

SOLOMON ISLANDS MEDIA ASSISTANCE SCHEME
SOLMAS

PHASE 2, QUARTERLY REPORT 2
DECEMBER 2009 – FEBRUARY 2010

COMPILED BY CORALIE FERGUSON, PROGRAM MANAGER AND
JESSICA LIST, PROJECT OFFICER
ENDORSED BY ROB BATTEN, PROGRAM DIRECTOR

19 MARCH 2010

IN CONFIDENCE

Table of Contents

1.	Executive Summary	3
2.	Cross Cutting Themes	4
	2.1 Gender	4
	2.2 Anti Corruption	5
	2.3 Capacity Development	5
3.	Project Outcomes	7
	Component 1: Strengthening Capacity of Commercial and Community based Media	7
	Component 2: Strengthening SIBC effectiveness and appropriately differentiating its role as the emergency services provider and national public broadcaster	8
	Component 3: Support to the SI media to accurately disseminate information provided by SIEC and to report on election processes, campaigns and outcomes in a balanced manner	12
	Component 4: Flexible Support Fund	13
	Component 5: Program Management	14
4.	Project Governance and Finance	15
	Annex 1: Gina Maka's Solomon star Report.....	18
	Annex 2: Newspaper Report – Article Statistics	19
	Annex 3: Mock Media Training – Participant Evaluation Following Training	21

1. Executive Summary

Although the last quarter incorporated the Christmas leave period, SOLMAS still managed to deliver a full quarter's worth of activities. Much of the focus was on assisting Solomon Island media to prepare for coverage of the upcoming election.

A real highlight of this quarter was the Mock Media Forum that took place in February. Renowned media veteran, David Tuhunuku and One TV CEO, Dorothy Wickham, took to the stage as mock candidates and fielded questions from the group of 35 journalists. Questions were well-constructed and demonstrated a strong understanding of the Media Forum process. This was the first time that such an event has taken place in Solomon Islands.

Stemming from the election coverage training workshops, and with the support of SOLMAS, a group of media professionals from various outlets have formed a Media Working Group. This group meets regularly to share information on coverage and organise Media Forums in the lead-up to the election. The Prime Minister and Opposition Leader have been put forward to front the Forums.

SOLMAS recruited a Flexible Support Fund Project Officer who commenced late in the quarter; she has been active in managing the approved submissions and has begun working with the applications requiring more detail in order for them to be re-presented to the Advisory.

SOLMAS also commissioned a national survey to assess the relevance and effectiveness of the local media. This will be conducted in the next quarter.



Journalists participating in Mock Media Forum, February 2010

2. Cross Cutting Themes

The past quarter has seen notable achievements in a number of areas including strengthening media awareness of gender and anti-corruption, increased awareness on electoral matters, enhanced levels of professionalism among journalists, capacity building initiatives at SIBC and SICHE (for the Media and Journalism Certificate course), greater stakeholder involvement in all phases of training development, increased engagement of Solomon Islanders as trainers and a growing confidence and capacity among journalists to develop projects that will positively affect the quality of journalism produced going forward.

2.1 Gender

- SOLMAS has taken a proactive approach to gender awareness and consulted extensively with Vois Blong Mere to shape the gender awareness training which will be delivered in March.
- SOLMAS worked with advocates for gender awareness to enhance their media and general audience presentation skills and applied a strengths based approach to encourage media uptake of gender based stories. This approach is producing very positive results as is demonstrated by Gina Maka'a, a young cadet journalist at the Solomon Star, who is now featuring women's stories on a regular basis. Please see Solomon Star story at Annex 1.
- SIBC Partnership Coordinator Wendy Everett has been coaching and encouraging Moddie Nanau over the quarter. Moddie was involved in the Mock Media Forum as the Moderator, a role she had never previously undertaken but performed with aplomb and professionalism. The new skill will assist her future development as a broadcaster/presenter and underpin the professional conduct of future Forums.
- Allison Ofoalau was the SIBC Acting Manager News/Current Affairs during December and January. Wendy Everett coached and mentored Allison on all aspects of the changes made during her time in the role. Allison effectively introduced a five-day roster (previously SIBC reporters were working seven days a week) when her colleagues and supervisors said it couldn't be done. As she reported to the SIBC Management Meeting on third February, "News staff members are pleased with the new arrangement about the roster and are enjoying their day-off."
- A new recruitment process was introduced during the period Allison was acting in the role. Allison saw the process in a positive way and it resulted in a strong short-list and two people recruited. This was followed by another two people who had returned from studying Journalism at University of South Pacific engaged on a casual basis. Allison oversaw their training and led the Newsroom in a professional manner during her time acting in the position. The energy that these young, trained journalists bring to the Newsroom has left her positive about the process of renewal.

2.2 Anti Corruption

- During the quarter, SOLMAS planned and delivered training sessions related to the MASl Code of Ethics. The Training Coordinator, David Barrow, continues to use every opportunity to raise "dilemma" type scenarios in corruption training sessions to challenge journalists, for example "Which way would you go", or "How would you handle this?" This results in journalists thinking and engaging on these situations and challenging and assessing each other's responses.
- Program Manager, Coralie Ferguson and David Barrow met with Andrew Williams from the Police Prosecutions Unit to discuss elements of the "Big Man" theme and how to assist journalists to manage intimidation and ask the hard questions.
- This led to a session dedicated to "Big Man" situations being delivered. Veteran journalists, John Lamani and David Tuhauku, shared their experience with participants which put real situations into perspective and allowed them to understand the processes and dilemmas that can be faced.
- In January and February, through harmonisation with the RAMSI Accountability Program, specialised media awareness training was undertaken for the main anti-corruption Agencies. The Attorney General, Ombudsman and a representative from the Leadership Code Commission attended training that has significantly improved their ability to work with the media and to deal with crises that involve media pressure. The Ombudsman in particular has held two media conferences since undergoing training and performed with a high level of competence. The Ombudsman commented that he now faced the media with a new level of confidence.

2.3 Capacity Development

- The robust relationship between SOLMAS and members of the Media Association of the Solomon Islands (MASI) is evident through enhanced levels of interaction and engagement in SOLMAS training sessions. Journalists are now displaying increased confidence in Q&A sessions and exhibiting a sound grasp of news writing principles such as writing a lead, attribution, story structure and increased awareness of the principles of storytelling. These traits have all improved since SOLMAS commenced training in August 2009. While further improvements are still needed, these developments are significant.
- SOLMAS is utilising the skills of Solomon Islanders wherever possible as trainers. This has included David Tuhauku, Dorothy Wickham, Roselyn Maneipuri, Evan Wasuka, and DPP Ronald Talasasa providing journalists with real examples and understanding of local issues. This contributes to building stronger, more respectful and more meaningful relationships with journalists which is a key element in enhancing journalists capacity development.
- Counterparts are playing a key role in developing content for training. MASI members were consulted for the needs analysis which helped inform and shape the annual training plan. Since then, follow-up face to face meetings have taken place to ensure needs are being met.

GINA MAKAK'A – Solomon Star cadet reporter, Interview with Nina Tuhaika, SOLMAS Project Officer Nina: Can you give me a weakness as a journalist that has picked up since attending SOLMAS trainings? Gina: Writing style since having attended the training has improved so much. I have learnt to structure my news in a proper and professional way. Another area that has improved for me is interviewing people. My interview tactic has improved so much. I now know the right questions to ask to get a good story out of the person I am interviewing. Nina: Highlight a significant peak for you as a cadet reporter since joining SOLMAS training. There should be no changes to this please as it is a transcript. Gina: As a young journalist, I have gained great in-depth knowledge, through SOLMAS training, on what journalism is all about, what is expected of a journalist. I went into this field with no knowledge, and this training has really given me an insight that, to me, is of great value because it makes me understand my job better. Nina: Has the training made any difference to you in reporting women issues? Gina: I can say that gaining in-depth journalism knowledge through SOLMAS training has given me confidence. I see the trainings we're receiving as an elevation to my career and I am so happy that such training is available to media in Solomon Islands. Especially for cadet reporters, there's better understanding on our job. Nina: Have you learnt anything of value reporting corruption?

- These meetings also provide an opportunity to obtain detailed quantitative data on the skill levels of journalists who are attending training.
- SOLMAS has built a strong relationship with the Solomon Islands Electoral Commission and the RAMSI Electoral System Strengthening Program, with a proportion of SOLMAS training allocated to electoral awareness.
 - SOLMAS undertook extensive research to refine the Election coverage training; this research included engaging in detailed discussions with the Solomon Islands Electoral Commission (SIEC) on voter registration and education. Engaging media counterparts in the development and delivery of training forms a pillar of sustainable capacity development.
 - An Election Coverage Workshop facilitated by SOLMAS resulted in the formation of a Media Working Group of senior journalists who aim to guide combined media coverage of the 2010 election. After several meetings, the Group plans to have at least three Media Forums featuring the Prime Minister, Leader of the Opposition, and Media Commentator and founder of the Solomon Islands Development Trust, John Roughan. This is the first time the Solomon Islands media has worked together towards a common goal. SOLMAS has supported and encouraged this cooperative approach to ensure the media achieves the best possible coverage of the next election.

3. Project Outcomes

Component 1: Strengthening Capacity of Commercial and Community based Media

Focus Group and Training Strategy:

- A Focus Group has been established to report quarterly on specific areas of SOLMAS media training performance including monitoring changes in work practices as a result of training and providing advice on content for future training. Results from the Focus Group will be provided next quarter.
- In keeping with the approach of involving counterparts, the Focus Group consists of Dorothy Wickham, CEO One Television; Pamela Zoloveke, Publisher National Express Newspaper; Fr. Ambrose Periera, Head of Catholic Communications, Don Bosco; Priestley Habru, Editor Island Sun Newspaper; Ofani Eremae, Editor, Solomon Star Newspaper; and Walter Nalangu, Manager of News, SIBC.
- The Training Plan was finalized and each member of the Focus Group was consulted on the Plan up to 1 April 2010. They were also made aware of SOLMAS' priorities including election coverage and cross-cutting issues. The Training Plan was approved in late January 2010 with the following recommendations:
 1. A focus on English grammar
 2. Provision of training time for Seventh Day Adventist media staff
 3. Provision of specialist sports broadcasting training

- Stemming from the recommendations SOLMAS has secured the services of Roselyn Maneipuri, Head of the Diploma Program at SICHE to undertake grammar specific training sessions over two consecutive Saturdays. This training is expected to make a substantial difference to the quality of writing observed in the print and broadcast media. Provisions for Seventh Day Adventist journalists to be involved in training were also made by incorporating a number of Sundays to undertake training specifically for this group of people.

SICHE – Media and Journalism Certificate Course

- Building on the relationship, SOLMAS has continued to liaise with SICHE regarding the Media and Journalism Certificate course. SICHE invited David Barrow to sit on the selection panel to secure lecturers for the course and act as the convenor of the Course for the first six months.

Training

- A detailed election coverage training plan was devised to ensure journalists provide effective coverage during the National Election.
- One-on-one training took place with Josephine Teakeni, Head of Vois Blong Mere and her assistant, Lisa Horiwapu. The training was designed to enhance their presentation skills for the gender awareness conferences that took place in December.
- Meetings with Vois Blong Mere, Alice Pollard, Roselyn Maneipuri was undertaken to develop ideas for a Gender Awareness Media Forum. Further ideas for training were developed after attending presentation by RAMSI Gender Advisor, Susan Ferguson, who is undertaking a Gender Stocktake of all the RAMSI programs, including SOLMAS.

- The Training Coordinator commenced a process to assess all three Solomon Island newspapers from August 2009 to current day to examine changes in reporting performance of journalists in the frequency of reporting gender, anti-corruption and electoral matters. Significant improvements have been observed in layout of newspapers, story structure (strong leads and logical order to support material). Please see the tabulated results at Appendix 2.
- Veteran journalist, David Tuhanuku has agreed to continue contributing to SOLMAS training. His involvement will ensure that the training maintains a high cultural relevance to Solomon Islands.

DAVID TUHANUKU – Veteran Journalist/MASI-SOLMAS co-trainer interview with Nina Tuhaika, SOLMAS Project Officer

Nina: Give us an overview of how SOLMAS training has benefitted local journalists.

David: It provides an avenue where local journalists can come together, interact and have a sense of belonging to one particular profession and ideal. It also introduced them to a lot of the fundamental of journalism and media.

One aspect that could be considered, the training needs activities that involve more participation from journalists, and more defined issues. Defined training needs to be more specific and more focused. Coordinator can consider designing training to become more analytical by getting journalists to understand issues more in-depth, and be structured in the way they look at issues, which will also reflect in their writing and presentation.

Nina: Looking back from when you first observed SOLMAS training, what changes have you seen?

David: When I first involved myself in the training, there was a sense that journalists and media representatives were trying to grasp many of the fundamental issues. But as time went by, journalists and local media representatives have become more defined in the way they see issues relating to their work as journalists. They are much more focused than when the training first started.

Component 2: Strengthening SIBC effectiveness and appropriately differentiating its role as the emergency services provider and national public broadcaster

The Henderson transmission site restoration program is well underway:

- Most of the parts have arrived from various overseas suppliers in readiness for the refurbishment of the transmitter
- Design of the transmitter building renovation has commenced
- Parts have arrived for the repair of the Henderson generator
- Imminent arrival of the aviation lighting for the Henderson masts
- The upgrade of safety aspects of the Henderson feeder lines to the antennae is underway

- The SOLMAS Project Engineer is expected to arrive early in the next quarter and has already begun the design phase with the various suppliers
- Although the 5020 transmitter is back on air, continuing problems are being overcome by SIBC technical staff an AYAD technical volunteer.

The SIBC Partnership Coordinator, Wendy Everett is continuing to work with SIBC Managers focussing on communication, planning, and organic growth.

SIBC General Manager's Development Achievements:

- The General Manager held a successful Staff Meeting to introduce rosters in the Newsroom, Programs, On Air, Security and Drivers, to reduce overtime which last year was running at 19 percent. The GM called the policy 'revolutionary' and told Staff that he is very proud SIBC is leading the way for Solomon Island State-Owned Enterprises.
- The General Manager is using tools developed with Wendy Everett to monitor revenue, budget and inventory and holding daily meetings with the Sales Manager to discuss revenue, initiatives and all aspects of running the Sales Department.
- The General Manager had the confidence to deal with a legal challenge arising from a recent termination.
- The General Manager is taking a positive approach to discipline and training his managers and supervisors to take more responsibility for their actions.
- The General Manager has worked with Wendy to prepare a plan for the senior team workshop on building a "Code of Conduct".

SIBC News and Current Affairs Achievements:

- Acting Newsroom Manager introduced a five-day roster reducing overtime. Recruiting strategies became more sophisticated with senior Newsroom staff using a short-list, writing and voice tests, and interview questions that tested current affairs knowledge and news sense in a general way so non-reporters were not disadvantaged. An induction list for recruits has been developed which requires their initiative to arrange their own training with experienced staffers.
- Weekly training workshops for the Newsroom recommenced in February, focusing initially on training for the three new reporters on basic journalism skills.
- Parliamentary coverage improved considerably with the appointment of a dedicated reporter and continual support for her in her new role.
- Election Coverage initiatives include a dedicated filing system for news releases, using the electronic diary system and improving the electronic contacts list.
- Daily Editorial Conference is now almost entirely in Pijin, making them much more fluid than in English. The reporting team debate the News agenda. Manager News often leads it and one of the new reporters does the scribing which gives them a good understanding of the News agenda and how to develop stories.

Improvements to be made:

- News is sometimes not as robust as it could be. Mistakes have been made including not covering the launch of the Opposition Leader's Party, and an incorrect story on a High Court decision about a former Prime Minister. However, lessons have been learned and corrections were made.

