St Helena Government

# Environment, Natural Resources and Planning Portfolio

## Portfolio Strategy and Delivery Plan
## April 2026/27 – March 2028/29

Updated: July 2026

Prepared by: ENRP Portfolio Senior Management Team

Endorsed by Minister, ED and ENRP

## 1. The Ministerial Vision for St Helena

**Our vision is for a fair, inclusive, more resilient St Helena, confident in its future, responsible in its stewardship and united in purpose to become a sustainable thriving community with people at its heart[1].**

We aspire to be a community:

- where every person is valued, has the opportunity to live a healthy and fulfilling life;
- where all children and learners - including those with additional educational needs - have equitable access to high-quality education, support, and opportunity;
- where families are supported, businesses can grow, and the environment and our heritage are protected as strategic assets.
- where government is open, accountable, and responsive, and people feel informed, heard, and able to influence decisions that affect their lives.

## 2. The Public Service Vision, Mission and Values:

Our Vision: Saint Helena, a great place to live, learn, work, visit and invest

Our Mission: Improve the lives of all within our community and help the island thrive

Our Values:

- **F**airness We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.
- **I**ntegrity We communicate openly and we are honest and accountable
- **T**eamwork We work together and we support each other

## 3. The role of the ENRP Portfolio:

- **Leadership** - leading the Government's functions and programmes across four broad divisional areas in support of St Helena's sustainable development, including Agriculture and Natural Resources (*Agriculture, Biosecurity and Forestry*); Nature Conservation (*Marine Enforcement*, *Marine and Fisheries Conservation, Marine and Terrestrial*

[1] SHG Vision and Strategy 2026-2029

*Conservation*); Environmental Protection and Risk Management (*Environmental Protection and Assessment, Waste Management, Climate Change, Pollution, and Water and Energy Policy*); and Land Planning and Building Control.

- **Policy development** – developing and creating policy and strategies for guidance and direction in contributing to food security, for sustainable resource management, environmental protection and enhancement, resilience to climate change, planning and regulation of the development and use of land, water resource management and reliable and affordable energy supply. Policy development also inform development of regulation for the above areas.
- **Resource management and planning** – creating resource management plans for agriculture, forestry, marine management, water, and land, to promote sustainability and long-term health of the resources.
- **Scientific research and monitoring** – conducting studies and monitoring of resource and environmental conditions to understand resource and environmental risks and developing solutions to mitigate risks.
- **Conservation and restoration** – developing and implementing projects and initiatives to restore and protect our natural resources and ecosystems.
- **Regulatory development and compliance** – working to develop and enforce legislation to ensure regulation is in place for our areas of business, and sectors such as private sector/businesses and areas of government, comply with legislation for these business areas.
- **Service provider** – providing a range of core and non-core front line services for the community in agriculture, forestry, fisheries, marine management, waste management and planning and building control.
- **Funder** – at times (where funding allows) administering small grants/subsidies for the agriculture sector to implement agriculture policy and strategy.
- **Collaboration and outreach** – collaborating with other government Portfolios, NGOs, international partners, private sector and the local community to deliver against objectives and create awareness across our areas of Portfolio responsibility and business.

## 4. What we have achieved so far over last year:

Key achievements secured by the Portfolio over the past year are as follows:

a. Work to update St Helena's energy regulatory framework, through securing technical expertise funded through the Green Overseas programme, has enabled assistance with developing a new long-term energy licence for the Utilities Service Provider and reforming energy legislation.

b. Progress has been made with water resource management planning for St Helena through securing technical expertise funded through the SHG Economic Development and Investment programme. A draft long-term Water Resources Management Plan has been developed for the Island and will be consulted on and adopted in 2026-27.

c. Completion of the Darwin funded South Atlantic Plastic Project for which Environmental Risk Management Section was a partner.

d. Progress is being made with the Environmental Risk Management Section's on island recycling initiatives and procurement of key equipment to sustain front line waste management services.

e. An enabling environment created through collaborative working with two private sector businesses that ensured sustainable development of the Islands natural resource (timber) sector, through fostering expansion of an existing business' activities through promoting land availability as well as securing EDIP funding to upgrade existing timber related business premises to a safe, operational standard.

f. Collaborative working to develop a programme of tree maintenance with Connect St Helena to ensure the local energy network in high risk areas of the Island is safeguarded from possible damage/reduced power outages from trees/tree debris and able to continuously provide electricity to all consumers.

g. Secured key equipment for forestry sector to assist with effective delivery in all of the sectors contractual obligations, and in key frontline services offered, especially the 24 hour emergency call out service, high risk tree felling and surgery service.

h. Development of a draft Options for Policy Paper for a new Agriculture Policy which will be continued to be developed during 2026-27.

i. Procurement of essential radiographic equipment for the Livestock and Veterinary Section to assist with effective diagnosis of ailments in animals. The purchase of the new equipment ensured that the Veterinary Section's equipment and services are more fit for purpose and able to mitigate risks with endangering animal welfare through lack of diagnosis or misdiagnosis.

j. With assistance of project funding we have been able to upgrade our agricultural lab to better position the Portfolio to upskill in science and research through training and undertake improved science and research activities, including hosting international partners to assist us in lab work as part of donor funded projects.

k. Under the DPLUS154 project 'Sustainable management planning for St Helena's National Conservation Areas (NCAs)' and in collaboration with stakeholders, baseline data reports and boundary reviews were completed for 13 NCAs. Final draft Management Plans produced for 5 Important Wirebird Areas. First draft Management Plans produced for 1 National Park and 2 Nature Reserves.

l. Progress made with improving our capacity and understanding of plant pathogens affecting endemic plants in the Peaks National Park (PNP) and how to minimise their spread. Appropriate access restrictions and biosecurity measures in the Park developed and implemented and regularly reviewed as more information becomes available.

m. Securing Darwin-Plus funding for a further 3 year project to continue further cloud forest restoration and expansion activities to secure biodiversity, water resource management and educational benefits for the Island.

n. In collaboration with key environmental stakeholders, review and reform of the Peaks National Park (PNP) Management Plan has been undertaken to inform and guide continued management of the PNP.

o. The Blue Belt Programme continues to provide the principal platform for implementing St Helena's Marine Management (MMP). The programme strengthened scientific evidence, maintained internationally recognised management standards, expanded long-term marine monitoring, built on local technical capacity and supported sustainable management of the Marine Protected Area (MPA). Although some governance and fisheries-related activities were delayed by wider political and operational factors, the overall programme continued to deliver measurable progress towards an evidence-led, ecosystem-based approach to marine management. By the end of the reporting year 54% of MMP actions had been implemented; Annual reporting against the MMP had become established within the context of the MPA Management effectiveness framework; 16 high-priority monitoring programmes and 4 high-priority research priorities under the Marine Research Plan had been delivered or were underway; long-term monitoring of fisheries, biodiversity and oceanographic conditions had been embedded within the Marine and Fisheries Conservation programme, providing an increasingly robust evidence base for future marine management decisions.

## 5. Where we want to be – Our Vision for the Period to 2031:

St Helena's environment is facing increasing pressures from development, population growth and climate change. These interconnected challenges require a strong commitment to sustainable development principles, effective regulatory practices and long-term strategic planning. Over the next five years, ENRP, together with other Public Service portfolios and Government stakeholders, will face a range of challenges in delivering these approaches effectively. ENRP will play a pivotal role in influencing and enabling actions that deliver practical, timely and sustainable solutions to these issues.

Our vision is: *We work collaboratively with SHG Portfolios, partners and stakeholders to make a measurable contribution towards a sustainable and prosperous St Helena*.

Success will be demonstrated through clear performance indicators across our core business areas: agriculture, fisheries, biosecurity, forestry, land planning and development control, environmental protection and risk management, nature conservation, and energy and water resource management.

A key measure of our success will be how we are perceived by the wider Public Service, Government and the public. To build and maintain a positive reputation, we must clearly demonstrate our roles and responsibilities in supporting the Government's vision, align our work with the Administration's cross-portfolio priorities, and consistently deliver efficient, effective and outcomes-focused services.

