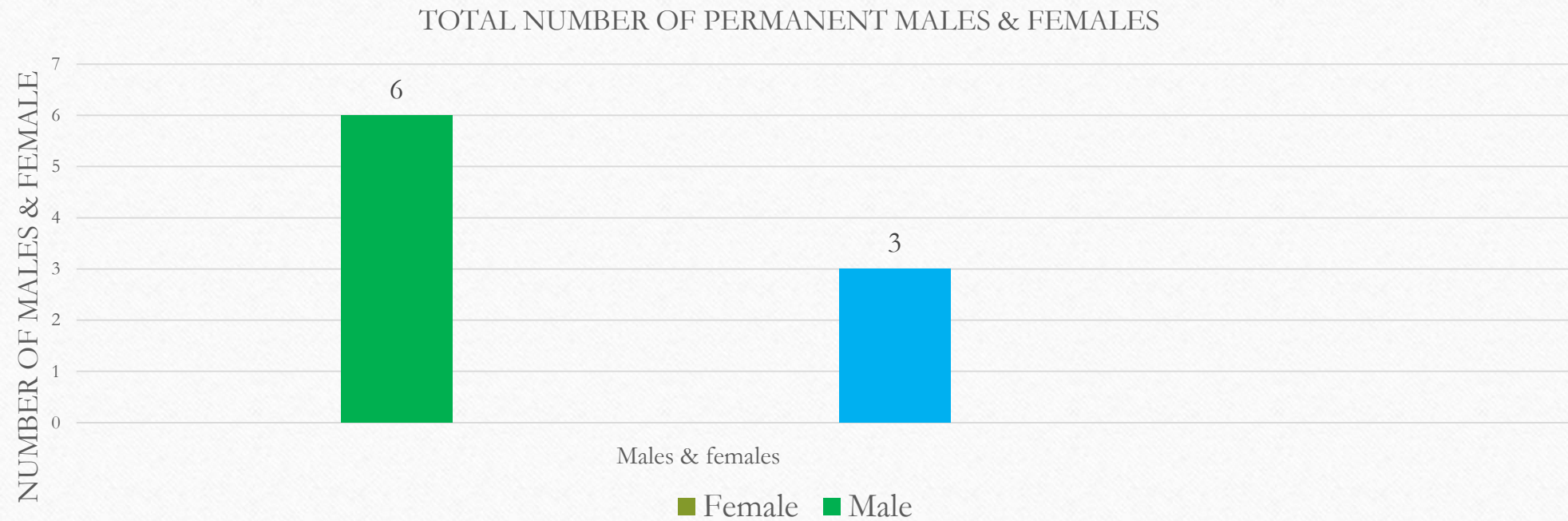


# TOTAL NUMBER OF PERMANENT & PROJECT STAFFS





# TOTAL NUMBER OF PERMANENT MALES & FEMALES



# CHALLENGES ENCOUNTERED

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- **Funding** – when requesting for funds sometimes it is rejected thus it is quite a challenge for the structure to be fully manned with staffs.
- Recruitment process is quite long.
- Cases when recommended candidate decline the offer prolongs the recruitment process.
- Cases when superiors do not agree with the panel recommendations thus prolong recruitment process.

# STAFF PERFORMANCE

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- The department is doing staff appraisals every year it starts with the work plan at the beginning of the year and midyear review around July and final assessment of performance is at December.



# CAPACITY BUILDING

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- Capacity building within the department of Energy is always a continuous activity.

## 2018 Trainings -

- One staff has attended **Regional Solar Photovoltaic Pumping for Sustainable Irrigation and Clean Water supply forum in China**
- **One staff** is on 1 year scholarship training for Masters program
- PPA/SEAPI Off- Grid Designer Certification Level II & PPA/SEAPI Off-Grid Installer Certification Level II – **A total of four staffs attended this training.** [Purpose](#): Designing of battery specifications, regulator, inverter and panel for quality solar system.
- **Six Staffs** have attended have undertake electrical training course at pacific vocational training class and this is still on going.

# CURRENT DOE PRIORITY

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- Department is working of its restructure – will be approved this year 2018
  - Securing of fund will be next year 2019
  - There will be extension officers located in the provinces
  - the department has also added few new posts.
  - Compliance officer
  - Energy economist officer



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**END**