Program Department Achievements:

- SIBC Programs Supervisor, Moddie Nana, very successfully moderated the Mock Media Forum for journalists and is preparing to MC a major function for International Women's Day. The coaching involved putting Moddie on the stage in front of Program Staff for the first time; this gave her the confidence to make her first public speech.

- Sales and Marketing Department Achievements:**
- The General Manager has put the spotlight on the performance of the Sales team and especially the Sales Manager because of low revenue figures.
 - The General Manager holds a meeting daily with the Sales Manager and there are regular meetings with Wendy to discuss strategy and initiatives.
 - The Sales Manager reports he is now holding regular meetings with his staff.
- Improvements to be made:**
- Continuing engagement with the Sales Manager to improve his relationship skills both internally and externally.
- Finance Department Achievements:**
- Improvement of service message revenue has been achieved with the 5020 transmitter being restored to air (so the public can now make and receive their messages); using the sales inventory management system; and by securing the cash in a lock-box, ensuring the correct takings for the messages can be accounted for.
 - A list of budget-driven targets for 2010 that details the weekly and monthly revenue required is graphed daily by the GM
 - Finance Manager is restructuring his Department and has recruited a casual after two Finance staff were terminated for stealing.
 - Finance Manager is taking a new approach to debt collecting and has employed an agent to work on commission.
- Improvements to be made:**
-
- Administration Department Achievements:**
- The General Manager has introduced a new policy that staff cannot "buy out" outstanding leave (for example, the Program Manager has more than 12 months annual leave accumulated and he has been instructed to take his leave). The policy is aimed at improving Staff health and SIBC's bottom line.
 - SIBC now has a telephone list for all Staff: office extension, home and mobile, although seemingly simple, this has been very useful in ensuring all staff are contactable.
- Other Improvements to be made:**
- There has been little improvement in maximising the pool of vehicles which is very problematic. This will be a focus of the second quarter of 2010.

Nina: As a qualified journalist who has been in the field for three years, what impact has SOLMAS training sessions had on you?

Ruth: Honestly speaking, a lot of stuff I learnt with SOLMAS, I wish I could have learnt all that in Uni. Especially S.V.O (Subject, Verb, Object) – I never learnt that in Uni. Just the whole environment of learning with all the journalists in Solomons is more meaningful, has much more impact to me as a journalist in the Solomons. In USP, the experience was more fragmented. We learnt more general stuff than anything, nothing specific. Despite three years in journalism, what I learnt here has had a lot more impact than what I learnt in Uni. It's the same sentiment from new graduates - Lyn Vaike (SIBC) and Atenia Tahu (SIBC). It goes to show that journalists (cadet or qualified) should allow their minds to be open and absorbent for new things, especially when opportunities as such arise for us here in Solomon Islands.

Nina: Are journalists in your workplace benefiting from training you have obtained? How? (Those who have not been attending training, has there been any benefit from you as a regular attendee?)

Ruth: It's all beneficial training that has helped to build us up again. For some, it's a matter of re-visitation of what we usually take for granted and it gets put back into perspective. We see the importance all over again. Electoral Commission involvement is helpful. This has established new relationship between media and Electoral Commission. It creates mutual respect between the two parties. Having Jeremy there (Electoral Commission) is a bonus. He knows PR is needed in that office.

For those who don't attend the SOLMAS trainings, we share our notes and share our "eye-openers" with them, which they appreciate so much. We let them know what we are doing, so they don't feel left out or not know what is happening. Knowledge is something to share, information is something to share. As much as it will help me, I care about my colleagues' work and it is one reason why I share with them what I learn. It's very fulfilling when you discuss what you have learnt with your media colleagues in the newsroom.

Nina: Overall, how do you see the effects of the training flowing through the others?

Ruth: I think it makes us journalists work harder, more interested in what we are doing with all the knowledge and guidelines SOLMAS training has provided. The training has revived interests in our job. Others in the other media organisations, they have said so many positive things about SOLMAS training. It's given them, and me, reason to be confident with new knowledge, practical sessions and now the grammar session. Journalists now want to be more careful in their work presentation and their writing style. Now it's like the basis of our discussion is SOLMAS trainings. For those of us who come on a regular basis, it is now becoming the basis of our discussion – what we have learnt, how it has helped us, new discoveries etc.

Only one thing we don't like is the coffee mix and coconut biscuits! Coffee mix is good. It's the coconut biscuit. Sandwich would be a good replacement. Another issue is seating arrangements. Especially when wanting to take notes. Last week's seating arrangement was good (Grammar session with Roselyn). Otherwise, the training is a huge bonus.

Nina: What new thing can you point out as having learned through SOLMAS training?

Ruth: Karen Ingram Hall's session was all new to me. The S.V.O format, sessions on radio that Wendy Everett took, where she showed us the three types of bulletins. All those styles of writing for radio were all new for me. It was focused and really, really helpful. I value the very, very lovely quote of Rudyard Kipling on five "W's" and one "H" (who, what, where, when why, how) that was shared in one of our sessions. Overall, the SOLMAS training is real benefit to local journalists, both cadet and qualified ones.

Component 3: Support to the SI media to accurately disseminate information provided by SIEC and to report on election processes, campaigns and outcomes in a balanced manner

Much work has begun to build the capacity of the media to report on the forthcoming National Election. A media coverage strategy has been developed for this purpose and during the next quarter, SOLMAS will be engaging a specialist on election coverage to lead the training.

While the Prime Minister has yet to call the election, it must be held between June and August.

Achievements for this quarter:

- SOLMAS, the ESSP and the SIEC delivered structured training to journalists with the aim to improve the working relationship between the Commission and the media, particularly in the area of education on voter registration and awareness. Journalists have noted they have established stronger relationships with the SIEC.
- Extensive research work has been undertaken by SOLMAS staff to understand the nature of media coverage over the period of the 2006 national election—specifically, the lead up, the count and the government forming period. SOLMAS staff interviewed key stakeholders who were present during the 2006 election to form a view around what elements needed improvement during the 2010 election period.
- SOLMAS reviewed the newspaper coverage from January 2006, until the end of May, 2006. There was extensive and solid media coverage leading up to the election, and for the count. However during the government forming period media access was limited with some parties open to journalists while others were completely closed. This review found that access to candidates and gaining information was difficult. The aim of the assessment was to find potential ways to overcome the lack of information flow and ways to engage the Parties in the deliberation phase. With more media operators' active in 2010, and specific training initiatives conducted, it is hoped that there will be a strong and steady flow of information.
- During February, SOLMAS initiated an initial meeting of senior journalists from all mainstream media. Subsequently, a collaborative Election Media Working Group was formed for the first time in the Solomon Islands. The work of this Group will facilitate the organisation and running of Election Media Forums in the run-up to the National Election. This is the first time all media have cooperated to achieve a common goal. SOLMAS has encouraged and supported this initiative from conception and this is a measure of the growing confidence SOLMAS is building among journalists to act strongly and independently in the quest for news.

- SOLMAS conducted a Mock Media Forum as a training exercise on 27 February to build the confidence and interviewing skills of journalists in preparation for the next election. David Tuhunu and Dorothy Wickham were placed as "mock" election candidates and presented their "manifestos" to the journalists. The vigour of the debate, the quality of the questions asked and the newsworthy information obtained are all measures of improved journalism skills. 34 MASI members attended including senior members of all mainstream media. Success was measured by the high degree of participant engagement; strong, well reasoned questions and a preparedness to probe deeply into the issues involved. The success of this Mock Forum was a major achievement of training and indicates the rising level of professionalism in the media. All of the skills demanded of journalists present at this training

are those covered in some detail during SOLMAS training over the past six months. Please Annex 3 which demonstrates the improved abilities of staff who attended the training.

Component 4: Flexible Support Fund

Nina Tuhaika was recruited as FSF Project Officer and commenced on Monday, 15 February 2010. Coralie is introducing Nina to the Flexible Support Fund Advisory Group members and FSF applicants, and has begun managing the successful applications. There are four pending applications which require further preparation for re-presentation to the Advisory and Nina is working closely with these applicants.

Nina has also been instrumental in successful communications with one of our MASI Members to bring him back into the fold of SOLMAS deliverables.

Some of the successful FSF applications have now been completed please see table below:

Organisation	Submission Description	Status	Total cost
Don Bosco	2 applications for media training	Complete and paid in full	\$80,000 Paid
MASI	Update Code of Practice and Constitution	Continuing – exploring options for specialist	TBC
Island Sun	Website	Awaiting re-quote required	TBC
One News	Website	Accepted, first monthly invoice of 12 – paid.	\$106,000
MOCA	Specialist to provide digital overview	SOLMAS exploring options for briefing by specialist.	TBC
MOCA	Specialist to review and draft broadcast legislation (radio/television)	Awaiting further information from new Telecommunications Commission	TBC
Government Communications Unit	Website	Re-quote provided	\$60,000
Giud News Radio	How to undertake a survey	To be undertaken in conjunction with all media survey.	\$25,000 (estimate)

Still awaiting further information/substantial logistical re-working required:

Organisation	Submission Description	Status	Approx cost
PF Net	Bring all regional staff together for training and workshop	FSF PO working on logistics	\$375,000
SIDT	Training for 8 Isabel FM radio	FSF PO working on	\$135,000

Engagement with the Ministry of Communications and Aviation Permanent Secretary and his Spectrum Director has continued in this quarter. Further discussions on media regulation have taken place and the Permanent Secretary is considering the benefits of combining the radio, television and new media laws.

Matt Hodge-Kopa from the Economic Reform Unit within the Ministry of Finance introduced the new Telecommunications Commissioner, Nicholas Williams to SOLMAS Program Manager Coralie Ferguson and Program Administrator Jessica List.

There was a general discussion about the setting up of the Commission, and the issues ahead for the Commissioner. Some of the points raised included competition, regulatory limitations, the possibility for the Commission to regulate broadcasting, and how the Spectrum will be managed. It was agreed to meet again once the setting up of the Commission is properly underway. The Commissioner appeared to be open to the suggestions of the possibility of a joint telecommunications/broadcasting regulator but there is much work to be done to set up the Commission first.

Australian based SOLMAS Project Officer, Jessica List, visited the SOLMAS office in Honiara to work with the Flexible Support Fund Project Officer on setting up systems and training in all aspects of ABC policies and procedures including Procurement, Travel and OH&S. Jessica assisted in setting up monitoring and evaluation systems, spreadsheets and reporting mechanisms to ensure the robust and compliant administration of the fund. Jessica also took the opportunity to meet with her new counterpart at RAMSI, Moses Tongare, to discuss SOLMAS and review the latest acquittals and remaining budget for 2010 including the redistribution of funds from the Content Development Fund and the upcoming Solomon Islands all-media survey.

Component 5: Program Management

Organisation	Submission description	Details	Approx cost
Solomon Star	Sales training	Sales Training will be provided for all media later in the year	
PAOA Fm	Sales training	Sales Training will be provided for all media later in the year	

Applications that will not be approved:

Star Print	Colour printing specialist	Awaiting cost estimates	TBC
Vois Blong Mere	Training and conference for all staff	Awaiting cost estimates	\$130,000
operators, committee members logistics			

4. Project Governance and Finance

Financial expenditure

This second quarter of Phase 2 has seen an underspend in most areas with a total expenditure of \$291,442.96 which is \$120,595.83 less than originally anticipated.

Inputs were the only area that saw any overspend with a total of \$8,699.74 more being spent than originally anticipated when the budget was first drafted. This overspend was mainly due to a timing issue with this quarter having 7 pay days rather than 6. This overspend was predicted and actually evened out the underspend that was observed in the previous quarter.

The Reimbursable area has seen an underspend of approximately \$28,481.30. This was due to several factors including the delayed start of the FSF Project Officer; it was originally anticipated that this role would start in January; however the employee actually began in the role in late February. The rest of the underspend was mainly due to conservative estimates during budgeting time and the strength of the Australian dollar in this last quarter. Travel that was budgeted for and taken in this period was actually paid for in the previous period (where there seemed to be an overspend). Likewise there will be a delay in some costs coming on to the books from expenditure committed in this period, however not yet paid for, for example SOLMAS car parking.

The Flexible Support Fund experienced the largest underspend in this quarter. This is mainly due to activity commencing, but invoices not yet flowing through. This was the case with 'FSF Other Media Projects' which will be the All Media survey – this work has been commissioned, however the payments will not start flowing through until next quarter. The infrastructure projects and the SIBC Financial Management Advisor look to be overspends, however these are costs from the last quarter which are only flowing through now. Some of the FSF media projects 'round 1' were approved, however not yet invoiced. This expenditure is expected to flow through to the next quarter. The Media and Journalism Training area experienced an underspend due to the less activity taking place this quarter with the Christmas break, however this is expected to pick up and will even out in the coming quarter.

RAMSI approved SOLMAS to carry over the \$27,933.99 that was underspent in the inputs from the first phase into the Flexible Support Fund for this phase. This will be calculated into the budget for the next quarter. It is expected that most of this carry-over will be spent on the all Media Survey.

Project Risks and Changes

The Risk Matrix is monitored in an ongoing basis. To date, all risks outlined in the Annual Plan are still current. The Risk Matrix will be reviewed in the next quarter to ensure risks are consistent with the environment in the lead up to the election and with the continuation of activities.