Strong partnerships and effective collaboration across the Public Service, private sector, non-governmental organisations (NGOs), local communities and international partners will be essential to achieving the objectives of this Plan and ensuring lasting benefits for St Helena into the future.

Our vision includes a number of key outcomes towards the Island's Vision and Strategy, as follows:

a. **Responsible and productive agriculture and fisheries sectors** – by providing the necessary support, and resources where possible, we are contributing to an environment that is conducive to increased food production and modern and sustainable agriculture and fishing. Working with the Economic Development Portfolio and sector stakeholders, we will encourage the adoption of smart and innovative ways to improve production and productivity in these sectors to improve food security benefits.

   Key actions towards this outcome includes development and implementation of new policy and action planning, reform of legislation to provide direction for these sectors, implementation of the Marine Management and Research Plans, reform of Fishing Licensing Policy and Marine Compliance & Enforcement Strategy, delivering improved data and science to inform policy and resource allocation, and implementation of robust compliance and enforcement actions aimed at improved stewardship and efficient use of agricultural resources.

b. **A strengthened biosecurity system managing biosecurity risks** – our national biosecurity system is strengthened and through a risk-based approach, the system is providing an appropriate level of protection for our environment, economy and social amenity from the threats of pests and diseases.

   As biosecurity risks continue to evolve for St Helena, we will work to achieve a sustainably resourced biosecurity system to ensure we are better placed to meet the challenges of the future and protect our national interests.

Key actions aimed at achieving this outcome includes implementation of significant elements of the Biosecurity Policy and Action Plan, improving our biosecurity preparedness planning and the introduction and implementation of new biosecurity legislation. Under our 'Biosecurity St Helena' banner, we will continue to engage with industry and rely on approved biosecurity arrangements, and our stakeholders and the community to work together to help manage biosecurity risks effectively to contribute to production and growth and safeguard our animal and plant health status and St Helena's environment.

c. **An improved forestry programme** – our forestry activities are increasingly contributing to community benefits, water resource outcomes as well as affording support to mitigate the impacts of climate change.

   Key actions aimed at achieving this outcome include development and implementation of a Forestry Policy and Action Plan, in particular for improved benefits and outcomes from forestry activities within the SHG Forest Estate.

d. **A strengthened and modern land planning system** – a modern service supporting delivery of the development St Helena requires and a more transparent planning and development process.

   Key actions aimed at achieving this outcome includes development and implementation of a new Land Development Control Plan and supporting policy, reform of existing legislation, and providing an efficient service through training and capacity improvements alongside digital transformation and modernisation of elements of the planning service, to enable the service and planning authorities to make decisions in the best public interest.

e. **Protecting and restoring nature** – we have scaled up and strengthened efforts to protect and restore biodiversity and key natural resources and we are encouraging greater community engagement with nature through our blue and green agendas.

   The value of nature can be difficult to quantify and can be viewed differently by our different societal groups. Previous community surveys on the island suggest some people value nature primarily for the resources and services it provides; others emphasise its role in enhancing their well-being and others cited nature's intrinsic value to them.

   We will undertake effective management, protection and regeneration of terrestrial and marine/coastal ecosystems through completion and implementation of a new terrestrial National Conservation Area Management Planning Framework and other key mechanism such as the Peaks Management Plan, Marine Management and Research Plans, the Terrestrial Invertebrate Strategy, and the UK OT's Biodiversity Strategy.

   We will lead business and individual engagement to help ensure nature and biodiversity thrives alongside our development, and the community is engaging with nature in a way that is mutually beneficial.

f. **<u>The status of our major environmental resources are known</u>** – state of the environment reporting is providing a baseline of the health and condition of our natural environment and its resources.

The health of our natural environment is intrinsically linked with the wellbeing of our community, our quality of life and our prosperity. We are committed to helping Government, users of the environment and the general community to increasingly recognise our obligations towards the environment and ensure that as we progress and develop, we continue to understand, respect and value our natural environment and its significant resources and biodiversity which is important in ensuring its vital contribution continues.

We will introduce much needed environmental policy and improve our environmental legislation and enforcement of its regulatory requirements. We will develop and publish State of the Environment Reports that will allow us to track changes in our environment and to assess how the Government's policies and blue and green agendas are working and creating environmental and community benefits, as well as providing an evidence base for future decision-making to ensure our environment is sustainably managed through conservation and sustainable use of resources.

g. **<u>Our waste management programme is maximising resource value whilst minimising environmental impact</u>** – reduced landfilling, increased recycling and reuse of waste, and reduced abandoned bulky waste through collaboration across waste stakeholders is helping to reduce the harmful impact of waste and contributing to a sustainable waste management system.

Reducing the requirement for creation of a new landfill during the period of the Plan through extension of the current landfill's useful life will be a key priority. Key mechanisms to progress achievement of this objective will include adoption of a Landfill Plan with suitable resourcing to implement improved utilisation and extension of its lifespan, increased storage facilities for hazardous waste on the site; building on the community hub recycling collection activities through household waste recycling and collections from all districts allied with increased sorting and recycling of waste streams into smaller/waste products for reuse and export. Establishing a relationship with a SA importer will be important to facilitate export of metals, plastics, cardboard and paper that cannot be successfully reused on island and with a UK importer for hazardous waste streams.

Other key work streams will include: Carrying out of an awareness raising programme working with partners in the private sector, NGOs and community to promote reducing, reusing and recycling as an important and urgent issue for all residents, and to discourage fly-tipping, particularly of bulky waste items; implementing waste management regulations and codes of practice in line with the Environmental Protection and Criminal Justice (Fixed Penalties) Ordinances, and where possible, implementing increased recovery of costs, for waste management actions and services towards a sustainable waste management system.

h. **Climate change actions are being integrated into Government policy and its work programmes** – climate impacts are better understood and we have improved our climate resilience.

Our environment, production, economy and community development aspirations will all be impacted by the threats posed by climate change (CC). To improve our climate resilience, our actions will be guided by a revised Climate Change Policy and Action Plan, with efforts focused on:

- mainstreaming climate change responses into key Island policies, strategies, processes and plans.
- developing a risk profile to identify mitigation and adaptation opportunities for risks to island life through CC.
- ensuring we work collaboratively with our international partners and local community to increase awareness and advocacy of adaptation and mitigation solutions to combat present and future CC risks and challenges.
- implementing long-term water resource management planning and associated projects to increase community resilience.
- transitioning to cleaner energy generation to reduce carbon emissions.
- embedding sustainability in the exploitation or use of our ecosystems and natural resources for development.

i. **Water resource requirements for the Island's development are being met** – improved and effective water resource management strategies are being implemented and are leading to sustainable water management whilst promoting community, environmental and economic resilience.

We will act to contribute to ensuring access to reliable and sustainable water supplies to meet the needs of the community, ecosystems and the island's' development needs through adoption of the new Water Resources Management Plan and facilitate implementation of key proposals within the Plan. This will include water management work streams and new infrastructure projects to supply and distribution capacities. Achieving this outcome will necessitate increased partnership working with the Utilities Services Provider, Connect St Helena.

j. **Increased renewable energy generation and reformed energy regulation** – the island's electricity system has transitioned from diesel-based to renewable sources - with significantly increased renewable generation achieved; and regulation of the energy sector has been reformed.

Key actions to achieve these short term outcomes and therefore contribute to affordable, reliable and sustainable energy supplies will include facilitating the implementation of a utility-scale renewables infrastructure project to increase renewables penetration and undertaking activities to deliver additional resourcing of renewables capacity and upskilling activities. We will build on the 2025 review of, and recommendations for, improvement to St Helena's existing regulatory framework to implement

regulatory reforms for the energy sector (including first time provision for renewables), as well as the implementation of a new long-term licensing arrangement for the island's Utilities Services Provider.