2009 BUDGET ACQUISITION

SOLMAS Acquittal Budget

1st December 2009 to 28th February 2010 (Acquittal)

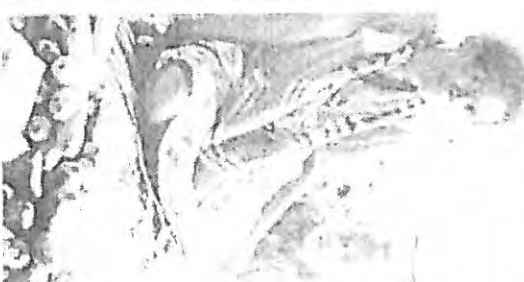
Expenditure	Program 900 Budget to p/c 28.02.10	Program Actuals to p/c 28.02.10	Variance	Explanatory note
INPUTS				
Program Manager Fixed Remuneration	140,476.80	142,802.95	-2,326.15	
Team Fees	1,000.00	34.00	966.00	
Total Other Program Manager Support Cost	1,150.00	34.50	1,115.50	
Grand Total Program Manager	140,620.80	142,807.45	-2,186.65	
SIBC/ABC Partnership Co-ordinator Fixed Remuneration	131,764.00	132,824.08	-1,060.08	
Grand Total SIBC/ABC Partnership Co-ordinator	131,764.00	132,824.08	-1,060.08	
Media Training & Development Coordinator Fixed Remuneration	131,081.00	132,267.42	-1,186.42	
Grand Total Media Training & Development	131,081.00	132,267.42	-1,186.42	
Program Officer Fixed Remuneration	120,519.00	122,879.09	-2,360.09	
Program Administrator Fixed Remuneration	120,519.00	122,879.09	-2,360.09	
Total Australia Based Project Support	\$124,083.00	\$125,783.34	-\$18,699.74	2nd Quarter has 7 pays rather than 6
TOTAL INPUTS				
OVERHEADS AND MANAGEMENT				
OVERHEADS AND MANAGEMENT	\$31,600.00	\$31,600.00	\$0.00	
REIMBURSABLES				
Office	5,000.00	5,172.10	-172.10	
Printing	1,000.00	1,000.00	0.00	
Postage	1,000.00	1,000.00	0.00	
Travel	1,000.00	1,000.00	0.00	
Telephone	1,000.00	1,000.00	0.00	
Internet	1,000.00	1,000.00	0.00	
Office Supplies	1,000.00	1,000.00	0.00	
Travel Expenses	1,000.00	1,000.00	0.00	
Other	1,000.00	1,000.00	0.00	
Total Office	\$17,761.00	\$17,761.00	\$0.00	
Locally Employed Staff				
Remuneration Fees Advertorial	1,000.00	1,000.00	0.00	
Local Government Support	1,000.00	1,000.00	0.00	
SOLMAS Centre Assistant	1,000.00	1,000.00	0.00	
SOLMAS Cleaner	1,000.00	1,000.00	0.00	
Self Employed Manager	1,000.00	1,000.00	0.00	
Total Locally Employed Staff	\$5,800.00	\$5,800.00	\$0.00	

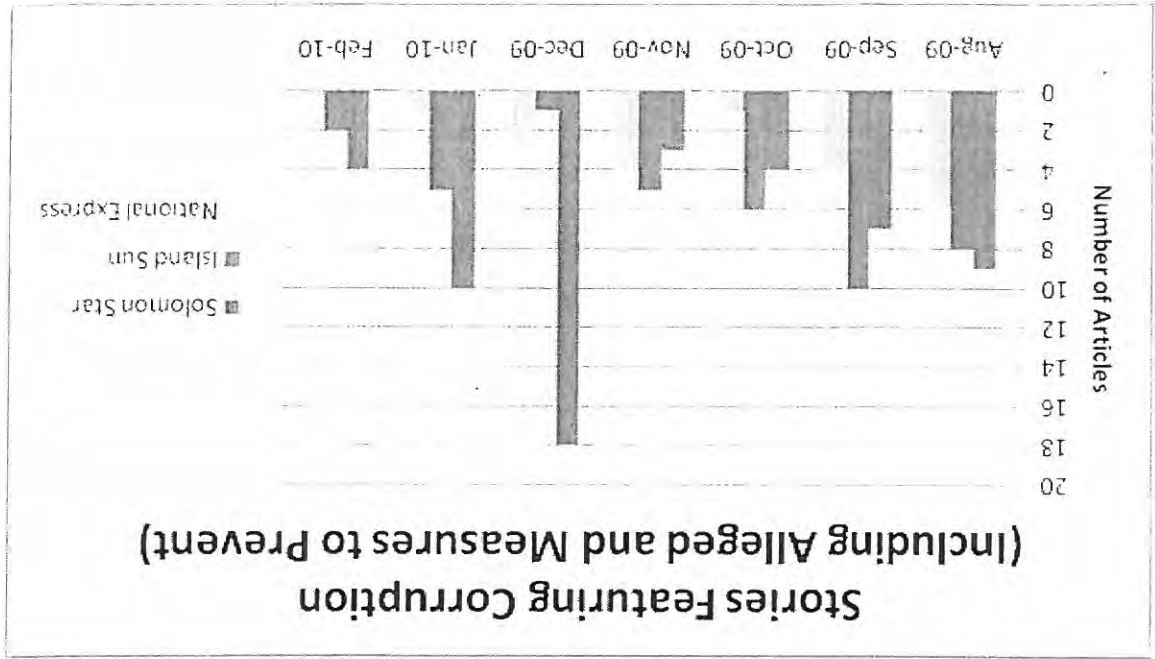
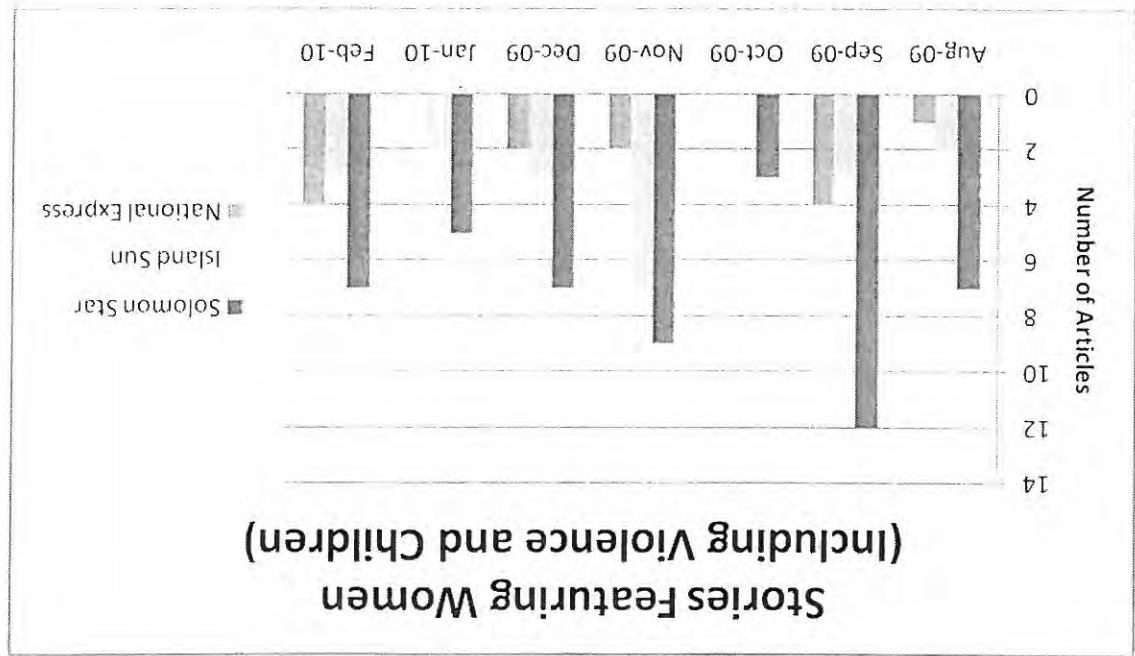
SOLMAS Acquittal Budget

1st December 2009 to 28th February 2010 Actual

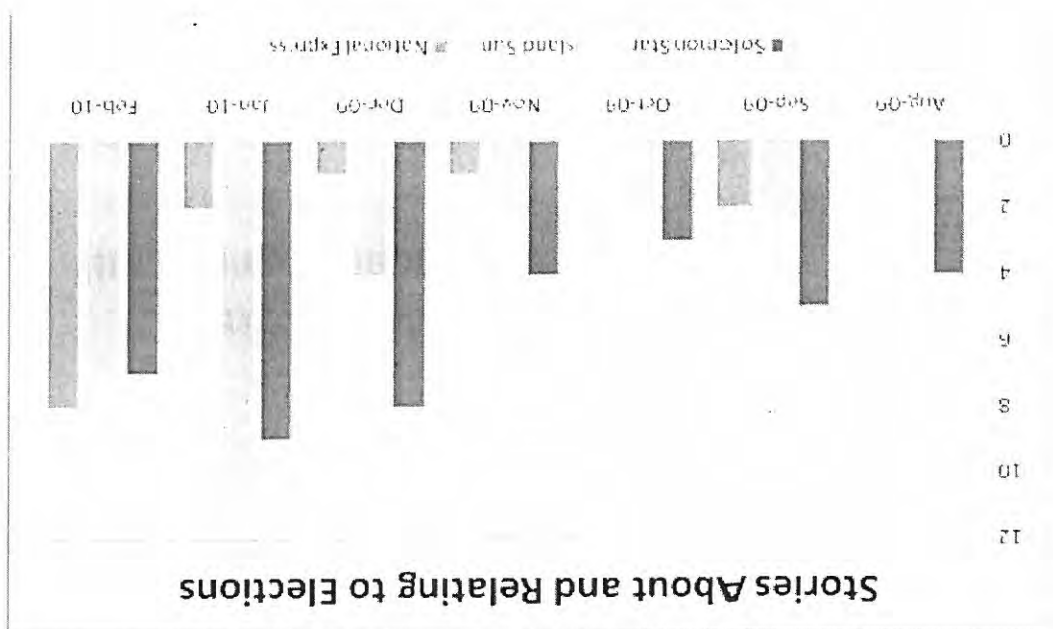
Expenditure	Program ROU Budget to P* 26.02.10	Program Actuals to P* 29.02.10	Variance	Explanatory note
Reimbursables Other				
2009 Annual Costs: Travel Insurance	1,000.00	500.00	1,000.00	
Program Manager Storage Fees (Australia)	1,000.00	1,000.00	1,000.00	
Abroad Travel: Consultant Renewal of car costs	2,000.00	5,000.00	3,000.00	Remainder of costs yet to flow through
Biopsy: Transport to Box	1,000.00	300.00	1,000.00	
Travel & Accommodation (including Australian based staff)	10,000.00	5,000.00	10,000.00	
Meeting Refreshments: Water etc	1,000.00	1,000.00	1,000.00	
Miscellaneous	1,000.00	1,000.00	1,000.00	
Home Fees				
Total Reimbursables Other	\$23,682.50	\$4,431.87	\$19,250.63	
TOTAL REIMBURSABLES	\$47,343.48	\$18,062.18	\$28,481.30	Note: In-country spending not processed into SAP yet for 26.11.09 to 28.02.10
FLEXIBLE SUPPORT FUND				
Administration: Monitoring & Evaluation Specialist	1,000.00	1,000.00	1,000.00	
Administration: Monitoring & Evaluation Specialist	1,000.00	1,000.00	1,000.00	
Travel: Monitoring & Evaluation Specialist	1,000.00	1,000.00	1,000.00	
Independent Program Assessment Team X 2 - remuneration	1,000.00	1,000.00	1,000.00	
Travel: Travel X 2	1,000.00	1,000.00	1,000.00	
Travel: Per Diem	1,000.00	1,000.00	1,000.00	
Travel: Conference: Medical Phases, etc.	1,000.00	1,000.00	1,000.00	
Subs: Monitoring & Business Development Specialist	1,000.00	1,000.00	1,000.00	
Subs: Financial Management Specialist - Travel Accom: Per Diem	1,000.00	1,000.00	1,000.00	
Subs: Financial Management Specialist	1,000.00	1,000.00	1,000.00	
Biocases: Logistics Specialist - Travel Accom: Per Diem	1,000.00	1,000.00	1,000.00	Budgeted for 1st Quarter but payments only flowing through now
Biocases: Logistics Specialist	1,000.00	1,000.00	1,000.00	
ESF: All Media Projects - Project 1	1,000.00	1,000.00	1,000.00	Work delayed
ESF: Other Media Projects	1,000.00	1,000.00	1,000.00	
Content Development Fund	1,000.00	1,000.00	1,000.00	
Infrastructure Projects: Foundation Fund Size	1,000.00	1,000.00	1,000.00	
Test: Project Manager: Andrew Accron	1,000.00	1,000.00	1,000.00	Budgeted for 1st Quarter but payments only flowing through now
Other Projects: Media & Journalism Training	1,000.00	1,000.00	1,000.00	
TOTAL FLEXIBLE SUPPORT FUND	\$209,111.71	\$108,297.44	\$100,814.27	
ROU GRAND TOTAL	\$412,038.79	\$291,442.96	\$120,595.83	

Women who struggle to make ends meet

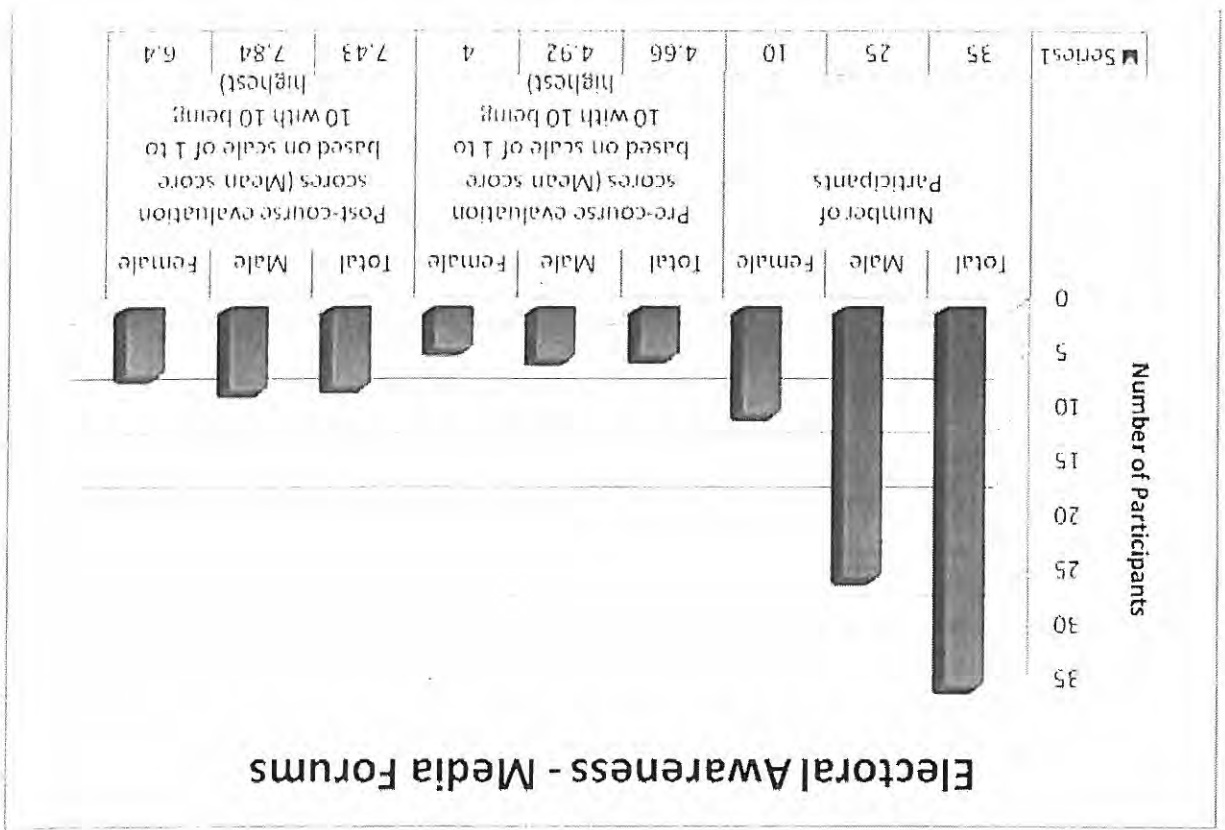




Stories About and Relating to Elections



Annex 3: Mock Media Training – Participant Evaluation Following Training



Solomon Islands Media Assistance Scheme SOLMAS

Phase 2, Quarterly Report 1 September – November 2009

Compiled by Corallie Ferguson, Program Manager and Jessica List, Project Officer
Endorsed by Rob Batten, Project Director
10 December 2009

Table of Contents

1.	Executive Summary.....	2
2.	Operating Climate and Context	4
3.	Cross-cutting Themes for SOLMAS and RAMSI	5
3.1	Gender	5
3.2	Anti Corruption	5
3.3	Capacity Development	6
4.	Project Outcomes	7
	Component 1: Strengthening Capacity of Commercial and Community-Based Media.....	7
	Component 2: Strengthening SIBC effectiveness and appropriately differentiating its role as the emergency services provider and national public broadcaster.....	10
	Component 3: Support to the SI media to accurately disseminate information provided by SIEC and to report on election processes, campaigns and outcomes in a balanced manner.....	13
	Component 4: Flexible Support Fund.....	14
	Component 5: Program Management.....	15
5.	Project Risks and Changes.....	16
6.	Project Governance and Finance.....	17
7.	Annexes	
	Annex 1 "Cash Flow Crisis" Solomon Star, Friday 4 December 2009	20
	Annex 2: Island Sun 14, November 2009, page 20	21
	Annex 3: Solomon Star, 24 June 2009, page 5	22

1. Executive Summary

As SOLMAS completes the first quarter of the second year into the Program, we highlight two major accomplishments.

- During the first year of the Program, SOLMAS worked with our counterpart the Media Association of the Solomon Islands (MASI) and the Solomon Islands College of Higher Education (SICHE) to gain support from the Prime Minister and Minister for Education. This resulted in a full commitment and an announcement to commence the Certificate of Media and Journalism Course at SICHE in early 2010. The SOLMAS Training Coordinator will convene the Course for six months in 2010. Please see Solomon star report at [Annex 1](#)
- In October, the SOLMAS Project Engineer arrived to start work on the restoration of the SIBC HF (SW) transmitter at the Henderson site. It had been off air for ten months. The service was restored at 8pm on Wednesday 7 October and could be heard loud and clear in distant Temotu Province.
The following morning, an earthquake struck near Vanuatu, Rennell, Bellona, and Temotu, measuring 8.6 on the Richter scale. Within minutes of confirmation from the disaster authorities, SIBC aired news bulletins and emergency tsunami alerts every 15 minutes until the alerts were cancelled. Solomon Islanders were able to move to safer areas. Whilst there was no subsequent tsunami, SIBC was the primary communication vehicle for this emergency and was recognised by senior government officials.

Other achievements for the quarter:

- Demonstrated improvement in the media sector as a direct result of the SOLMAS Training Coordinator's media and journalism training sessions. As many as 50 professionals attend the sessions which include group/team work and practical exercises (mock media conferences, one on one training), and there is a strong sense of accomplishment throughout the various media organisations.
- SOLMAS engaged five visiting short-term advisors who introduced new editing skills for the production of radio programs, production of professional standard radio commercials/jingles and promotions, improved television production skills and productivity in the areas of editing, production of commercials, camera operation, sound recording, and news management processes.
- As a result of the engagement of the Sales and Marketing Advisor, and the Finance Advisor for SIBC, processes, procedures, and job descriptions have been produced within a collaborative workshop approach. Substantial reforms are underway within SIBC.
- Harmonisation occurred with the Japanese International Cooperation Agency (JICA) regarding their commitment to providing Disaster Broadcasting systems for SIBC and NDMO.

This has included involvement in completing an MOU between the relevant agencies on the process of "Disaster Broadcasting". Several meetings have taken place and SOLMAS is working closely with the JICA engineering team to avoid duplication of infrastructure and ensure that the SOLMAS commitment is enhanced. SOLMAS is also working closely with the Economic Reform Unit (ERU) within the Ministry of Finance in supporting the SOE Strengthening Program, and the deregulation of the telecommunications sector.

- On 28 October, SOLMAS conducted a workshop with SIBC senior managers to identify the Community Service Obligations. This resulted in the preparation of a formal report and request to the Prime Minister for recurrent annual funding (\$1,600m). We are awaiting the outcome.

- SOLMAS has developed a strong relationship with the Electoral System Strengthening Program (ESSP) and the Electoral Commission (EC), and is completing a substantial strategy for media coverage of the election cycle, including the critical period after vote counting and as the new Government being formed. Several training sessions for media journalists on election awareness has resulted in a much greater understanding of the electoral cycle process and journalists obligation to cover the election in balanced and fair manner.

- The Flexible Support Fund (FSF) has had a total of 15 applications for assistance. Nine applications were successful. Another 4 applicants are to provide further information and only 2 applications were unsuccessful, mainly due to duplication of training that will be provided by SOLMAS later in 2010.

- SOLMAS is continuing a strong and trusting relationship with the Permanent Secretary and Director of Spectrum at MOCA.

- Financial expenditure is on track although an under spend was experienced in this quarter, this is expected to even out in the next quarter with a high level of expenditure on the short wave restoration project taking place.

2. Operating Climate and Context

During the quarter, there have been beneficial changes to the ongoing economic situation in Solomon Islands. While the Global Financial Crisis hit the Solomon Islands economy hard, there are also some positive signs.

Context

- Unemployment is up to 70%. The formal employment sector accounts for only about 16 percent of the working population, the majority of which are concentrated in and around Honiara.¹
- Low literacy levels, with illiteracy rate of 23.4%²
- Aging infrastructure (roads, water, electricity, schools, public buildings)
- Government support to Ministries and Agencies is severely reduced due to lack of funds. The Solomon Star reported last week that the Electoral Commission's awareness programs, logistics and training of officials had been delayed due to lack of funding from the Government. (Palmer 2009, p. 1) See Annex 1.
- Lack of funds also has a knock-on effect to every organisation and businesses within Solomon Islands
- Government is the largest media client and a very slow payer
- Savo/Russell by-election was won by Sir Allan Kemakeza, however due to his criminal charges there has been a challenge which will be heard in the High Court in December 2009.

Positive Signs:

- Current Government and PM achieving substantial reforms
- Solomon Islands Telecommunications Act was passed allowing for competition in mobile phone sector in early 2010
- Gold Ridge gold mine is gearing up to re-open the mine with a new equity partner
- ANZ Bank reports that production and export of logs, copra, alluvial gold and palm oil are up and inflation has dropped to 3.4% (November, 2009)³
- The Solomon Islands dollar is strengthening against the US\$ for the 6th consecutive month, but weakening against the Australian and New Zealand dollar⁴
- High exposure to China should support future growth⁵

¹ Wiederhofer, Woo and Clarke 2008 Solomon Islands Youth in Transition, Key Findings, Options and Recommendations of the Youth Scoping Mission
<http://siteresources.worldbank.org/INTEAPREGTOPSODCEV/Resources/081201WorldBankSolomonIslandsYouthInTransition.pdf>
² 2009 UNHD Human Development Report, Solomon Islands
http://hdrstats.undp.org/en/countries/country_fact_sheets/cty_fs_SLB.html
³ Garrett, J 2009, 'Commodities lead Solomons economic revival', *Australia Network News* retrieved from <http://australianetworknews.com/story.htm?id=24355>
⁴ Ibid
⁵ Ibid

3. Cross-cutting Themes for SOLMAS and RAMSI

3.1 Gender

"As one who regularly addresses groups and deals with the media to raise awareness of women's issues, I am now benefitting from the one-on-one coaching provided by SOLMAS. I am more confident and have a better focus on how to convey specific information and I am looking forward to more one-on-one training to make further progress". (Josephine Teakeni, Director, Vois Blong Mere, December 2, 2009.)

SOLMAS plays an active role to support women's issues, particularly those related to violence against women and children. All journalists are made aware of the need to report such issues.

Achievements

- Stories highlighting gender inequities reported widely and often
- Media hard line evident in stories featuring violence against women and children. Media clearly see the issue as not acceptable. The Reverend Reitseveld's *Thought for the Day* piece in *Solomon Star*, 1 December 2009 highlights the Media's critical role in discussing issues such as domestic violence.⁶

SOLMAS continues to devote one-on-one training to Vois Blong Mere. The achievements noted in the above quote directly reflect this effort which has resulted in:

- Improved media presentation skills displayed by leader of Vois Blong Mere – the leading women's advocacy group in the Solomon Islands;
- Enhanced understanding of audience needs providing stronger and more relevant focus resulting in more effective presentations;

SOLMAS has begun initial discussions with senior women at SIBC about forming a women's group to actively support female staff, several of whom are bashed and abused regularly by their husbands/fathers. The group will be led by a senior broadcaster who stayed behind with SIBC during the tensions in order to 'give hope to the Nation'.

3.2 Anti Corruption

"Values and Ethics – most journalists now seem to have 'got' it". (John Lamani, Owner and Publisher, *Solomon Star Newspaper*, November 2009).

As a result of training sessions dedicated to the Media Association of Solomon Islands (MASI) Code of Ethics, values and ethics principles are now being applied more evenly and consistently by journalists. Evidence of this achievement includes:

⁶ Reitseveld, K 2009 'Thought for the day – domestic violence', *Solomon Star*, 1 December 2009 retrieved from http://solomonstarnews.com/index.php?option=com_content&task=view&id=13675&Itemid=122

3.3 Capacity Development

- Demonstrated willingness of media to publish stories relating to electoral matters, issues of corruption and gender equity;
- Demonstrated understanding of the importance of media ethics and values in storytelling to establish balance, honesty and fairness;
- Reporters are daily demonstrating a growing confidence in their ability to address difficult and confronting issues that prior to SOLMAS training were seen as threatening or 'too hard'. An example is the campaign waged by the local media against the Parliamentary Entitlements Bill. This Bill was ultimately defeated largely through the public outcry generated by intense media coverage.

Achievements with SIBC

- The SIBC Partnership Coordinator is contributing to strong improvements in the General Manager's development. The GM has demonstrated a growing confidence and ability which has resulted in strong action against underperforming staff. In this period, several staff members have received letters asking them to improve their performance; at least three have received first or second warning letters; one staff member is being dismissed for stealing; two are being retired.
- The General Manager is investing time and effort in "walking around" and involving himself in day-to-day activities with staff members. This has resulted in increased staff morale, better relationships between mgmt and staff and demonstrates the GM's increased confidence.
- During the quarter the General Manager was involved in a difficult confidential and sensitive disciplinary situation with one of the senior managers. The General Manager resolved the situation in a confident and professional manner using the Program Manager's support.

SIBC News and Current Affairs

- Manager and Supervisor News and Current Affairs are now formulating realistic budgets; Manager is now using a range of recruiting strategies including improved phrasing of advertisements to get a wider range of applicants, using all mediums to advertise, direct approaches to possible applicants, employing a broader range of staff including part-timers, casuals and stringers, testing promising applicants and finalising the process by writing to unsuccessful applicants;
- The Manager and Supervisor were involved in establishing SIBC's first-ever casual contract and rates. This has resulted in SIBC now having a casual journalist to backfill during annual leave which means less overtime payments and ensures adequate staff available to file stories.
- The SOLMAS Training Coordinator has been developing group work techniques for the training sessions and can see these capacity building efforts rewarded in the confidence of the attendees, and strong improvements in their subsequent reporting
- SOLMAS would like to acknowledge the value of completing the AusAID Making a Difference (MAD) Course. This has enabled us to use many of the concepts in strengthening our own capacity as well as that of others

4. Project Outcomes

"Our journalists now see themselves as a very important part of our society" (David Tuhanku, Editor National Express, and Executive Secretary for Solomon Islands Truth and Reconciliation Commission, November 2009).

For the first time since the SOLMAS Program began, the Solomon Islands media has actively defended its rights under Freedom of Speech principles when these rights were threatened by vested interests. The strong response by the President of the Media Association of the Solomon Islands against a threat by the Football Federation to prevent access to matches by the Island Sun newspaper is the case in point. See Annex 2; Island sun newspaper article from 14 November detailing the media's reaction to the ban.

Component 1: Strengthening Capacity of Commercial and Community-Based Media

"The journalists who have attended the classes are motivated and have a passion for their work". (Ofani Eramae, Editor, Solomon Star Newspaper, November 2009).

Outcomes/Achievements

All media professionals are now demonstrating improved professional reporting standards. This result is directly related to intensive media training conducted over the past 8 months by SOLMAS. Evidence of the change is supported by:

- Front page newspaper stories now consistently better written and produced
- Attribution for sources used in stories is primarily being applied correctly
- Bias and subjective comment is becoming less frequent
- Photographs are more frequently being linked with appropriate headlines and captions
- Fewer journalists are breaching rules of law relating to the identity of suspects

Comment from a junior journalist and regular attendee of SOLMAS training:

"I can see more of the experience our trainers have. They can really understand journalist issues and have been very instrumental in raising directly, issues affecting journalists". (Mike Puia, Journalist, aged 23, National Express, November 2009).

Technical Achievements

During the quarter, SOLMAS also commissioned 3 technical specialists to visit Honiara to provide extensive team and one-on-one training:

1. Specialist advisor in "Final Cut Pro" (television editing software), plus additional training in camera operation, graphics design and television newsroom management;
2. Expert user and trainer in Adobe Audition (for the editing of radio programs plus additional training in computer usage in newsrooms and program departments);
3. Expert user and trainer in Adobe Audition for the creation of radio commercials and copywriting

Background on the software and training:

- Final Cut Pro is a professional television editing software package used most commonly in Australia. The SOLMAS training heralded the introduction of this software to the Solomon Islands and made possible a rapid transition to the new technology.
- Adobe Audition 1.5 is the standard software used for radio production in the Solomon Islands. Prior to training, the software was being used well below potential due to lack of available skills. The new skills levels achieved have enabled the radio broadcasters to operate at a higher professional level. Staff from all radio broadcasters in Honiara participated in the SOLMAS training.
- Adobe Audition 1.5 is also the standard software used for the production of radio commercials and jingles in Solomon Islands. Prior to training, the software was being used well below potential due to a lack of competence with the software. The new skill levels achieved have enabled the radio broadcasters to produce commercials and jingles of a higher professional standard. Staff from three major commercial radio broadcasters in Honiara received the SOLMAS training. Copywriting skills were also taught in addition to use of software.

"I see a big improvement in the quality on air and I have very positive viewer (who were critics in the past) feedback that One Television looks more professional. And the operational improvements are great. With a roster pool of vision editors, they now edit as the footage comes in, rather than only editing their own work which has resulted in time saving and a more consistent on air look". (Dorothy Wickham MD, One Television, December 2, 2009).

- Eight editors/journalists at One Television are now using Final Cut Pro editing software on a daily basis to produce news, programs and commercials with a substantial improvement in productivity and creativity. The mean percentage improvement in editing and production skills as a direct result of SOLMAS training is 21.37%.⁷
- Four of the eight persons trained have been championed to train others, therefore sustaining the enhanced skills. All editors and journalists are now skilled users of Final Cut Pro resulting in a standardised editing format which has increased productivity and resulted in fewer transfer errors.
- Following the training, camera crews are now operating using improved shooting techniques and sound quality has been enhanced (through SOLMAS) to recording systems.
- The management of news material, storage of archival footage and allocation of staff resources has substantially improved following SOLMAS training.
- Camera image, sound and voice-over quality has greatly improved;
- Television commercials are now being produced with greater creativity and increased productivity.

⁷ This figure is based on performance assessments carried out by staff and management prior to and after training.

⁸ This figure is based on performance assessments carried out by staff and management prior to and after training
⁹ Ibid

SICHE has formally announced commencement of an eighteen month fulltime study course in Media and Journalism from February 2010. This will provide the following substantial benefits. Please refer to the Solomon Star's report at Annex 3.

The commitment to establish this course is a direct result of SOLMAS guidance that secured support from the Academic Board of the Solomon Islands College of Higher Education (SICHE), MASI and the Prime Minister. The Prime Minister was lobbied successfully by MASI and SOLMAS to secure Government sponsorship funding.