## 6. How we will achieve this:

Realising our vision and achieving these strategic results can only be done through a commitment to the following:

- *outcome-orientated annual work plans* - being focused on clear strategic outcome-based priorities and their associated outputs and deliverables across business units.
- *we are better together with effective leadership and teamwork* - increasingly working together as a team towards achievement of outcomes through valuing and building on the strengths, engagement, innovation, opportunity and overall equity which our diverse workforce already provides, whilst recognising and addressing our weaknesses and making adjustments in our workplace culture, as may be necessary, to maximise the most of this diversity.
- *working via SHG's programme and project board structures* to deliver relevant outcomes - this is key to increasing opportunity for capex funding and ensuring good governance for project work streams.
- *revisiting the way we work to reach our targets and create impact*, to ensure we are:
    - continuing to demonstrate we care and as part of the Public Service, we serve to make a difference
    - forward looking
    - open to and embracing new ideas and practices and improving transparency
    - agile through increased learning, innovating and utilising best practice
    - guided by good science and information in our decision-making
    - being optimistic by assuming the best and not afraid of failure
- *improving collaborations* across our internal, local and international partnerships and stakeholders to ensure we achieve trusted relationships that maximise opportunity and resources to deliver our priorities. These relationships are central to our efforts to ensure sustainability and prosperity.

- *consultative planning* - where relevant, ensuring business, NGO's and the community benefit from consultative planning to address key challenges faced in delivery of outputs.
- *resourcing of our strategic outputs* - ensuring are funding efforts are underpinned by seizing opportunities to bid for and utilise donor, SHG capex and other funding opportunities.
- *training and upskilling* - seizing and maximising training and upskilling opportunities to address weaknesses that could provide risk in us meeting our outcomes and to underpin continuous improvement. Of key importance will be the Portfolio returning to the practice of implementation of a Training & Development Plan through training needs analysis towards an uplift in capacity building across our areas of business, ensuring we are growing in confidence, competence and best practice and efficiency to meet our strategic challenges, outputs and accountability requirements.
- *strengthening our legislative provisions* – a key requirement includes the reform of a number of areas of primary legislation (Ordinances) whilst ensuring appropriate secondary legislation (Regulations) is in place in key areas of need.
- *improving transparency in levels of service delivery* – through implementing a service charter and service delivery standards, we can improve opportunities to better manage client and community expectations in respect of the levels of service delivery that can realistically be made available from the Portfolio with the resources available.

The ENRP Portfolio has six Portfolio Priorities which will support the delivery of our Key Priorities and the achievement of our Strategic Objectives and Strategic Outcomes and meet the needs of the communities we serve. Each element of this Portfolio's activity will be aligned to at least one of the Key Priorities and all our activity will be underpinned by our values.

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| PORTFOLIO PRIORITY ONE<br>Protect the natural environment by conserving biodiversity, preventing, minimising or mitigating against any negative activity and or impact to conserve and enhance the Island's natural capital. This includes increasing our capacity to safeguard natural habitats and save critically endangered species. | PORTFOLIO PRIORITY TWO<br>Manage our natural resources sustainably to increase food production (agricultural and fisheries related) and provide forestry services and products. | PORTFOLIO PRIORITY THREE<br>Implement an effective land planning and building control system in support of sustainable development and economic growth. |
| PORTFOLIO PRIORITY FOUR<br>Safeguard St Helena through implementing a robust biosecurity system and reducing the environmental impact of invasive species. | PORTFOLIO PRIORITY FIVE<br>Facilitate actions to ensure at least 80% of demand on the Island is served by renewable energy and deliver reform of St Helena's energy regulatory framework to accommodate current and future developments in the sector. | PORTFOLIO PRIORITY SIX<br>Facilitate development and implementation of a long-term water resource management plan for St Helena. |

Each of these priorities covers a range of Portfolio activity which is set out in more detail in the Delivery Plan in Section 7.

The table below shows how each Portfolio Priority is linked to Ministers' Key Priorities, Strategic Objectives and Strategic Outcomes.

| PORTFOLIO PRIORITY | KEY PRIORITY | STRATEGIC OUTCOME | STRATEGIC OBJECTIVE |
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| 1. Protect the natural environment by conserving biodiversity, preventing, minimising or mitigating against any negative activity and or impact to conserve and enhance the Island's natural capital. This includes increasing our capacity to safeguard | 8. Safeguard the environment, heritage and culture as strategic assets | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. | 4.1 Effective prevention of marine and terrestrial pollution<br>4.2 Effective management and protection and regeneration of marine and coastal ecosystems support ecosystem services.<br>4.3 Effective conservation, |

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| natural habitats and save critically endangered species. | | | regeneration and use of terrestrial ecosystems support ecosystem services and water security.<br>4.7 Sustainable land management. |
| | | 6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment. | 6.2 Increased recycling and reduced landfill |
| 2. Manage our natural resources sustainably to increase food production and provide forestry services and products. | 5. Enable sustainable, locally driven economic growth | 6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment. | 6.3 Reduce reliance on imported food<br>6.4 Increased availability of good quality, affordable healthy locally produced food<br>6.5 More sustainable agriculture<br>6.6 More sustainable fishing<br>6.7 Improved stewardship of agriculture land.<br>4.7 Sustainable land management. |
| 3. Implement an effective land planning and building control system in support of sustainable development and economic growth. | 5. Enable sustainable, locally driven economic growth | 3. People live in inclusive and safe communities, with fair access to adequate housing, essential services, and opportunities for civic participation and social connection.<br>4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. | 4.7 Sustainable land management. |
| 4. Safeguard St Helena through implementing a robust biosecurity system and reducing the environmental impact of invasive species | 8. Safeguard the environment, heritage and culture as strategic assets | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. | 4.6 Invasive species, biosecurity and disease risks are better controlled |

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| 5.Facilitate actions to ensure at least 80% of demand on the Island is served by renewable energy and deliver reform of St Helena's energy regulatory framework to accommodate current and future developments in the sector. | 4.Invest in utilities and infrastructure | 5.The island has secure, efficient and environmentally responsible energy, water and resource systems that strengthen climate resilience and help stabilise the cost of living. | 5.1 St Helena energy needs met.<br>5.2 Renewable energy generation expanded.<br>5.3 Energy supply is reliable and more resilient to shocks. |
| 6.Facilitate development and implementation of a long-term water resource management plan for St Helena. | | | 5.6 Water resource management strengthened through water resource strategy and delivery plan |

## 7. ENRP Portfolio Delivery Plan

The successful delivery of the targets identified within the Delivery Plan, and consequently the Government's priorities, objectives and outcomes, will be largely contingent upon the Portfolio increasing its recurrent funding, securing donor and capital investment, and sustaining adequate middle and senior management capacity and resilience across all business areas.

Key Priority: 8. Safeguard the environment, heritage and culture as strategic assets

Strategic Outcome: 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship.

Strategic Objective: 4.1 Effective prevention of marine and terrestrial pollution
4.2 Effective management and protection and regeneration of marine and coastal ecosystems
4.3 Effective conservation regeneration and use of terrestrial ecosystems
4.7 Sustainable land management

Portfolio Priority: (1) Protect the natural environment by conserving biodiversity, preventing, minimising or mitigating against any negative activity and or impact to conserve and enhance the Island's natural capital. This includes increasing our capacity to safeguard natural habitats and save critically endangered species.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
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| | | | | 2026/27 | 2027/28 | 2028/29 |
| Provide strategic direction for environmental protection and nature conservation by setting clear priorities and actions | Portfolio Director with environ't team | Environmental Strategy and Action Plan approved and implemented<br><br>% of priority annual Action Plan targets implemented | No overarching Policy/ Strategy currently exists<br><br>EPO provides legal guidance for environmental protection | 90-100% of annual actions implemented | 90-100% of annual actions implemented | 90-100% of annual actions implemented |
| Implement Management Plans for St Helena's terrestrial National Conservation Areas (NCAs) | Head of Nature Conser'n (HoNC) and CEO | Number of Management Plans formally adopted<br><br>No. of Management Plan actions implemented<br><br>Number of NCAs under active management | Baseline data reports and boundary reviews completed for 13 NCAs under DPLUS154<br><br>Framework for Management Plans developed and agreed<br><br>Final draft Management Plans | Management Plans implemented in accordance with prioritised action plans | Management Plans implemented in accordance with prioritised action plans | Management Plans implemented in accordance with prioritised action plans<br><br>Review process for all 14 Management Plans established and initial review activities begun |

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| | | | produced for 5 Important Wirebird Areas; First draft Management Plans produced for 1 National Park and 2 Nature Reserves<br><br>Final draft of PNP Management plan completed | | | |
| Reform St Helena's environmental protection legislation (EPO) | CEO | EPO revised and fit for purpose as determined by a robust policy framework | EPO was brought into force in 2016; it is now recognised that there are a number of gaps in the legislation and the legislation was developed without a supporting policy framework.<br><br>EPO includes a protected species list that is now in need of review with a clear criteria for inclusion agreed and adopted. | EPO reviewed and priority areas for change identified<br>Criteria for protected species lists agreed.<br>Current list reviewed and updated in accordance with criteria. | Supporting policy developed for 30% of identified priority areas | Supporting policy developed for remaining 30% of identified priority areas<br><br>Priority Regulations developed and adopted |
| Enhance environmental stewardship and evidence-based decision-making through comprehensive reporting on the state of St Helena's natural environment | CEO with Divisional Heads | St Helena's State of the Environment Report published | The EPO requires a State of the Environment Report (SOER) to be produced periodically. No report has been produced since the EPO has come into force | Scope for the State of the Environment Report agreed.<br><br>Availability of baseline datasets established, and data gaps identified.<br><br>Data sets collated. | Bi-annual SOER produced and adopted by ENRP Advisory Board within 4 months of year end (reporting year) and published within 6 months of year end | Process for periodic submission of data sets agreed and implemented.<br><br>Ongoing collation of data sets. |

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| Development and implementation of an environmental assessment framework (EAF) for projects, programmes, policies and activities with associated awareness raising | EAF completed and endorsed<br><br>% of environmental assessments undertaken in accordance with framework | A number of processes are used for different types of assessment, no formal or overarching process in place. | Environmental assessments done as required in accordance with established processes.<br><br>MPA State of the marine environment report in drafted.<br><br>Review of current environmental assessment processes undertaken and scope of EAF agreed. | EAF developed completed and endorsed with associated awareness raising.<br><br>80% of environmental assessments undertaken in accordance with the framework | 80% of environmental assessments undertaken in accordance with the framework | 100% of environmental assessments undertaken in accordance with the framework |
| Implement sustainable environmental practices through implementation of an EPO licensing system supported by policies, guidelines, procedures and regulations. | CEO with HoNC, M&FCO, MEO and TCO | Licensing systems/framework in place supported by policies and guidelines<br><br>% of licences issued in accordance with policy and guidelines<br><br>% compliance with licence conditions<br><br>Adoption and implementation of revised processes, policies and legislation for activities impacting protected species. | Marine Tourism Policy and Regulations in place. Marine tourism accreditation scheme in place. Draft Marine Tourism licences developed.<br><br>Marine Developments Policy in place Marine Development regulation in draft and cited as a priority work for AG Chambers for 26/27.<br><br>Desk notes drafted by MMO to support in development of MD licencing and processes.<br><br>Processes in place for licensing of activities (including research) impacting protected species | Marine Tourism licensing system in place.<br><br>100% of licences issued for Marine Tourism and Interactions with Marine Life are in accordance with policy, Regulations and guidelines.<br><br>Achieving 85% - 95% compliance with licence conditions.<br><br>Review of processes, policy and legislation for the licensing of activities (including research) impacting protected species. | Marine developments licensing system in place and operational.<br><br>100% of licences issued for marine tourism and marine developments are in accordance with policy, Regulations and guidelines.<br><br>Achieving 95% - 100% compliance with marine tourism licence conditions and 85% - 95% compliance with marine developments licence conditions As appropriate develop revised processes, policy and legislation for the licensing of activities (including research) impacting | 100% of licences issued for marine tourism and marine developments are in accordance with policy, Regulations and guidelines.<br><br>Achieving 95% - 100% compliance with licence conditions. |

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| | | | | | protected species.<br><br>100% of licences issued in accordance with revised procedures.<br><br>Achieving 80% of licence conditions. | 100% of licences for activities impacting protected species issued in accordance with revised procedures.<br><br>Achieving 80% of licence conditions. |
| Undertake research and plant production for habitat and gene bank planting for the majority of endemic plant species. | HoNC, TCO and NO | Annual conservation propagation programme delivered.<br><br>Priority endemic plant conservation collections maintained.<br><br>Seed collection and conservation management programme maintained.<br><br>Research and innovation incorporated into conservation propagation.<br><br>Nursery operational capability maintained to support conservation priorities. | CF Restoration Plan in place and revised periodically which informs propagation requirements.<br><br>12,000 propagated and potted out from FY 25/26 for CF species.<br><br>Additional propagation capacity in place: Two new shade houses erected at Scotland Nursery and Peaks Nursery refurbished.<br><br>9 endemic fern species propagated through micro prop.<br><br>Darwin Plus Cloud Forest Project funding secured to FY 25/26 – 28/29. Which includes technical support from RSPB, Kew, CEH, CABI and University of Vancouver and increased staff compliment.<br><br>Ongoing genetic studies done on 5 dryland species. | Implement CF restoration plan with supporting operational plans for Scotland Nursery.<br><br>Nursery Propagation requests/needs filled to support the production of a minimum of:<br><br>10,000 CF plants Propagated.<br>10,000 dryland plants propagated<br>13 endemic ferns propagated<br>Plant propagation material (seed, spores, cuttings etc.) collections undertaken for majority of endemic species.<br><br>Seed Collection database superseded by IRecord seed collection database – quarterly report produced. | Implement CF restoration plan with supporting operational plans for Scotland Nursery.<br><br>10,000 CF plants Propagated.<br>10,000 dryland plants propagated<br>13 endemic ferns propagated | Implement CF restoration plan with supporting operational plans for Scotland Nursery.<br><br>10,000 CF plants propagated.<br>10,000 dryland plants propagated<br>13 endemic ferns propagated |

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| | | | 5,000 dryland species propagated.<br><br>Revised endemic plant propagation manuals in draft.<br><br>Plant Pathogen mitigation measures in place supported by written protocols and monitored.<br><br>Inoculation experiments have been undertaken to ascertain effects of pathogens which will be ongoing as each pathogen is identified. Have secured funding from Franklinia to support this. | MoC in place with Royal Botanical Gardens (Kew).<br><br>Endemic seed collection deposited at Millennium seed bank (MSB).<br><br>Endemic plant propagation manuals finalised and used by Nursery staff. | | |
| Conserve and restore habitat and species within the Peaks National Park (PNP) and other NCA's. | HoNC and TCO supported by NO | No. of restored hectares of cloud habitat created and no of connectivity points achieved.<br><br>Hectares of restored Cloud Forest habitat maintained.<br><br>Hectares of Cloud Forest habitat cleared and replanted/(natural) regenerated with endemic plant species.<br><br>Metres of Cloud Forest buffer zone cleared and replanted with endemic plant species.<br><br>% expansion of existing living field gene banks.<br><br>No of new living gene banks created.<br><br>NCA MP actions/activities identified and agreed. | Current habitat coverage and status derived from data including nursery records, staff work plans, project data from previous 3 years and recommendations from DPlus104 project.<br><br>1.5 ha cleared of invasive plant species and rehabilitated 0.49ha cleared during CF project.<br><br>250m cleared during FY2023/24 but not yet restocked.<br><br>4 "clean" gene banks established - Girlings (Cloud Forest | Habitat restoration plan agreed.<br>An additional 0.49 ha of Cloud Forest habitat is restored and/or created.<br><br>1.45 ha maintained annually.<br><br>0.49ha of previously cleared habitat restocked.<br><br>250m maintained with 50m restocked<br><br>25% expansion annually. | Habitat restoration plan agreed.<br>An additional 0.49 ha of Cloud Forest habitat is restored and/or created.<br><br>1.45 ha maintained annually.<br><br>0.49ha of previously cleared habitat restocked.<br><br>250m maintained with 50m restocked.<br><br>25% expansion annually. | Habitat restoration plan agreed.<br>An additional 0.49 ha of Cloud Forest habitat is restored and/or created.<br><br>1.45 ha maintained annually.<br><br>0.49ha of previously cleared habitat restocked.<br><br>250m maintained with 50m restocked.<br><br>25% expansion annually. |