Establishment of a Media and Journalism course in the Solomon Islands

Achievements made through new and sustainable skills deployed to produce professional standard radio commercials/jingles and promotions:

- Twelve Solomon Islands broadcasters involved in the production of radio commercials, jingles and promotions are now undertaking work at a considerably higher professional standard as a direct result of SOLMAS training. The mean percentage improvement in skills levels as a direct result of training is 29.8%⁹;
- Additionally, six of those trained are now deemed competent to train others in use of the software and in writing copy for commercials, thus sustaining the enhanced level of production skills acquired;
- Operators have identified enhanced skills to produce professional quality commercials and jingles as a key to increasing advertising revenue;

Achievements made through new and sustainable editing skills in use for the production of radio programs:

- Thirty six radio broadcasters in the Solomon Islands are now using refined editing skills in their daily work as a direct result of SOLMAS training undertaken during October and November 2009. The broadcasters have been trained in the use of Adobe Audition 1.5 which has resulted in a substantial improvement in skills and productivity. The mean percentage improvement in skills levels across the group is 36.54%⁸;
- Eleven of those trained have been championed to train others, therefore ensuring sustainability of the new skills;
- Tangible improvement in the quality of broadcast material across news, presentation and programs;
- Improved productivity evident by operators using newly revealed 'shortcuts';
- Operators see new capacity for audience expansion through creative use of new tools to enhance the appeal, depth and scope of material produced;

- Two Memorandums of Understanding have been developed using Capacity Development techniques and submitted to the Solomon Islands Government:

Further Achievements for SIBC

- SIBC's Newsroom responded well to the Honiara tsunami alerts with three sets of newflashes in the first hour.
- SIBC now sends two reporters to the Prime Minister's weekly Friday afternoon news conference to ensure wide coverage.
- On Wednesday, 7 October, the SOLMAS Project Engineer began work to restore the SIBC 5020 HF transmitter at the Henderson site which had been off air for ten months. By 8pm that night, SIBC's signal was heard loud and clear in Temotu, one of the most remote Solomon Islands provinces. On Thursday 8 October, an undersea earthquake struck north of Vanuatu, near Rennell and Bellona and Temotu Provinces, measuring 8.6 on the Richter Scale. As a direct result of the restoration of the 5020 transmitter the evening before, Solomon Islanders were able to hear the News bulletins and Tsunami Alerts broadcast on SIBC every 15 minutes and move to safer areas. This is considered as a major achievement in the life of the SOLMAS program.

Outcomes and Achievements for SIBC

"We, as managers are now looking in the management 'mirror' to see how well we are dressed (with SOLMAS coaching and training). Seeing ourselves is now a pleasure for some of us. SIBC demands this of us to achieve our objectives. We are trying to make use of this and doing away with bad habits, inappropriate activities and behaviours that were thought to be normal". (Cornelius Rathamana, General Manager SIBC, 1 December, 2009).

Component 2: Strengthening SIBC effectiveness and appropriately differentiating its role as the emergency services provider and national public broadcaster

- While fewer journalists are breaching rules of law relating to the identity of suspects in sensitive cases like sexual abuse of children, a lot more work still needs to be done;
 - Journalists are addressing issues of corruption with vigour although more depth is required.
- Improvements to be made:**

- This will be the first opportunity for Solomon Islanders to study media and journalism in their own country. Course puts media training within reach of many who previously would have been unable to afford such training;
- Long term sustainable impact in raising the benchmark of media professionalism in the Solomon Islands media. Professionally trained graduates will play a vital role in monitoring government accountability and transparency;
- Course graduates will also play a key role improving the quality of communication (and productivity) in all businesses and government departments.

The MoU for Disaster Broadcasting between SIBC and the National Disaster Council seeks to:

- Provide for early warning and information to the public on a potential or impending disaster in order to allow steps to be taken to reduce the impact and prepare to help people with special needs.
- To provide an Government evacuation order or other Official instructions to the public; and
- To distribute information during disasters and on details of assistance available from the Government, medical facilities, donors, NGOs and the other relevant organisations.

The MoU of SIBC's Community Service Obligations promotes:

- The importance of the National Broadcaster to all Solomon Islanders in every province who are separated by seas and exposed to potential national disasters, pandemics and climate change. The document justifies the need for the SI Government's financial subvention to be increased and become recurrent to sustain SIBC's growing operations. The drafting of the MoU was achieved through a workshop with the SIBC senior management team and SOLMAS.
- Japanese International Cooperation Agency's (JICA) National Emergency Broadcasting Project reached another milestone on October 9, 2009 at an official signing between JICA, the Prime Minister's Office, the Ministry of Home Affairs and SIBC. The Project provides \$US6 million in funds and support to provide SIBC with a new Short Wave (HF) transmitter, capable of transmitting on two frequencies as well as a new set of SW antenna arrays. There will be additional communication equipment provided to improve the flow of communication between the National Disaster Management Office, SIBC and the relevant disaster control Agencies. SOLMAS is working closely with JICA to provide cross-donor "harmonisation" which will maximise the contributions being made by both RAMSI and JICA to SIBC.

Achievements within SIBC News and Current Affairs

"The radio news writing training has helped me to take time and to really think carefully before I write. It has created a consciousness that was never there before. It has helped me to look at stories for radio in a different way". (Allison Ofoatalau; Supervisor, News/Current Affairs, SIBC, December 5, 2009).

- Improved news-reading standards from staff who completed SOLMAS news-reading training; improved ability to ask questions and ability to plan; improved ability to develop programs including an all-staff brainstorm for a month-long series of programs called Honiara in Focus. SIBC was the first to interview Finance Minister, Snyder Rini, over the Patrol Boat issue.
- News, Current Affairs and Program staff are utilising resources such as credible international websites
- News and Current Affairs staff members are actively participating in the morning Editorial Conference; All staff can scribe. They all know how to decide the Newsroom agenda and enjoy the responsibility.
- Staff members report that they are using a range of radio news writing 'rules' taught in training sessions by the SIBC Partnership Coordinator.

Improvements to be made in News and Current Affairs:

"The program presentation and news training has helped our presentation staff a lot. Their presentation is more lively, they have better program ideas, they have the confidence to do interviews. For Elizabeth Sade, the Saturday training and one-on-one training has really helped give her confidence to do interviews and to structure her questions well. For the Honiara in Focus programs, she interviewed a Bigman businessman - she would never have done that before." (Moddie Nana: Supervisor, Programs and Presentation, SIBC, December 5, 2009)

Sales and Marketing

Specialist Sales and Marketing initiatives undertaken in conjunction with department team included:

- Natural Log, the Sales and Marketing Traffic System, is now linked to the daily financial controls by the Supervisor Finance. This provides much greater accountability and improved risk management practices and ensures SIBC runs the advertisements and Service Messages that are paid for;
- A set of sales procedures has been developed and implemented;
- A sales and marketing plan and supportive action plan has been developed and implementation commenced;
- A Traffic Department has been introduced to provide improved revenue reporting and control;
- The Sales Department was restructured to support the introduction of the Traffic Department and to make better use of the skills of existing staff;
- Duty statements are being adjusted in collaboration with staff members and applied;
- Regular meetings with set agenda items and reporting mechanisms have been introduced;
- Training has been provided both in formal settings and in a conversational working environment.

Improvements to be made in Sales and Marketing:

- The Manager could improve his performance by providing input into the development of annual advertising revenue, commercial production revenue and sales expense budgets, and preparation of weekly and monthly sales reports for the General Manager.
- An initiative suggested by the Manager Sales and Marketing has resulted in a failed attempt to raise funds. More work needs to be done to raise the professional approach to raising revenue. A raffle for six cars that needs to bring in \$SBD1.2 million to be successful, has so far only raised \$SBD 42,000 in three months. The November 27 draw date has been postponed to July 7, 2010. A

The initiatives introduced by the SOLMAS Finance Management Advisor in conjunction with team building workshops have resulted in the introduction of an 87-page Financial Instruction Manual. As a result, there are now clear guidelines on processes, procedures and practice. Every staff member has a job description and is working more efficiently.

The initiatives introduced by the SOLMAS Finance Management Advisor in conjunction with team building workshops have resulted in the introduction of an 87-page Financial Instruction Manual. As a result, there are now clear guidelines on processes, procedures and practice. Every staff member has a job description and is working more efficiently.

building workshops have resulted in the introduction of an 87-page Financial Instruction Manual. As a result, there are now clear guidelines on processes, procedures and practice. Every staff member has a job description and is working more efficiently.

In August, SOLMAS and the ESSP held a synergy meeting to discuss working together. A strong professional relationship between SOLMAS, the ESSP and the SICC has been developed and several successful training sessions with MASI members have taken place.

SOLMAS is now well advanced with training to develop election reporting skills and strategies with local journalists. To date, training sessions run in conjunction with the SIEC have covered voter registration and a detailed explanation of the practicalities and logistics of holding an election. All sessions have been run in a Q&A format allowing journalists ample opportunity to question and explore all parts of the election process.

could potentially occur. Electoral fraud has been covered in other SOLMAS sessions completed during the past quarter.

Organisation	Description of submission	Total cost	Status
Don Bosco	2 applications for training	\$80,000	Approved
MAASI	Update Code of Practice and Constitution (specialist review)	unknown	Approved
Island Sun	Website (request provided)	\$30,000	Approved
One News	Concept accepted, but awaiting cost estimates	\$106,000	Approved
MOCA	Specialist to provide digital overview (ACMA?)	TBA	Approved
MOCA	Specialist to review and draft broadcast legislation (radio/television)	TBA	Approved
Gov't Comms Unit	Website (request provided)	\$60,000	Approved
Guid News Radio	How to undertake a survey (when National survey done)	\$25,000	Approved

Component 4: Flexible Support fund

SOLMAS called for submissions to the Flexible Support Fund in June, and received 15 applications. Subsequently, SOLMAS worked with individual applicants to provide more information, and the FSF Advisory Group met twice to discuss and decide which applications were successful. The Advisory Group agreed to support 9 applications.

- Electoral matters are receiving strong media coverage and the understanding of electoral processes and abuses is strongly reflected in most reporting
- All media outlets have extensively covered the Savo/Russell Islands by-election and the subsequent legal challenge by the unsuccessful candidates to the victor, Sir Allan Kemakeza. The challenge is based on a claim that Sir Allan's candidacy is unconstitutional (Sir Allan was disqualified as an MP after an 18 month prison sentence on larceny charges). A High Court hearing will be held during December. The media coverage of this event indicates strong media interest in electoral matters and a good understanding of the processes involved; both issues already covered in SOLMAS training.

Summary of Electoral Awareness Achievements:

SOLMAS will also be working with the media to develop detailed election coverage strategies for all stages of the 2010 National Election.

General journalism training already undertaken by SOLMAS has also equipped the media to undertake comprehensive coverage during the next National Election. In particular, Media Conference training has allowed development of skills to analyse information and to ask questions designed to deliver information of importance to the people of the Solomon Islands. Prior to the election, these same interviewing skills will be used by journalists to analyse the platforms of political candidates so that the constituents of the Solomon Islands can make informed choices.

PF Net	largest budget, substantial logistics	\$375,000	Awaiting further information
SIDT	required, irregular shipping Training for 8 Isabel FM radio operators, committee members	\$135,000	Awaiting further information
Star Print	Colour printing specialist, awaiting costs	unknown	Awaiting further information
Vois Blong Mere	estimates Training conference, awaiting cost	\$130,000	Awaiting further information
Solomon Star	Sales training (will be provided for all	N/A	Not approved
PAOA Fm	Sales training (will be provided for all	N/A	Not approved
	media next year)		

SOLMAS is continuing to work with PFnet, SIDT, Vois Blong Mere and Star Print to finalise their applications in readiness for another Advisory Group meeting which will consider those applications.

Only two applications were not approved. Solomon Star and PAOA FM requested extensive sales and marketing training. In 2010, SOLMAS will be engaging specific press and broadcasting sales/marketing advisors to work with each MASI media organisation. A discussion with Solomon Star and PAOA FM executives took place to ensure support was given for the overall initiative and avoid duplication.

During September, SOLMAS advertised for a Program Officer to assist in the implementation of the FSF applications. Three people were short-listed for interview. One person failed to show at the allotted time, and one person was not available. The position will remain vacant until the early New Year at which time further interviews will take place. We may need to re-advertise the position.

Component 5: Program Management

Program Manager continues to meet with MOCA Permanent Secretary and Director of Spectrum.

- Two MOCA applications to the FSF have been approved (see table above).
- During 2010, a specialist will be engaged to provide the Spectrum Team with an overview of the digital broadcasting environment in the world, the Pacific and strategies for Solomon Islands in the future.
- There will also be a review of the media legislation, particularly in the area of radio, new media and the relationship between media and telecommunications. There will be a Telecommunications Commission set up in early 2010, and SOLMAS has been talking with MOCA about the scope to combine the role of the Commission in regard to media regulation.
- SOLMAS Program Manager continues to harmonise with the ERU on matters of telecommunications and SOE reform

5. Project Risks and Changes

SOLMAS reviewed the Risk Matrix at the inception of Phase 2 and this was included in the Annual Plan. At this stage in the Phase, all of the risks outlined in the annual plan are still consistent and there have been no changes to date.

SOLMAS will continue to monitor and review the risk Matrix especially in terms of election processes in the coming quarter. At this stage the highest consequence risks are that Solomon Islands media organisations are unwilling to provide balanced reporting on the election and that poor or biased reporting on the election will promote confusion or civil unrest, or inappropriately influence election outcomes. These risks are being mitigated through SOLMAS' ongoing relationship building and dialogue with media partners and the election specific training which has already begun and will continue to increase in the coming quarter.

To date there are no changes to the annual plan or implementation schedule from what was outlined at the beginning of Phase 2. The plan and schedule will continue to be monitored in the coming quarter.

6. Project Governance and Finance

Financial expenditure

The first quarter of Phase 2 has seen an underspend in all areas with a total expenditure of \$252,330.11 which is \$509,049.54 less than anticipated.

The inputs area saw an underspend of \$11,873.00. This was mainly due to conservative estimates during budgeting time and allowing for some months that have three pay points. It is predicted that this will even out in the coming quarter.

The Reimbursable area has seen an underspend of approximately \$8,500.00. This is mainly due to the delayed start of the FSF Project Officer who is now envisaged to start in late January 2010. Originally the FSF Project Officer was budgeted to start in October, however due to a series of timing events it was decided to push the start date back to early 2010. Areas of in-country expenditure such as office rental and utilities are currently tracking under budget; this is mainly due to the current exchange rate and a conservative estimation during budgeting. The only area of current over expenditure in the reimbursable section is in travel which is due to timing of actual travel against when travel was budgeted to take place. It is expected that this will even out in the coming quarter.

The Flexible Support Fund experienced the largest underspend in this quarter. This is mainly due to activity commencing, but invoices not yet flowing through. This was the case with the SIBC Financial Management Advisor and the Henderson, Gizo Project Manager. The FSF media projects were approved, but not yet invoiced. This expenditure will flow through to the next quarter. The infrastructure projects are well underway with much of the expenditure committed, however invoices have not yet been sent through, so again expenditure will appear in the next quarter.

The only area within the FSF budget to experience an over spend was in the 'media and journalism training' area. This was due to high level of activity taking place in this quarter including three external trainers travelling to Solomon Islands. The next quarter will have less activity taking into account the Christmas and New Year period and this will see the expenditure even out in the next quarter.

SIBC short-wave restoration project - process

A Technical Project Manager (TPM) has been engaged to assist with the SIBC shortwave restoration project. The TPM is working closely with the in-country SOLMAS Project Manager and ABC Project Officer and has drafted a plan to ensure the ongoing reliability of SIBC's shortwave transmission. SIBC has confirmed that robust shortwave is their key transmission priority.

The TPM has gathered a minimum of three quotes for all the necessary parts and sent them through to the SOLMAS team. SOLMAS has then gone through a process of assessing and taking recommendations before making any purchases and ensuring that all orders are done according to the ABC Procurement Policy. All orders placed are being delivered to the in-country Project Manager care of SOLMAS. It is expected that most of the orders will be received in early 2010 and that the project will be complete by March 2010.