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| | | | Species), Plantation (She Cabbage and Francis Plain (False Gumwood)<br><br>Darwin Plus Cloud Forest Project funding secured to FY 25/26 – 28/29.<br><br>More accurate monitoring systems in development (Aerial Monitoring, photographic monitoring and site restoration monitoring)<br><br>NCA specific habitat and species restoration requirement not clear. | NCA specific habitat and species restoration requirement identified. | 50% of agreed actions/activities for habitat and species restoration achieved. | 60% of agreed actions/activities for habitat and species restoration achieved. |
| Strengthen plant conservation planning to bring existing activities together and establish consistent practice | HoNC and TCO supported by NO | Plant Conservation Area Site Register developed<br><br>Plant conservation activities reported against standardised measures.<br><br>Plant and Restoration strategy developed | There is currently no overarching Plant Conservation Strategy to coordinate existing conservation activities. While many initiatives are underway, priorities have often been driven by projects and available resources, resulting in a reactive approach and making it difficult to consistently prioritise work, monitor progress and measure success. | PCASR completed and adopted Endemic Plant Species management propagation register completed.<br><br>Reporting framework developed. | Conservation Area Site register reviewed and updated annually and linked to site management planning.<br><br>Propagation management register expanded to record collection status and survival rates.<br><br>Reporting framework piloted, with at least one annual report produced.<br><br>Develop a standard methodology for assessing site | Conservation Area Site register used to prioritise conservation action (e.g. habitat restoration, protective measures).<br><br>At least 25% of endemic species listed in the propagation register under active cultivation or trial reintroduction.<br><br>Reporting framework adopted across conservation activities, with stakeholder involvement.<br><br>Draft Plant and site restoration strategy. |

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| | | | | | condition and habitat threats.<br><br>Compile baseline information on the conservation status of priority endemic plant species.<br><br>Identify legacy conservation actions requiring review and integration.<br><br>Commence development of the Plant Conservation Strategy | Pilot Plant and Restoration strategy. |
| Implement sustainable management of St Helena's MPA through implementation of the Marine Management Plan (MMP) | HoNC and M&FCO | % of priority MMP actions implemented.<br><br>Monitoring Effectiveness of Management Strategies implemented achieve minimum of 'Good' management level. | Marine Management Plan endorsed in 2023.<br><br>Blue Belt Programme ongoing until FY 28/29. St Helena work planning until FY 28/29 mapped with BB. Work and funding application undertaken on an annual basis.<br><br>Management Effective Framework in place.<br><br>Annual Report produced for FY 23/24 and 24/25. | 90% of annual priority actions implemented.<br><br>Monitoring of effectiveness of MMP management strategies in place and able to demonstrate a 'Good' level of management.<br><br>MPA Stakeholder Working Group established.<br><br>MPA annual report produced. | 100% of annual priority actions implemented.<br><br>Monitoring of effectiveness of MMP management strategies to a 'Good' level of management.<br><br>MPA Stakeholder Working Group in operation.<br><br>MPA annual report produced.<br><br>Review of revised MMP undertaken. | New revised Marine Management Plan endorsed by May 2028.<br><br>New revised Monitoring of effectiveness framework in place.<br><br>90% of annual priority actions implemented.<br><br>Monitoring of effectiveness of MMP management strategies in place and able to demonstrate a 'Good' level of management.<br><br>MPA annual report produced. |
| Increase our marine knowledge of species and habitats through | M&FCO | % of research themes outlined in marine research plan undertaken with project support. | Delivery of baseline and monitoring (maintaining a constant | 90% of high-priority MRP research /monitoring | Conduct update of MRP to reflect new priorities and | New revised Marine Research Plan endorsed by May |

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| delivery of the Marine Research Plan | | | or positive trend) in place to ensure:<br><br>Exploitation of pelagic, demersal and crustacean species are within safe biological limits.<br><br>Protection is afforded to biodiversity, important species and marine habitats.<br><br>Oceanographic monitoring and climate change understanding and resilience.<br><br>Socio Economic factors for MPA understood.<br><br>Numerous reports produced.<br><br>80% of high-priority MRP outlined research/ monitoring requirements implemented.<br><br>Blue Belt Programme ongoing until FY 28/29. St Helena work planning until FY 28/29. | requirements implemented.<br><br>100% Establish operational work plans to unsure actions of MRP are undertaken.<br><br>Update evidence-based instruments from data collected, by producing, data review and recommendation reports.<br><br>100% of all priority Action Plan Targets met.<br><br>Data available to help populate state of the environment report. | research needs of revised MMP.<br><br>90% of high-priority MRP research /monitoring requirements implemented.<br><br>Establish work plan from actions of MRP.<br><br>Update evidence-based instruments from data collected, by producing, data review and recommendation reports. | 2028.<br><br>90% of high-priority MRP research /monitoring requirements implemented.<br><br>Establish operational work plans to unsure actions of MRP are undertaken.<br><br>Update evidence-based instruments from data collected, by producing, data review and recommendation reports. |

Key Priority: 8. Safeguard the environment, heritage and culture as strategic assets.

Strategic Outcome: 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship.

Strategic Objective: 4.1 Effective prevention of marine and terrestrial pollution

Portfolio Priority: (1) Protect the natural environment by conserving biodiversity, preventing, minimising or mitigating against any negative activity and or impact to conserve and enhance the Island's natural capital. This includes increasing our capacity to safeguard natural habitats and save critical endangered species.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Establish and implement overarching pollution policy, regulation and pollution response plans | Environmental Risk Officer (ERO) with assistance from TCO and M&FCO | National Pollution Policy developed and implemented.<br><br>Pollution Regulations approved and implemented. | Marine Pollution Policy in place. Marine and terrestrial pollution response plans in place and are being used for pollution response activities.<br><br>No Pollution Regulations in place. | Review completed of marine pollution policy and response plans.<br><br>Funding established to assist with development of National Pollution Policy for the Island. | National Pollution Policy approved and implemented by end of FY.<br><br>Drafting instructions for Pollution Regulations submitted to AG Chambers.<br><br>Pollution Regulations consulted on and approved for implementation. | |

Key Priority: 5. Enable sustainable, locally driven economic growth.

Strategic Outcome: 6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment.

Strategic Objective: 6.2 Increase recycling and reduced landfill.