SOLMAS Acquittal Budget							
1st September to 30th November 2009 Acquittal							
Expenditure	Program ROU budget to pie 30/11/09	Program Actuals to pie 30/11/09	Variance				
INPUTS							
Program Manager Fixed Remuneration	\$40,470.60	\$37,720.35	\$2,750.25				
Bank Fees	\$150.00	\$4.50	\$145.50				
Total Other Program Manager Support Cost	\$150.00	\$4.50	\$145.50				
Grand Total Program Manager	\$40,620.60	\$37,724.85	\$2,895.75				
SIBC /ABC Partnership Co-ordinator Fixed Remuneration	\$31,764.00	\$28,905.29	\$2,858.71				
Grand Total SIBC/ABC Partnership Coordinator	\$31,764.00	\$28,905.29	\$2,858.71				
Media Training & Development Coordinator Fixed Remuneration	\$31,080.00	\$26,934.33	\$4,145.67				
Grand Total Media Training & Development	\$31,080.00	\$26,934.33	\$4,145.67				
Program Director Fixed Remuneration	\$7,824.00	\$7,659.44	\$164.56				
Program Administrator Fixed Remuneration	\$12,795.00	\$10,976.64	\$1,818.36				
Total Australia Based Project Support	\$20,619.00	\$18,646.08	\$1,972.92				
TOTAL INPUTS	\$124,083.60	\$112,210.55	\$11,873.05				
OVERHEADS AND MANAGEMENT							
OVERHEADS AND MANAGEMENT	\$31,500.00	\$31,500.00	\$0.00				
REIMBURSABLES							
Rent	\$5,250.00	\$4,236.16	\$1,021.84				
Utilities	\$3,460.00	\$2,724.49	\$2,736.51				
Parking	\$780.00	\$399.82	\$681.18				
Fitout (including computers)	\$2,500.00	\$1,824.82	\$675.18				
Maintenance	\$300.00	\$25.36	\$274.44				
Office Supplies	\$1,095.00	\$690.61	\$404.39				
Telephones	\$1,260.00	\$559.54	\$700.46				
ADSL	\$3,465.00	\$1,276.12	\$2,188.87				
Newspapers/Books/Online Subscriptions/Reference Materials	\$150.00	\$133.53	\$16.47				
Total Office	\$20,260.00	\$11,857.66	\$8,402.34				
Locally Engaged Staff							
Recruitment Fees/Advertising	\$3,000.00	\$2,277.15	\$722.85				
Local Payment Mgmt Fee	\$750.00	\$776.00	\$25.00				
SOLMAS Office Assistant	\$1,612.46	\$1,764.56	\$272.06				Three days in this month
SOLMAS Cleaner	\$337.50	\$367.64	\$30.14				Three days in this month
SF Project Manager	\$3,360.00	\$0.00	\$3,360.00				Start date for this role is delayed probably until late January
Total Locally Engaged Staff	\$8,899.98	\$5,184.35	\$3,715.63				
Reimbursables Other							
Visas, Medical Costs, Travel Insurance	\$600.00	\$0.00	\$600.00				

SOLMAS Acquittal Budget				
<i>1st September to 30th November 2009 Acquittal</i>				
	Program	Program		
Expenditure	ROU budget to pie 30/11/09	Actuals to pie 30/11/09	Variance	Explanatory note
Program Manager Storage Fees (Australia)	\$742.50	\$225.45	\$517.05	
Media Training Coordinator Removal/Upfit costs	\$0.00	\$0.00	\$0.00	
Postage/Freight/P.O. Box	\$75.00	\$262.45	-\$187.45	
Travel & Accommodation (including Australian-based staff)	\$7,000.00	\$12,052.85	-\$5,052.85	Travel expenses incurred before expected budget
Meeting Refreshments/Water, etc.	\$300.00	\$246.22	\$54.78	
Misc/contingency	\$600.00	\$466.34	\$133.66	
Bank Fees	\$165.00	\$123.42	\$41.58	
Total Reimbursables Other	\$9,682.50	\$13,375.74	-\$3,693.24	
TOTAL REIMBURSABLES	\$38,842.48	\$30,417.75	\$8,424.73	
FLEXIBLE SUPPORT FUND				
Remuneration- Monitoring & Evaluation Specialist	\$6,000.00	\$5,000.00	\$1,000.00	
Accommodation - Monitoring & Evaluation Specialist	\$1,000.00	\$0.00	\$1,000.00	
Travel - Monitoring & Evaluation Specialist	\$1,000.00	\$847.40	\$152.60	
Independent Program Assessment Team x 2 - remuneration	\$0.00	\$0.00	\$0.00	
IPAT Travel x 2	\$0.00	\$1,161.00	-\$1,161.00	Carry over costs from Phase 1
IPAT Hotel	\$0.00	\$144.61	-\$144.61	Carry over costs from Phase 1
IPAT Per Diems	\$0.00	\$0.00	\$0.00	
IPAT Contingency (Medical, Phones, etc)	\$0.00	\$0.00	\$0.00	
SIBC Marketing & Business Development Specialist	\$30,000.00	\$21,813.10	\$8,186.90	
SIBC Marketing & Business Development Specialist - Travel, Accom, Per Diems	\$10,000.00	\$6,662.97	\$3,337.03	
SIBC Financial Management Specialist	\$48,000.00	\$0.00	\$48,000.00	Financial Specialist on board but yet to invoice for labour & associated costs
SIBC Financial Management Specialist - Travel, Accom, Per Diems	\$10,000.00	\$9,941.67	\$58.33	
Broadcast Legislation Specialist	\$0.00	\$0.00	\$0.00	
Broadcast Legislation Specialist - Travel, Accom, Per Diems	\$0.00	\$0.00	\$0.00	
FSF - All Media Projects - Round 1	\$21,828.57	\$0.00	\$21,828.57	
FSF - Other Media Projects	\$30,000.00	\$0.00	\$30,000.00	
Content Development Fund	\$0.00	\$0.00	\$0.00	
Infrastructure Projects - Henderson Field, Gizo	\$300,000.00	\$2,816.35	\$297,183.65	
Tech Project Manager for Henderson/Gizo Works	\$56,000.00	\$17.94	\$55,982.06	Project Manager on board but yet to invoice for labour & associated costs
Tech Project Manager - Vehicle, Accom	\$5,000.00	\$0.00	\$5,000.00	
Other Projects incl. Media & Journalism Training	\$28,125.00	\$29,796.77	-\$1,671.77	High level of activity in Sept - Nov period
TOTAL FLEXIBLE SUPPORT FUND	\$566,953.57	\$78,201.81	\$488,751.76	
ROU GRAND TOTAL	\$761,379.65	\$252,330.11	\$509,049.54	

CASH FLOW CRISIS

Friday, 04 December 2009

THE government's failure to provide funds to the Electoral Commission has delayed its planned voter registration exercise.

Chief Electoral Officer Polycarp Haununu said the Electoral Commission had been preparing to carry out this whole exercise throughout the country as of Monday this week.

Initial preparations such as awareness programs, logistics and training of all registration officials should have already started on Monday this week, but there is no money from the government, Mr Haununu told the Solomon Star yesterday.

He said they made a formal request to the Government for the funds in October this year.

He said: "They replied to our request last month saying the government was facing a cash flow problem," he said.

The Electoral Commission is planning a new country-wide voter registration exercise which should replace the existing one.

The last all-out voter registration was carried out in 2001 and was updated again in 2006.

The Chief Electoral officer said that list is now out of date and has many errors which resulted in many complaints during previous elections.

He said: "That list is now out of date, some people were already dead and some young people are now well-over 18 years old and are eligible to vote," Mr Haununu said.

He said it is vital for the Electoral Commission to carry out a new voters' registration.

He said: "That is why, it is important that the government recognises this and release funds allocated for this exercise."

He said the proposed voter registration has an allocation of \$12.2m in this year's budget which they are resting their hope on.

Mr Haununu said it normally takes them 3-4 weeks to carry out the whole exercise.

He said: "But it is still not too late although our planned schedule had been bugged by the lack of funding."

He said: "We are still preparing and hoping the government will realise the importance of having a new and updated list."

He said they have made another shot at the government this week to urgently release the much needed funding to get the exercise going.

He said: "It is not different from the census as it will take registration officers time to maneuver from house to house to register eligible voters."

Attempts to talk to the Minister of Finance yesterday were unsuccessful.

On Wednesday, Permanent Secretary of Finance Shadrach Faneaga admitted the government is experiencing budget shortfalls due to the global economic crisis.

He said government spending will be tight during the remaining weeks of this year.

The Electoral Commission has already recruited over 1000 registration officers recently who will be trained once funds are released.

The national elections will be held towards the middle of next year.

By EDNAL PALMER

20 Solomon Star, Saturday 14 November, 2009

www.solomonstarnews.com

STAR SPORTS SIFP URGED TO RESPECT MEDIA

THE Media Association of Solomon Islands (MASI) today calls on the Solomon Islands Football Federation (SIFP) to appreciate the role of media in the country.

MASI President George Hemming made the call in view of a standoff between local newspaper Island Sun and a respected member of SIFP, Kiddle Nkrava.

The standoff appeared

last week following the publication of an opinion letter against Mr Nkrava in the Island Sun newspaper and a subsequent refusal to accredit the newspaper's journalists to cover the Of I-League match between Marist FC and Tafea FC of Vanuatu.

Mr Hemming said MASI is concerned with the action on Island Sun, saying it is not helpful for the continued warm relationship be-

tween SIFP and the local media.

He said both SIFP and the media have equally important roles in the development of soccer in Solomon Islands.

"The president said SIFP, particularly Mr Nkrava, has the right to reply and clarify the allegations against him in the same newspaper that published it.

"The second option is to seek legal clarification to

determine which party is doing the wrong thing.

Mr Hemming urges both parties to humbly resolve the standoff ahead of the upcoming Solomon Cup tournament since all soccer loving citizens have the right to follow the tournament through our newspapers, radio broadcasts, television and websites.

Meanwhile, a member of MASI and long-time journalist Brian Heu calls on

all media groups to boycott the Solomon Cup.

"SIFP cannot treat the media this way," Mr Heu said.

Nkrava and SIFP need to grow mature and act as leaders. If they disagree with any media outlets, they have the right to reply to those allegations.

"To turn around and ban or refuse to accredit a media outlet from covering SIFP events borders on im-

maturity.

"This is why I call on the media fraternity to boycott SIFP's events until they show maturity and leadership in their dealings," Mr Heu said.

He said Nkrava must understand that SIFP is a public organisation and he has no right to refuse accreditation to media organisations even if he disagrees with a particular news or

★ LOCAL NEWS

PM supports new media school here

THE long cherished dream to have a permanent media training school in Solomon Islands has moved closer to reality with strong support from the CNURA Government.

A delegation made up of members of the Media Association of Solomon Islands (MASI), the Director of the Solomon Islands College of Higher Education (SICHE) and a representative from RAMSI's Solomon Islands Media Association Scheme (SOLMAS) met with the Prime Minister, Dr Derek Sikua on June 10 to seek Government support for the project.

The project involves establishing a Media and Journalism Certificate course at SICHE, commencing February 2010. The course will be the first of its kind in the Solomon Islands and will require students to complete eighteen months of fulltime study.

Short term evening classes will also be available for those already employed in the media and other businesses in the Solomon Islands.

Currently students seeking a career in the media must pursue their training in various South Pacific countries including Fiji, Vanuatu, New Zealand or



Dr Sikua said he understood the importance of a strong, independent media in the Solomon

Prime Minister, Dr Derek Sikua

the college wanted to introduce the course from February of 2010.

"The Prime Minister's

plans in place to lift an existing building to cre-

ate the classroom space required for the Media and Journalism course but the cost of this work, approximately \$500,000 would require Government support," he said.

"I am very pleased that the Prime Minister has now given the undertaking that this will occur."

The Acting Director of the Government Communication Unit, George Herning who also attended the meeting in his role as President of MASI noted that at least 113 media skilled staff would be required within Government and in outreach areas over the next five years.

"The proposed SICHE course is vital to ensure sufficient numbers of skilled communicators are available to meet this demand."

Fr John Lamani, past President of MASI and proprietor of the Solomon Star, also attended the meeting as part of the MASI delegation.

Fr Lamani said that the media of Solomon Islands was a very strong and vibrant force in the country but it had long suffered from having too few well trained media professionals.

"Trained professionals are vital to analyze issues, dig deeply into all aspects of Solomon Islands society and to provide the community of the country with information that accurately reflected events occurring."

Fr Lamani said that as the country matures people want to know what is happening at every level of Government and business.

"They want to know how their lives will be affected by new policies or decisions and only a strong media staffed by well educated professionals can ask the right questions to deliver this sort of information."

"We are grateful that the Prime Minister has now made a firm commitment to support the course not just in help with student fees but also in costs associated with buildings to house students."

"This is a great step forward for the Solomon Islands and the Prime Minister will be long remembered for his vital contribution to the development of a strong and robust media in this country," Fr Lamani said.

SOLOMON ISLANDS MEDIA ASSISTANCE SCHEME (SOLMAS)

6 Month Progress Report November 2008 – April 2009

Table of Contents

1. EXECUTIVE SUMMARY	2
2. REVIEW OF PROGRAM TO DATE	2
3. KEY CHALLENGES	3
4. PROJECT PROGRESS (NOVEMBER 2008 – MAY 2009)	5
5. MONITORING AND EVALUATION FRAMEWORK	21
6. RISK MATRIX	21
7. REVISED IMPLEMENTATION SCHEDULE	21
8. PHASE 2	21
9. BUDGET/FINANCE REPORT	22

Annexes

ANNEX 1: REVIEW OF SOLOMON ISLANDS MEDIA LEGISLATION	23
ANNEX 2: PARTNER PARTICIPATION & SKILLS GAP ANALYSIS	24
ANNEX 3: DRAFT TRAINING PLAN & MATRIX	27
ANNEX 4: PROPOSED CERTIFICATE IN MEDIA AND JOURNALISM COURSE, SICHE	31
ANNEX 5: SOLMAS GANTT CHART FOR SIBC TRANSMISSION WORK	32
ANNEX 6: SIBC SWOT ANALYSIS	34
ANNEX 7: SIBC ORGANISATIONAL CHART	39
ANNEX 8: FSF SUBMISSION GUIDELINES	46
ANNEX 9: MONITORING AND EVALUATION FRAMEWORK (MEF): UPDATED APRIL 2009	53
ANNEX 10: REVISED RISK MATRIX MAY 2009	61
ANNEX 11: SOLMAS IMPLEMENTATION SCHEDULE - PHASE 1 AND 2	65
ANNEX 12: SOLMAS 'RE-FLOWED' BUDGET	68
ANNEX 13: SOLMAS 6 MONTH ACQUITTAL	71

Compiled by Corallie Ferguson, Program Manager
Endorsed by Robert Batten Program Director
13 May 2009

1. Executive Summary

SOLMAS is achieving the outcomes required in the five program components and is on track to deliver the project.

The goal of SOLMAS is to contribute to a peaceful, well governed and prosperous Solomon Islands. Its specific development objective or purpose is to improve the reach and quality of Solomon Islands media.

SOLMAS is a partnership between RAMSI and ABC International Projects. Commencing in November 2008 SOLMAS has set up an office, met with all stakeholders, including media proprietors and staff, SIG Ministers and officials, senior staff of SICHE, other RAMSI program personnel, NGOs and donor organisations.