Portfolio Priority: (1) Protect the natural environment by conserving biodiversity, preventing, minimising or mitigating against any negative activity and or impact to conserve and enhance the Island's natural capital. This includes increasing our capacity to safeguard natural habitats and save critical endangered species.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Strengthen landfill management planning through implementation of a Plan to extend the life of the Horse Point Landfill Site (HPLFS) | ERO | Plan developed, agreed and funding agreed to extend HPLFS | Options Appraisal for maximising remaining useful life of Horse Point Landfill Site included within the *2024 St Helena Waste Management and Recycling Options Assessment Report* | Plan developed for HPLFS.<br><br>Funding for site assessment and planning application secured by October 2026.<br><br>Development of business case and funding approval secured by April 2027 to implement HPLFS Plan. | Planning Application for re-engineering of waste cells and improved storage and security approved. | Actions implemented annually in accordance with HPLFS Plan (smarter targets to be listed once Plan is developed) |
| Increase recycling through implementation of a recyclable waste collection service from homes and businesses for high value/volume dry waste items (*minimum aluminium drink cans, plastics, cardboard and glass*) | ERO with Environmental Officer (EO) | Domestic recyclable waste service from homes in place. | Hubs established in a number of districts for collection of dry recyclable waste items.<br><br>Some equipment and a vehicle procured for domestic recycling. | Domestic Recyclable service operational across Island by June 2026.<br><br>Materials Recycling Facility processing all quantities of domestic/business dry recyclable waste items. | Domestic Recyclable service continued across Island for all key dry waste streams.<br><br>Materials Recycling Facility processing all quantities of domestic/ business dry | Domestic Recyclable service continued across Island for all key dry waste streams.<br><br>Materials Recycling Facility processing all quantities of domestic/ business dry recyclable waste |

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| | | Relationship established with local private sector (PS)/SHG and offshore waste recycling company. | No waste currently being exported. | A relationship established with at least one SA company (if possible) for PS/SHG to export waste products to and export trials completed successfully. | recyclable waste items and PS exports undertaken.<br><br>A relationship continued with at least one SA company (if possible) for PS/SHG to export waste products to. | items and PS exports undertaken where possible.<br><br>A relationship continued with at least one SA company (if possible) for PS/SHG to export waste products to. |
| Strengthen legal provisions to support effective waste management through adoption of Waste Management Regulations and Codes of Practice | ERO in collaboration with Chief Environmental Officer (CEO) | New Regulations / Codes of Practice endorsed and enacted. | EPO and Criminal Justice Fixed Penalties Ordinances currently exist to support management of wastes. | Operational Policy developed and agreed to inform Regulations and Codes of Practice by end of year. | Regulations and Codes of Practice developed and adopted by end of year. | Implementation of new Waste Management Regulations and Codes of Practice by middle of year. |
| Improve rate of cost recovery from funding expended for waste management to ensure sustainability of current and future waste system | Portfolio Director (PD) in collaboration with ERO and Minister | Charging system for commercial customers in place for waste collection and disposal.<br><br>Introduction of charging system for domestic customers for waste collection and disposal has been discussed by ENRP, and options require further discussion and decision. | Cost Recovery Options(s) Assessment completed and improved recovery Option(s) agreed and implemented. | Cost Recovery Options agreed with timelines by year end. | Waste management cost recovery option(s) implemented annually against agreed option(s). | Waste management cost recovery option(s) implemented annually against agreed option(s). |
| Increase community awareness of need to reduce landfilling, prevent bulky waste tipping, and the options for increased waste recycling and reuse through delivery of an annual public awareness exercise | ERO and EO (ERM) | Community engagement has been undertaken over the last few years, however not as frequent over the last year as in previous year | Comms Plan in place and no. of comms and engagement activities delivered | 2-4 community comms activities by year end for recycling and reuse and assist prevention of bulky waste tipping | 2-4 community comms activities by year end for recycling and reuse and assist prevention of bulky waste tipping | 4-6 community comms activities by year end for recycling and reuse and assist prevention of bulky waste tipping |

Key Priority: 5. Enable sustainable, locally driven economic growth.

Strategic Outcome: 6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment.

Strategic Objective: 6.3 Reduce reliance on imported food
6.4 Increased availability of good quality, affordable healthy locally produced food
6.5 More sustainable agriculture
6.7 Improved stewardship of agriculture land

Portfolio Priority: (2) Manage our natural resources sustainably to increase food production and provide forestry services and products.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Provide strategic direction for sustainable agriculture by setting clear priorities and actions | Portfolio Director (PD) with Agriculture Development Officer (ADO) | New agriculture Policy and Action Plan approved and implemented | Policy Options Paper drafted | New 5-year Agriculture Policy and Action Plan endorsed | | |
| | ADO with Farm Manager | % of New Agriculture Action Plan targets implemented | | 80% of Action Plan targets for year implemented | 90% of Action Plan targets for year implemented | 90% of Action Plan targets for year implemented |
| Provide effective underpinning legislation for sustainable agriculture through review and reform St Helena's agricultural legislation | Portfolio Director with ADO | New Agriculture Ordinance adopted and implemented | Ordinances are outdated and does not provide appropriate basis for agricultural improvement | Drafting instructions prepared in line with the New Agricultural Policy for AG Chambers | New Ordinance adopted by Mid-year.<br><br>Drafting instructions for New Agriculture Regulations to AG Chambers by end of FY. | Regulations for new Agriculture Ordinance adopted by end of year. |
| Improve SHG's licensing and leasing system for the SHG Agriculture Estate through review and reform of Agriculture Assets Policy to improve | PD and ADO | New Agriculture Estate Asset Letting Policy and Action Plan endorsed and implemented. | Current policy outdated and in need of reform, including compliance and enforcement system. | New Agric-Estate Policy and Action Plan for implementation approved. | 40% of Action Plan targets completed | 80% of Action Plan targets completed |

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| stewardship of agricultural resources | | Reformed compliance and enforcement implemented. | | Compliance and enforcement system established and implemented by year end | | |

Key Priority: 8. Safeguard the environment, heritage and culture as strategic assets.

Strategic Outcome: 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship.

Strategic Objectives: 4.3 Effective conservation, regeneration and use of terrestrial ecosystems supports ecosystem services and water security.
4.7 Sustainable land management.

Portfolio Priority: (2) Manage our natural resources sustainably to increase food production and provide forestry services and products.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Provide strategic direction for a sustainable forestry programme from the SHG Forest Estate by setting clear priorities and actions | PD and Forestry Officer (FO) | Forestry Strategy and Action Plan in place and implemented.<br><br>% of Action Plan targets implemented | No overarching Forestry Policy/Strategy in place | Options Paper for a Forestry Strategy completed by end of FY | Forestry Strategy and Action Plan adopted by end of FY.<br><br>40% of Action Plan targets for year implemented | 60% - 80% of Action Plan targets for year implemented |
| | | Decision reached on future of Sawmill facility | Sawmill site under-utilised for forestry/business purposes | Options appraisal completed for Sawmill site and decision taken on its future use | | |
| Implement an annual maintenance plan that ensures the | FO | % of key forestry husbandry activities met. | 82% of targets met with 5% of targets being in progress at the end of FY | 90-95% | 90-95% | 90-95% |

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|---|---|---|---|---|---|---|
| sustainability of the National Forest Estate and forest related products. | | Number of Recreation areas managed. | 2024/25.<br><br>11 established areas managed | 11 areas | 11 areas | 11 areas |
| Provide raw forest material (*Sawlogs and Firewood*) to key private sector operators | FO | Tonnage of raw firewood material supplied<br><br>% of saw log and post orders supplied and met | 440 ton in 24/25<br><br>6 orders received and product delivered (100%) for FY 24/25 | 440 ton<br><br>90-95% | 440 ton<br><br>90-95% | 440 ton<br><br>90-95% |
| Implement an annual tree and asset maintenance plan (TMP) for key areas of the Crown Estate and Privately Owned properties. | FO | TMP established for key areas of the Crown Estate<br><br>% of Crown Estate requisitioned works risk assessed and completed as funding allows<br><br>% of requests for high-risk tree felling met on private land<br><br>Number of key amenity areas and cemeteries managed on behalf of the Crown Estate | NA<br><br>11 requests received from CE; 6 removed for FY24/25 due to lack of CE funding. Remaining 5 (high priority) completed as requested (100%)<br><br>75% of requests met during FY24/25<br><br>Amenity areas managed:<br>▪ Castle Gardens,<br>▪ Grand Parade<br>▪ Honeymoon Chair<br>▪ Cemeteries managed<br>▪ Boer cemetery<br>▪ Military Graves<br>▪ Dungeon (old and new areas) | TMP completed and adopted by Forestry and Properties Sections<br><br>90-95%<br><br>85-100%<br><br>7 areas | 90-95%<br><br>85-100%<br><br>7 areas | 90-95%<br><br>85-100%<br><br>7 areas |

Key Priority: 5. Enable sustainable, locally driven economic growth.

Strategic Outcome: 6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment.

Strategic Objectives: 6.3 Reduced reliance on imported food
6.4 Increased availability of good quality, affordable healthy locally produced food
6.7 More sustainable fishing

Portfolio Priority: (2) Manage our natural resources sustainably to increase food production and provide forestry services and products

| **Portfolio Actions** | **Owner** | **Performance Indicator** | **Baseline** | **Target** | | |
|---|---|---|---|---|---|---|
| | | | | **2026/27** | **2027/28** | **2028/29** |
| Provide strategic direction for sustainable fisheries by setting clear priorities and actions | PD with PD (Economic Development) and Head of Strategic Policy | Fisheries Policy and Action Plan in place and implemented | Fisheries Sector Strategy has come to an end since last year | Fisheries Policy and Action Plan endorsed by end of year | Outer year targets dependent on priorities to be included within the Policy's Action Plan | |
| Strengthen our knowledge of sustainable fisheries through implementing fisheries science research as outlined in Marine Research Plan (Themes 1, 2 and 3) | HoNC and M&FCO | % of research programme actions undertaken. | Marine Research Plan 2023-2027 in place<br><br>Fisheries science programme plan is funded and supported by the Blue Belt programme which is ongoing until FY 28/29. | 100% of BB fisheries science programme implemented.<br><br>Revised Metadata records.<br><br>Species specific data analysis reports and recommendations. | Review MRP Themes 1 – 3 and update fisheries science priorities.<br><br>Update MRP plan themes.<br><br>Implement 30% of research required.<br><br>Update Metadata records.<br><br>Species specific data analysis reports and recommendations. | 60% of MRP Implemented<br><br>Update Metadata records.<br><br>Species specific data analysis reports and recommendations. |

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| Implement sustainable fishing practices through annual fishing licencing for all vessel fishing and a compliance and enforcement system | PD with MEO | Marine Compliance and Enforcement Strategy reformed and agreed.<br><br>% fisher compliance with licence conditions for all fishing licences issued.<br><br>% fisher compliance with all Fishing Control Notices | Compliance and Enforcement Strategy require review and update<br><br>95% compliance with licenses across all fishing types in 2024-5 fishing season. | Marine Compliance and Enforcement Strategy reformed and endorsed<br><br>Minimum 95% compliance with licenses across all fishing types<br><br>100% compliance with fishing control notices | Minimum 95% compliance with licenses across all fishing types<br><br>100% compliance with fishing control notices | Minimum 95% compliance with licenses across all fishing types<br><br>100% compliance with fishing control notices |

Key Priority: 8. Safeguard the environment, heritage and culture as strategic assets.

Strategic Outcome: 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship.

Strategic Objectives: 4.7 Sustainable Land Management

Portfolio Priority: (3) Implement an effective land planning and building control system in support of sustainable development and investment to support economic growth.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Implement a land planning and development control service in support of social, economic and environmental development on the Island. | Head of Planning and Building Control (HoP&BC) and Senior Planning Officer | % of registered planning applications is processed for development decision within 60 days of registration.<br><br>% of applications registered and processed within 28 days. | 2024-25 – 67%<br>2025-26 – 50%<br><br>2025-26 - 85% | 70%<br><br>80-90% | 80%<br><br>90-100 | 85%<br><br>100% |
| Reform of Land Development Control Plan (LDCP) | HoP&BC | LDCP reformed and approved | LDCP reviewed under committee system; but reform work under the | LDCP approved by ExCo and gazetted. | | |

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| | | | Ministerial system has not yet been consulted on and approved. | | | |
| Revision of Building Regulations | HoP&BC and Building Inspectors | Building Regulations approved and implemented | Review of Regulations completed | Building Regulation changes consulted on, Regs approved and implementation begun. | | |

Key Priority: 8. Safeguard the environment, heritage and culture as strategic assets

Strategic Outcome: 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship.

Strategic Objective: 4.6 Invasive species, biosecurity and disease risks are better controlled.
4.7 Sustainable land management.

Portfolio Priority: (4) Safeguard St Helena through implementing a robust biosecurity system and reducing the environmental impact of invasive species.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Protect St Helena from biosecurity risks by monitoring and enforcing compliance with import licence conditions for medium and high-risk goods. | Biosecurity Officer (BO) and Senior Veterinary Officer (SVO) | % of controlled imports achieving compliance with import licence conditions. | 95% in 2022 | 95-100% | 95-100% | 96-100% |
| Reduce biosecurity risks through implementation of Import Health Standards and Best Practice Guidance for all high-risk biosecurity imports. | BO | Number of Import Health Standards (IHS's) and best practice guidelines (BPG's) established and implemented | 8 IHS's and 13 BPG's currently in place | 1-2 additional IHS's and 2 additional BPG's adopted | 1 additional IHS and 2 additional BPG's<br><br>Full review of existing IHS's | 1 additional IHS and 2 additional BPG's |

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| | | | | | and BPG's | |
| Strengthen St Helena's biosecurity system through implementation of the Biosecurity Policy Action Plan | BO | % of Action Plan's annual activities implemented | | 60-65% of actions for year implemented | 65- 70% of actions for year implemented | 70-75% of actions for year implemented |
| Strengthen St Helena's biosecurity legislative framework | PD with BO and assistance through OT Bio'y Project | Biosecurity operational policy developed and agreed | Overarching Biosecurity Policy in place | Operational Bio'y Policy completed and agreed by mid-2026 | | |
| | | Biosecurity Ordinance and key Regulations developed and enacted | Draft Biosecurity Ordinance guidance provided already through OT Biosecurity Project | Drafting instructions developed for Biosecurity Ordinance by end of FY | Biosecurity Ordinance approved and enacted.<br><br>Drafting instructions developed for Biosecurity Regulations by end of FY. | Regulations to support Bio'y Ordinance approved and enacted. |

Key Priority: 4. Invest in Utilities and Infrastructure

Strategic Outcome: 5. The island has secure, efficient and environmentally responsible energy, water and resource systems that strengthen climate resilience and help stabilise the cost of living.

Strategic Objective: 5.1 St Helena energy needs met
5.2 Renewable energy generation expanded

Portfolio Priority: (5) Facilitate actions to ensure at least 80% of demand on the Island is served by renewable energy and deliver reform of St Helena's energy regulatory framework to accommodate current and future developments in the sector.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Improve St Helena's energy resilience through increased energy generation from renewables | PD | Utility scale renewables infrastructure projects implemented and increased generation from renewables achieved. | Energy Modelling and Design technical study completed to provide an overall system design for increased renewables at utility scale for St Helena | In partnership with Connect St Helena, commission phase 1 renewables infrastructure project to meet phased increase in generation from renewables | | In partnership with Connect St Helena, commission phase 1 renewables infrastructure project to meet phased increase in generation from renewables |
| Review and reform of St Helena's Energy Strategy | PD with SPP | Revised Energy Strategy in place and implemented | Energy Strategy has not been reviewed since its adoption | Review of Energy Strategy undertaken | Revised Energy Strategy approved | |
| Review and reform St Helena's energy regulatory framework | PD with Head of Environmental Protection and E-Risk Management (HoEP&RM) | Reformed energy legislation in place.<br><br>New long-term utilities services licence | The Electricity Ordinance was published in 1961 and is considerably outdated. It was published prior to the use of renewable energy on St Helena.<br><br>Long-term utilities service | Energy and Utilities Services Ordinances drafting instructions submitted to AG chambers.<br><br>New long term | | |

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| | | in place | licence for Utilities Services Provider (USP) has come to an end and is implemented on annual roll-over arrangement.<br><br>Draft reforms of legislation and utilities available through regulatory framework consultancy to inform adoption of reforms. | utilities licence in place for USP. | | |

Key Priority: 4. Invest in utilities and infrastructure

Strategic Outcome: 5. The island has secure, efficient and environmentally responsible energy, water and resource systems that strengthen climate resilience and help stabilise the cost of living.