2. Review of Program to Date

- Program Manager Corallie Ferguson arrived in country on 16 October 2008 and has since met with all partners and stakeholders, establishing relationships and systems for the Program delivery.
- Program Director Rob Batten, and Program Administrator Jessica List visited in November for a week of consultations with partners and stakeholders.
- M&E Specialist Colin Reynolds completed an update of the M&E documentation.
- SOLMAS commissioned a report from Radio New Zealand Engineering on SIBC's transmission infrastructure and works restored SIBC coverage of the outer islands and at-risk communities.
- The SIBC Partnership Coordinator and the MASI Training Coordinator were recruited and arrived in country in March.
- A review of current SIG media legislation has been completed.
- Strengths, Weakness, Opportunities and Threats (SWOT) Analysis completed by SIBC GM and SOLMAS Program Manager with SIBC staff in readiness for a later Corporate Plan Workshop.
- Analysis of SWOT was completed by senior SIBC management team.
- Fit out, IT configuration and furniture and fixtures completed at SOLMAS office in Tong building.
- Flexible Support Fund (FSF) guidelines, operating principles and eligibility/application documentation completed, and three Advisory Group Members approached successfully in readiness for presentation to the MASI AGM in early May.
- Quotes requested for various works, including structural engineering report on Henderson and Gizo masts in preparation to replace Henderson aviation lighting.
- Program Manager working closely with Economic Reform Unit to ensure harmonisation between draft telecommunications legislation and broadcasting legislation, and capacity development of Spectrum Management Team.
- SOLMAS team is also working closely with the State Owned Enterprise (SOE) Strengthening Scheme which is training and preparing SOE's for audits. SIBC is an SOE and has not been audited for 12

years. There is considerable financial capacity building involved in this initiative which is beneficial for the SIBC Finance Team.

- SIBC Partnership Coordinator Wendy Everett, is now based at SIBC and is observing and orientating herself with the SIBC staff, and in particular, counterparting with the General Manager and Senior Managers.
- Wendy has produced an organisational chart cross-referenced with the Payroll to understand staff numbers and roles.
- Media Training Coordinator, David Barrow, in consultation with Wendy has produced a Skills Gap Analysis and Draft Training Plan Matrix after substantial consultation with all media stakeholders.
- David has created interest in and MASI support for the Solomon Islands College for Higher Education (SICHE) Certificate of Journalism curriculum which has been with SICHE since 2006, but not commented.

3. Key Challenges

Component 1

- Ensuring harmonisation with the Economic Reform Unit on telecommunications reform as it relates to broadcasting, and monitoring the impact this will have on media legislation.
- The Spectrum Team is likely to be transferred to the new regulator, the Telecommunications Commission (TC) and SOLMAS will need to ensure that there is no duplication of effort on capacity building or resource allocation prior to the transfer.
- There will need to be a specialist review of the media legislation and consideration of the above within that review.
- Corallie will need to build the relationship with the new Permanent Secretary of the Ministry of Communications and Aviation, Jeffrey Wickham.

Component 2

- Harnessing the disparate views of media proprietors, managers, editors and staff to create meaningful capacity building which has lasting benefits for Solomon Islands media.
- Gaining support from the Prime Minister and Minister for Education for funding of SICHE Certificate Course in Media and Journalism, thereby ensuring that adequate resources are made available, Sustaining the interest/support of MASI and SICHE is critical to this end.

Component 3

- Costs for rectification of SIBC transmission infrastructure may exceed the financial capacity of SOLMAS.
- Ensuring that SIBC budget includes adequate and realistic future consideration for infrastructure maintenance, spares and replacement parts and that a Maintenance Plan be created to anticipate these needs.
- Enshrining discipline of SIBC senior team to embrace serious budgeting rigour. This is the most important issue facing SIBC.

- Obtaining a meaningful, well sampled audience needs analysis across the highly geographically disseminated population of Solomon Islands.

Component 4

- Inappropriate Flexible Support Fund submissions being presented without consideration of eligibility Guidelines.

General

There is an emerging SIG focus on the forthcoming election and this will have some impact on SOLMAS where SIG support is being sought.

4. Project Progress (November 2008 – April 2009)

COMPONENT 1: Strengthening SIG and industry-based policy framework

OBJECTIVE 1.1: New or revised regulatory policies and legislation which address the needs of both government and industry being applied within SI media organisations

Output 1.1.1 – Review existing regulatory policy and legislation

A review of Solomon Islands legislation was completed in January 2009 by Coralie Ferguson. This identified the policies and legislation that currently exist, what appears to be missing and what has been attempted, but not necessarily achieved. *Please see Annex 1.*

Key issues identified:

- The Telecommunications Act is currently being reviewed by the Economic Reform Unit (ERU) and is presently in draft stage. Once this Act is finalised there will be a 'Regulator' which will be known as The Telecommunications Commission (TC). The draft has limited reference to broadcasting and no clear description of licensing or how a licence is appropriated. The draft Act refers to a Radio Spectrum Planning, Allocation and Assignment. The Spectrum Team, currently based within the Department of Communications will transfer to the TC.
- Solomon Islands Broadcasting Corporation Bill 2003 has been presented to Parliament but is yet to be passed. In its current form there is reference to Spectrum Licence Fees being made available to SIBC as income. This reference has been duplicated within the draft Telecommunications Act as income for the TC.
- There is currently no existing legislation surrounding defamation, contempt of court, copyright, media ownership, commercial radio broadcasting or new media.
- The Solomon Islands relies on Commonwealth common law and precedent where specific media legislation is silent or missing altogether.
- While there is a Television Act, the law is silent in regard to commercial radio (other than an State Owned Enterprise Act which covers SIBC, and the as yet unproclaimed SIBC Broadcasting Bill which is expected to be re-presented to Parliament after review by a media legislation specialist). Currently commercial radio broadcasters are not regulated by legislation. As Members of the Media Association of Solomon Islands however, they do have a Code of Practice.

Recommendations:

- Corallie to work closely with the ERU to ensure that broadcasting is covered in the Telecommunications Act and to note the progress on moving the Spectrum unit under the new Regulator is monitored to ensure no overlap of capacity building.
- Corallie to investigate why the SIBC Broadcasting Bill 2003 has not been passed, have the Bill re-drafted in consideration of the new Telecommunications Act and identify ways to move it forward

- Corallie will continue to work with other law reform areas in the Solomon Islands to ensure the gaps in media legislation are addressed.
- Corallie to build relationship with the new Ministry of Communications PS Jeffrey Wickham.
- SOLMAS will engage a media legislation specialist to review the current legislation for improvement and also consider any other draft legislation that may affect media legislation (like the draft Telecommunications Act).

Obstacles:

There is a slight overlap in the work of the ERU related to telecommunications deregulation. With the drafting of the new Telecommunications Act and the commencement of the TC, we need to be careful to ensure that broadcasting regulation is considered because the new TC will be responsible for allocating and regulating spectrum licensing. Currently the draft Telecommunications Act is silent in relation to broadcasting legislation other than to recognise that there needs to be consultation with broadcasters when allocating new spectrum licences.

Also, in consideration of the creation of the new TC, it is understood that staff from the Spectrum Team, currently based within the Ministry of Communications and Aviation (MOCA), will ultimately be transferred to the Commission. Therefore, the capacity building and software requirements for the Spectrum Team will now be the responsibility of the Commission. SOLMAS needs to harmonise with the ERU to ensure that there is no duplication of the capacity building or resource requirements.

More consultation is required regarding the SIBC Broadcasting Bill 2003 which has been presented to Parliament but not proclaimed. It contains a reference to Spectrum in that licensing fees will be provided to SIBC as income. This will no longer be the case if the Telecommunications Act is passed in current form because the license fees will become income for the Telecommunications Commission. SOLMAS needs to seek clarity on this point.

The new PS, Jeffrey Wickham has to orientate himself with his busy Aviation portfolio as well as the Communications Department and may be overwhelmed with information.

Output 1.1.2 – Participatory identification of preferred options for introduction of appropriate regulatory policy and/or legislation

Corallie has begun working with Matt Hodge-Kopa from the ERU to ensure that the Telecommunications Act will appropriately cover broadcasting and spectrum management and also to give some consideration for the SIBC Broadcasting Bill content. Corallie will continue to work with other law reform areas. SOLMAS will engage a media legislation specialist who will review current media legislation but also consider the draft Telecommunications Act in relation to overlap.

Output 1.1.3 – Identify breaches of spectrum regulation

The TC will be responsible for breaches of spectrum regulation. Currently SOLMAS is working to identify and work with other areas, for example the ERU, to have clear broadcasting regulation put in place. Under the new TC, spectrum management will be moved from the Ministry of Communication and Aviation (MOCA) portfolio to the 'Radio Spectrum Planning, Allocation and Assignment' area within the TC.

Recommendations for draft Telecommunications Act

Corallie is continuing to work with the ERU regarding appropriate broadcasting regulation being drafted into the Telecommunications Act in relation to Spectrum and licensing. At the very least there needs to be recognition that telecommunications and broadcasting overlaps occur. Once SOLMAS engages a legislation specialist, more consultation is needed to ensure that there are no missing elements between broadcasting and telecommunications, either within the Telecommunications Act, or any other legislation related to broadcasting.

Obstacles or any issues going forward

- Harmonisation between the valuable work of the ERU and SOLMAS to ensure that broadcasting legislation is considered in the context of spectrum licensing regulation.
- Timely transfer of the Spectrum Team to the Telecommunications Commission, and subsequent capacity building and resource allocation to enable the Team to regulate Spectrum and Licensing.

Output 1.1.4 – Phased participatory implementation of preferred options for introduction of appropriate regulatory and/or legislation

SOLMAS is working to harmonise preferred options with other areas of legislation reform and review to ensure that broadcasting is given considered revision and appropriate placement within relevant legislation. Corallie is focussing on the Economic Review Committee's draft Telecommunications Act and the World Bank's work on spectrum.

Recommendations

- Continue to work closely with ERU
- Engage a media legislation specialist and ensure harmonisation between telecommunications and broadcasting/media legislation

Obstacles or issues going forward

- Lack of harmonisation between telecommunications and broadcasting/media legislation resulting in gaps of broadcasting/media legislation.
- Lack of political support for media legislation introduction.

Objective 1.2: Strengthen capacity within MOCA to manage spectrum allocation

Progress:

Coralie had been working closely with Permanent Secretary, Luma Darcy, and forged a relationship built on trust. Most recently, the Prime Minister, Dr. Derek Sikua has re-shuffled the top ten Permanent Secretaries, which now sees PS Luma Darcy moving to the Ministry of Mines and Energy, and PS Jeffrey Wickham moving into the Ministry of Communications and Aviation. The Permanent Secretary of Communication and Aviation was selected as one of the Advisory Group Members on the Flexible Support Fund.

Recommendations

Coralie will now need to introduce herself and build the relationship with new PS Jeffrey Wickham.

Obstacles or issues going forward

It will take time to build the relationship and also for the new PS to familiarise himself with some very complex concepts within the Communications portfolio. At the same time, he also has to do the same with the Aviation portfolio.

Output 1.2.1 Spectrum-related capacity building within MOCA (harmonised with World Bank efforts)

Progress:

The Flexible Support Fund guidelines have been established and will be presented at an all-media meeting in early May 2009 with a call for submissions for funding. MOCA had been encouraged to apply for funding for spectrum-related training and ITU software. Enquiries into training programs offered through the Australian Communication and Media Authority (ACMA) have been made. The training programs are offered in November and SOLMAS has made connections with the relevant area to ensure further information regarding the programs offered. With the work of the ERU, SOLMAS needs to ensure that there is no duplication of capacity building or resource allocation to the Spectrum Team as the Team will be transferred to the TC in due course. The ERU will provide capacity development and resource allocation when the Team is transferred to the Telecommunications Commission. Care needs to be taken that SOLMAS does not proceed with training before the ERU has completed its task.

Obstacles or issues going forward

As mentioned under Objective 1.1 the Spectrum management will be moved under the new TC. It is therefore important that any work done in this area on capacity building is harmonised with other programs to ensure that a 'doubling up' or conflict of programs does not occur. Coralie will continue to work closely with ERU and the World Bank.

Component 2: Strengthening capacity of commercial and community-based media, and improving internal and external recognition of their roles.

Objective 2.1: Improved capacity of staff in commercial and community-based media to manage and deliver relevant services.

Progress:

SOLMAS recruited and appointed the Media Training Coordinator, David Barrow, who arrived in country and took up his position on 16 March. David has met with all the key Media Association of the Solomon Islands (MASI) stakeholders and media representatives in Honiara.

Output 2.1.1: Gap analysis of existing skills within commercial and community-based media.

David Barrow has completed the process of workshoping a 'Partner Participation Skills Gap Analysis' (See Annex 2) and preparing a 'Draft Training Plan Matrix' (See Annex 3) with MASI stakeholders and in consultation with Wendy Everett (the SIBC Partnership Coordinator). David has consulted with media proprietors, managers, editors and journalists. He has used these meetings as an opportunity to gain valuable input from stakeholders and to use this to finalise the Skills Gap Analysis and Draft Training Plan Matrix. Partnership consultation has been very successful and David has developed very strong relationship with the stakeholders, though it has not been without difficulties in terms of disparate views held between them.

Obstacles or issues going forward

In some cases, the views of media proprietors and managers differ from those of the journalists.

As a result of the Skills Gap Analysis, the Training Plan Matrix is expected to be rolled out during May.

Output 2.1.2: Development of Commercial and Community-based media strategy

David has been working with MASI members and Wendy Everett in her capacity as SIBC Partnership Coordinator to devise a shared training strategy and roll out. The Draft Training Plan Matrix is in progress and is expected to be completed by May in readiness for rollout.

David has been in contact with Louisa Cass, AusAID Public Affairs, regarding a course called 'Certificate Media and Journalism' that was compiled by AusAID's Pacific Media and Communications Facility in conjunction with Solomon Islands College of Higher Education (SICHE). This material was created in 2006 and also has a comprehensive package of DVD's with a library of recommended reading. David is exploring the course further and has entered discussions with MASI and SICHE on the possibility of commencing it. This will require a joint lobbying exercise to the Prime Minister and Education Minister from MASI, SICHE and SOLMAS in support. Preliminary discussions are very positive. Please see Annex 4.

Obstacles or issues going forward

- A shared commitment to the strategy from media stakeholders and staff to attend SOLMAS training courses will be necessary.
- The Prime Minister and Minister for Education must support the SICHE Certificate Course if it is to succeed because it will require Government funding and commitment.
- Initial support from MASI has been excellent but there is a risk that support will decline if the Government or SICHE procrastinate with support/introduction of the SICHE course.

Output 2.1.3: Phased implementation of shared training strategy

David has been working with MASI to devise the shared training strategy and is planning on beginning the implementation stage in May. The implementation stage will consider the variables of how, when, where and by whom training will be delivered.

Obstacles or issues going forward

- Commitment from staff for SOLMAS training courses.
- Lack of support for SICHE Certificate Course from SICHE or the Prime Minister and Minister for Education or MASI, despite initial excitement about the potential of the Course.

Objective 2.2: Improved awareness of the roles of media by staff and selected external stakeholder

Progress:

SOLMAS is acutely aware that the level of media awareness in the Solomon Islands across all sectors is not strong. Many Solomon Island Government (SIG) Agencies, NGOs and businesses are in need of some form of training. Corallie is now working with SOLMAS Media Training Coordinator, David Barrow, on a strategy to improve media awareness and roll out training.

Output 2.2.1: Conduct media awareness exercises

During the first six months of operation Corallie met with various stakeholders, government departments and NGO's to ascertain their needs and requirements in terms of media awareness. In February Corallie met with Did Remez, a communications consultant with the World Bank, about media workshops and disseminating statistical and economic information for editors. There were also meetings with various stakeholders including Law and Justice, and Department of Forestry, the Electoral System Strengthening Program, Don Bosco (Catholic Communications), and Law and Justice about media awareness training.

David Barrow will continue this discussion with various stakeholders leading up to some practical capacity building exercises.

Obstacles or issues going forward

Focus on the forthcoming election may limit the participation of some SIG officials on any awareness workshops made available.