Strategic Objective: 5.6 Water resource management strengthened through water resource strategy and delivery plan

Portfolio Priority: (6) Facilitate development and implementation of a long-term water resource management plan for St Helena

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Strengthen St Helena's long-term water security and resilience | PD with HoEP&RM | Long-term water Resources Management Plan (WRMP) adopted. | Draft Long-term WRMP developed. | Long-term WRMP approved by July 2026 and informs quick-win Business cases for funding in 2026-27.<br><br>WRMP Project Board and | | |

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| | | Quick-wins project funded and implemented.<br><br>EDIP pipeline Project Business Case and Outline Business Case developed to inform capex funding requests. | | Connect Board agree projects for implementation across 3 years by June 2026 Strategic Business Case.<br><br>Projects bids made to EDI Programme by August 2026.<br><br>Business Case submitted to EDIP Programme by end of year. | Projects implementation specific targets TBC once WRMP in place and capex funding position known. |

Key Priority: 7. Reform and strengthen the public service to support effective, transparent and accountable governance.

Strategic Outcome: 9. Government operates transparently, efficiently and sustainably, delivering value for money and trusted public services.

Strategic Objective: 9.1 The right number of staff with the right skills and support to deliver services.
9.3 Effective use of public finances: procurement, financial management and asset planning strengthened.

| Portfolio Actions | Owner | Performance Indicator | Baseline | Target | | |
|---|---|---|---|---|---|---|
| | | | | 2026/27 | 2027/28 | 2028/29 |
| Strengthen the Portfolio's capacity to deliver its strategic outputs through training & needs analysis (TNA) planning | PD with Heads of Division/ Section | New 3–5-year TNA adopted and implemented.<br><br>% of annual TNA plan delivered | Identification of annual training and skills development undertaken through HR training process. | TNA produced and approved by ENRP SMT for resourcing and delivery.<br><br>2026-7 outputs to TBC after development of TNA | Outputs to TBC | Outputs to TBC |
| Improve cost effectiveness of service delivery and client transparency/expectations of future standards of service through undertaking a review of all services | PD with Heads of Division/ Section | Services review completed to inform new a Services Action Plan<br><br>Portfolio Service Charter/Business Standards in place | Generally internal and external client/customer expectation that service levels will remain and or improve. | Action Plan agreed and implemented by July 2026<br><br>Charter/Service Standards in place and operational for business units. | Review of Charter and Standards and improvements implemented. | |
| Review of job profiles and terms and conditions of service across the Portfolio | PD | Revised and up to date JPs established | Organisational Review of Portfolio conducted in recent years. | Up to date JP's in place across Business Units | | |
| Introduce staff well-being activities to improve the Portfolio's work-based culture | PD with Senior Management Forum | Staff well-being plan in place and implemented. | Some staff in Portfolio take up corporate weekly well -being ½ hour opportunity. | Well-being monthly plan in place and implemented | Monthly plan in place and implemented | Monthly plan in place and implemented |

## 8. Financial projections:

The table below shows ENRP's annual financial projections for the 3-year planning period linked to Portfolio Priorities and SHG Strategic Outcomes where relevant.

| Outputs | Budget Cost Centre | 2026/27 £'000 | 2027/28 £'000 | 2028/29 | Portfolio Priority | SHG Strategic Outcome |
|---|---|---|---|---|---|---|
| Admin & Management | 2600 | 129,000 | 129,000 | 130,000 | P's 1-6 | All Outcomes |
| Planning & Development Control | 2622 | 113,000 | 111,000 | 111,000 | P3 | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. |
| Upkeep of Public Facilities & Areas | 2623 | 38,000 | 39,000 | 39,000 | | |
| Forestry | 2630 | 313,000 | 313,000 | 313,000 | P's 1, 2 and 3 | 6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment. |
| Marine Enforcement | | | | | | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future |
| | 2631 | 90,000 | 90,000 | 90,000 | P1 and 2 | generations through strong partnerships and responsible stewardship. |
| Biosecurity Services | 2632 | 80,000 | 79,000 | 80,000 | P's 1,2 and 4 | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. |
| Agricultural Support | 2633 | 350,000 | 353,000 | 353,000 | P's 2 and 4 | 6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment |
| Grounds & Buildings Maintenance | 2635 | 57,000 | 48,000 | 48,000 | P1 | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. |

| | | | | | | |
|---|---|---|---|---|---|---|
| Environmental Protection | 2640 | 79,000 | 79,000 | 80,000 | P1 | |
| Terrestrial Conservation | 2641 | 198,000 | 189,000 | 189,000 | P's 1 and 4 | |
| Marine & Fisheries Conservation | 2642 | 131,000 | 116,000 | 116,000 | P's 1, 2 and 4 | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. |
| Environmental Risk Management | 2643 | 397,000 | 404,000 | 404,000 | P's 1, 5 and 6 | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship.<br>5. The island has secure, efficient and environmentally responsible energy, water and resource systems that strengthen climate resilience and help stabilise the cost of living.<br>6. St Helena operates within ecological limits, with more sustainable patterns of consumption, production and waste that meet human needs while protecting the environment. |
| | | | | | | |
| **Total Recurrent Allocation** | | **1,975.000** | 1,950,000 | 1,953,000 | | |
| | | | | | | |
| Other Funding<br>Projects<br>▪ Darwin *(Cloud Forest and People and Skills Projects)* | | 234,000 | | | | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. |
| ▪ Other *(including Blue Belt)* | | 357,884 | | | | 4. St Helena's heritage, culture, natural landscapes, land, ocean and biodiversity are protected and restored for current and future generations through strong partnerships and responsible stewardship. |
| **Total Other Funding** | | **592.000** | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| **Total Funding** | | **2,567.000** | | | | |

## 9. Workforce plan:

We recognise that the successful delivery of our targets, and therefore the Portfolio's contribution to SHG's Strategic Objectives and Strategic Outcomes, depends on having the right people, with the appropriate skills, experience and competencies, in the right roles at the right time.

Maintaining and developing this workforce capability throughout the life of the Plan will require sustained investment in recruitment, retention, succession planning, training and professional development. Achieving this will be dependent on the availability of adequate financial resources and access to learning and development opportunities, including those delivered through SHG's corporate HR training programme.

The Portfolio will therefore continue to identify current and future workforce requirements and seek opportunities to strengthen organisational capacity, ensuring it is well positioned to deliver its priorities and meet emerging challenges over the planning period.

The Portfolio's Workforce Plan is an internal document which underpins this Portfolio's Strategy and Delivery Plan.

Our key workforce requirements to enable timely and effect timely delivery of our strategic outputs during the period of the Plan are as follows:

1. Recurrent workforce:

   a. Introduction of a small number of new roles to improve management resilience, delivery of outputs and reduce single points of failure in key roles, as follows:

   Senior and middle management requirements:

   - *A Head of Environmental Protection and Risk Management* role - required to provide policy and leadership management requirements for a more joined up environmental protection, risk management, climate change and water and energy policy programmes.
   - *A Head of Natural Resources and Biosecurity* role – required to provide policy and leadership management requirements for a more joined up natural resources policy programmes.
   - *A Senior Biosecurity Assistant role* – required to provide operational and management succession and resilience needs and enable increased implementation of the Biosecurity Policy Action Plan.
   - *A Senior Marine and Fisheries Conservation Assistant* – necessary for the provision of management resilience, business continuity and additional operational capacity for the Marine and fisheries Conservation Section.

   Operational requirements*:*

   - *A Planning Assistant role* - to support the delivery of a digitally based land planning system.
   - *Transfer of nature conservation staff to their permanent teams* – transferring majority of the terrestrial conservation and marine and fisheries conservation project roles to our permanent workforce, ensuring we secure the staff capacity and skills we have developed and nurtured through successive terrestrial and marine projects.

   b. Review of job profiles across Portfolio's business units to ensure job roles and responsibilities are relevant and current, terms and conditions of service are correct, fair and up to date.

2. Technical Co-operation workforce:

a. Recruitment to the Senior Veterinary Officer post.

b. Recruitment to the Head of Planning and Building Control post.

c. Requirement for a new 2–3-year Farm Management post to support the implementation of new Agriculture Policy.