Component 3: Strengthening SIBC effectiveness and appropriately differentiating its role as a public broadcaster/emergency services provider

Objective 3.1: Existing SIBC transmission infrastructure repaired or upgraded and safely operating within targeted coverage levels

Progress:

SOLMAS has commissioned several reports into the safety and technical status of SIBC's transmission infrastructure and recommendations have been made. SOLMAS is currently receiving quotes from a structural engineer prior to works taking place at Henderson and Gizo transmitter sites. SOLMAS is seeking to build capacity by including SIBC in the process related to transmission repairs and decisions making in this area. For example SIBC technical staff accompany any T/A engaged in maintenance, repairs and investigation.

Output 3.1.1 Assess technical and safety status of SIBC transmission infrastructure

In late 2008 SOLMAS commissioned a report from Radio New Zealand International (RNZI) Broadcast Engineer, Steve White, and provided funding for Steve to travel to Honiara to conduct a 'fault find' on the transmitter at Henderson which was not transmitting to the outer islands. The Elcor 9545KHz transmitter was repaired. This resulted in restoring service to the very remote Temotu Province. In SIBC's capacity as the emergency services broadcaster, it regained contact with Temotu for broadcasting emergency information in relation to cyclonic activity or earthquakes. Steve White also conducted a preliminary inspection of the Henderson aviation lights to be replaced and the Gizo tower. Steve submitted a report to SOLMAS in December outlining recommendations for several areas of need, including the condition of the Henderson mast lights and some recommendations for Gizo.

Planning has now begun to implement recommendations to dismantle the Gizo mast as it was deemed to be potentially dangerous in its current location and condition. Quotes for a structural engineer to go to Gizo and do a full assessment, including recommendation on the best and safest way to remove the mast are being received. It is anticipated that the selected structural engineer will carry out the necessary works and submit a report by the end of May.

The structural engineer will also conduct a safety inspection of the mast at Henderson and submit this report simultaneously with the Gizo report. It is essential that this report is conducted prior to the aviation lights being replaced as Steve White's initial report indicated that a number of the insulators have cracked and the masts may not be safe to climb to replace the aviation lighting.

Obstacles or issues going forward

- Steve White's report identified that there is a lot more work necessary to bring SIBC's transmission to its full potential. Some of this work (related to the Gizo transmission site and possible relocation to Noro) will need to be put forward as a plan for Phase 2 of SOLMAS; there are not sufficient funds available in this phase of the budget.

- Potentially, the cost of restoring the Gizo transmission infrastructure to a new site (suggested at Noro) may be beyond the capacity of SOLMAS to support.
- The report identified that the valves in the Elcor transmitter will need to be replaced every 2-3 years at a cost of approximately AUD \$25,000. This has been noted and will need to be worked into SIBC's Capital Expenditure budget.
- SIBC has long depended on ad hoc donor support for replacement of infrastructure. Combine this with the harsh environment in which the infrastructure stands and low maintenance efforts, it can be seen why the infrastructure is in such a parlous state.

Output 3.1.2 Develop prioritised rectification plan for repairing existing faults and addressing existing safety issues (including EMRI)

Work has been put into identifying and prioritising the technical issues that need to be resolved given that SOLMAS has a set budget for works in this area. Please see Annex 5, Gantt Chart.

The first priority for Gizo was removing the transmitter that was being exposed to water damage and corrosion. It was hoped that by removing the transmitter it could be salvaged and save on replacement costs for the new site at Noro. Unfortunately, the transmitter has corrosive damage and some parts were removed and used as spares for the Henderson Nautel transmitter. A cost/benefit analysis needs to be performed as to repair or purchase a new transmitter for Gizo.

At this stage, it is believed that a relocation of the site to Noro would cost in excess of AUD\$500,000. This will have a major impact on the current Flexible Support Fund.

Now that reports from SIBC's engineering department and Steve White, with desk audits of both reports conducted, SOLMAS is in a position to put together recommendations for the repair works as follows:

- Commission structural engineer to report on situation at Henderson and Gizo (expected to receive report late May)
- Upon receiving report, act on recommendations to Henderson Masts (the masts may need sections/insulators replaced prior to them being able to be climbed and lights replaced).
- After works carried out to ensure the safety of masts, if deemed necessary, select an appropriate company to install replacement lights (the company will be selected in accordance with ABC procurement policy).
- Upon receiving structural engineer's Gizo report consider recommendations for the mast to be safely dismantled.
- Engage a company to conduct a 'prediction coverage report' at Gizo and proposed new site, Noro. The report is essential to ensure that the proposed new site will have appropriate coverage and this should be seen as a comparison with Gizo.
- If, as anticipated, the structural engineer's report recommends dismantling the Gizo mast, seek quotes and select an appropriate company (in accordance with ABC procurement policies) to carry out the works.

- If there is a recommendation for the actual relocation and rebuilding of the tower at Noro, a consideration will need to be made as to whether this occurs in Phase 2 of SOLMAS, or indeed, whether SOLMAS has the financial capacity to support it.

Obstacles or issues going forward

- The Gizo Nautel transmitter was in poor condition when it was removed. It had been subject to water damage and corrosion and several parts had been removed and used elsewhere. Consideration needs to be made on whether to replace with new transmitter or attempt to repair.
- There are many other transmission issues that SOLMAS would like to see resolved, however given the time and financial constraints SOLMAS have identified the priorities. The remaining issues have been inserted in the Gantt Chart and going forward, SOLMAS recommends some of these works be carried over to Phase 2.

Output 3.1.3 Phased implementation of rectification plan

Phased implementation of the rectification plan (as detailed above in output 3.1.2) has begun with an invitation to quote being issued to three structural engineering companies. Three companies have thus far submitted their quotes to supply a report on Henderson and Gizo. The successful company will be selected shortly and once the report is received the next step of the plan will be implemented (i.e. works carried out to repair Henderson masts, if necessary, and then install aviation lights).

Obstacles or issues going forward

Full implementation may be impeded by the costs exceeding what SOLMAS can commit.

Objective 3.2: Improve forward planning and public accountability strategies within SIBC

Progress:

Subsequently, Cornelius gave Corallie a copy of the current Corporate Plan, HR Management Plan and the 2009 Financial Budget. The budget was extremely ambitious with revenue projections showing an increase of 50% and no justifications to achieve this figure. The Corporate Plan is carried over from many years ago and is also very ambitious with no implementation plan. The HR Management Plan is more of a 'wish list' and is not being used. SIBC has no real policy, procedures or guidelines.

Corallie and Cornelius performed a Strengths, Weaknesses, Opportunities and Threats (SWOT) exercise with SIBC staff in February and subsequently worked with management to complete the analysis. This information will be valuable for a corporate planning workshop proposed for May. Cornelius has begun

work on the 'weaknesses', specifically looking at staff punctuality and anti-social behaviour. Please see Annex 6.

Wendy Everett was engaged as the SIBC Partnership Coordinator and took up her position in mid-March. Wendy is based at SIBC and has already forged relationships with key senior managers and is working to realise potential areas of improvement and identify opportunities. Wendy has made excellent progress in building her relationships and observing the culture and climate of SIBC. Wendy and Cornelius have devised a draft list of goals for consideration within the strategic planning exercise. There are many dysfunctional areas where improvements must be made but she is being very careful to work with each manager as a counterpart to bring about change.

Wendy has now created an Organisational Chart which she has checked off against the Payroll. Initially it was thought that there were 45 staff members, however Wendy's work has revealed that there are actually 56 full time staff members and 2 casual staff members. This disparity reflects the lack of HR strategy and the fragile financial position that SIBC finds itself in. With no regular government support, SIBC also needs to improve its revenue, substantially decrease its expenses and improve debt collection.

Wendy is now working with each department alongside the relevant senior manager to improve operations. Please see Annex 7.

Corallie and Wendy will be facilitating a Corporate Plan Workshop with Board Members and senior managers of SIBC in May, to provide a realistic, workable and achievable strategic plan which will see the SIBC financial budget supporting the goals of the plan. There will also be a consideration for a stand-alone Capital Expenditure Budget within the Financial Plan to ensure that transmission and other infrastructure is supported.

Corallie and Wendy are also harmonising with the State Owned Enterprise (SOE) Strengthening Program which is preparing SIBC and all other SOE's for an audit. KPMG will be completing the audit program shortly. The SIBC Finance Team is engaged in capacity building in preparation for the audit (SIBC has not been audited for 12 years).

Output 3.2.1: Review of existing SIBC plans and strategies

Corallie obtained the current Corporate Plan, a draft Human Resource Management Plan and 2009 Financial Budget in February. Unfortunately, the Plans are 'wish-lists' of goals with no real consideration of how they can be achieved. It appears the Corporate Plan was devised by an English consultant engaged by the British High Commission in 2004 and has been "carried forward" since then. It also seems that the Corporate Plan was created without consideration of financial implications.

In reviewing the 2009 Financial Budget, Corallie noted it was very ambitious and there was a strong reliance upon donor funding for the Capital Budget. Work on sustainability needs to be incorporated into the Corporate Plan Workshop to ensure that going forward SIBC will be able to generate its own funding and remove the reliance upon donors.

14

There is no allocation for Capital Expenditure within the Financial Budget. All CAPEX items are only considered if a donor contributes them. With the Corporate Plan Workshop, a review of the financial budget must be completed at the same time to ensure that the initiatives of the Corporate Plan are achievable. The Corporate Plan must also be realistic. Currently, SIBC is relying on a one off Government contribution of SBD\$1 million which is contributing to the very poor commercial revenue of the company. SIBC is also relying on selling assets (staff housing) for income which is not sustainable. At the same time the Board has approved another commitment to reconsider housing for SIBC staff, which would place an unsustainable burden on the already pressured financial budget.

Obstacles or issues going forward

Cornelius has requested additional support to reviewing sales from a strategic perspective therefore being able to monitor and appraise the function. Cornelius requested that Corallie work with SIBC Sales Manager, Ashley Bengasi, and his team on sales training. Corallie has noted the potential from concern by other media organisations if she only assists SIBC. There is scope in the PSF as outlined in the Project Design Document for a Marketing and Business Development Specialist TA to travel to Honiara and work with the SIBC. Within David Barrow's Training Plan Matrix, there is also consideration for this person to provide training to other media organisations too.

SIBC is in a fragile state and needs to make some very tough decisions to significantly increase revenue decrease expenditure and improve debtor collection. The largest client (as for most media operators) is the SIG and they are slow in payment of accounts.

There needs to be a large commitment on the part of senior management to control the destiny of SIBC in a disciplined way. This is probably the biggest issue going forward.

Output 3.2.2: Conduct audience needs analysis

Wendy Everett has begun planning an audience needs analysis survey. It is anticipated that the needs analysis will be completed in three ways. It would be very expensive to complete a diary survey with sampling of all the Provinces, so after discussion with Anna McNicol from RAMSI, it was decided to have some focus group work completed within the 2009 RAMSI People Survey (targeted questions on radio listening have been a part of previous People Surveys). Wendy will also be meeting with a selection of local opinion leaders in Honiara for some structured survey work. Finally, we will commission a survey within the PF Network of 30 email stations which are located in some of the most remote areas of the Provinces. These 3 methods will bring about a good cross-section feedback on audience needs in relation to SIBC.

Obstacles or issues going forward

There may be some logistical issues in obtaining the structured questions required, and the delivery of these questions through third parties, but given the geographical dissemination of the people of Solomon Islands, a creative and hybrid approach will be the best solution.

15

Output 3.2.3: Participatory development of revised strategies and plans in a manner that is responsive to audience needs

Once the Audience Needs Analysis is complete, Wendy will work closely with SIBC senior management to devise a plan for addressing the needs identified.

Obstacles or issues going forward

- There may be some disagreement with senior management or staff about the audience feedback in the analysis because audience participation has not occurred for a very long time. SIBC staff have been assuming the needs of audiences.
- There is no formal feedback or complaint procedure in place. Once the research is addressed by SIBC, a formal procedure will have to be devised to ensure that the audience is heard.

Output 3.2.4: Phased participatory implementation of new or revised SIBC strategies and plans.

Once the Audience Needs Analysis and plan for implementation is devised, Wendy Everett will work closely with SIBC to implement this plan.

Obstacles or issues going forward

None at this stage.

Objective 3.3: Improved capacity of SIBC staff to manage and deliver relevant media services

Progress:

Recruitment for the position of SIBC Partnership Coordinator took place in early 2009. A panel made up of SOLMAS Project Director, Rob Batten, as convener, SIBC General Manager, Cornelius Rathamana; AusAID Policy Coordination Unit Representative, Sarah Boxall and SOLMAS Project Manager, Corallie Ferguson was convened and interviews were conducted. By mutual agreement, Wendy Everett was selected for the position and started in country in March 2009. Wendy has been working closely with SIBC management, observing and assessing daily practices to provide feedback into how SIBC can increase their capacity to deliver relevant media services. Work with SIBC is still taking place to increase their relevance as the 'emergency broadcaster'.

Output 3.3.1: Gap analysis of existing skills within SIBC

Wendy Everett has been working closely with SOLMAS Media Training Coordinator, David Barrow, to workshop the Skills Gap Analysis/Training Plan Matrix for SIBC staff. Wendy has begun counterparting with SIBC managers, journalists and media specialists to contribute to the Skills Gap Analysis/Training Plan Matrix but also to highlight capacity building needs specifically for SIBC.

Obstacles or issues going forward

- Commitment from relevant staff to participate in SOLMAS training courses.

Output 3.3.2 Development of SIBC training strategy

Wendy Everett has been working in conjunction with David Barrow to devise a training strategy. Wendy will be able to highlight specific capacity building needs for journalists and media specialists of SIBC as the public broadcaster and emergency services provider.

Obstacles or issues going forward

- Shared commitment to the SOLMAS strategy.

Output 3.3.3: Phased implementation of training strategy

The training strategy will begin implementation in June.

Obstacles or issues going forward

- Commitment from staff for the SOLMAS training courses.

Component 4: Flexible Support Fund

Objective 4.1: Flexible support provided to other program components within the limits set by the eligibility and selection criteria of the fund.

Progress:

The Flexible Support Fund is an important component of SOLMAS and is designed to support the other key components:

- To Strengthen SLG and industry based policy framework.
- To strengthen the capacity of commercial and community based media, and improve internal and external recognition of their roles.
- To strengthen SIBC effectiveness, and appropriately differentiate its role as the public broadcaster and the emergency service provider.

Output 4.1.1: Develop advisory group, charter and draft set of eligibility/selection criteria for assessing proposals under the Flexible Support Fund.

After extensive consultation with RAMSI deputy Development Coordinator, James Hall, RAMSI Public Affairs Manager, Mary Louise O'Callaghan, and SOLMAS Program Director Rob Batten, it was agreed that the FSF Advisory Group would consist of three members, plus Corallie Ferguson as Advisory Group Secretariat. The Charter and eligibility/selection criteria were devised and accepted by RAMSI. The MASI AGM will take place in early May, and the FSF charter, eligibility criteria and guidelines documentation will be presented to the members. Please see Annex 8.

Obstacles or issues going forward

- None identified.

Output 4.1.2: Develop draft processes and protocols for identifying and obtaining applications from appropriate projects to be supported by the FSF.

The Flexible Support Fund 'Submission Guidelines' were drafted and approved in early 2009 and contain the following eligibility criteria and are presented in Annexe 10:

- How the submission will benefit the people of the Solomon Islands
- How the proposed expenditure will increase the reach of the media or quality of output
- How the proposal will be sustained by the proposer
- How the proposal will be managed in a transparent and accountable manner.

The Submission Guidelines also contain information on SOLMAS, the SOLMAS Strategic Framework and the detailed operating principles of the Flexible Support Fund Advisory Group as well as the physical application form. All Approved Activities of the FSF will be managed by SOLMAS, and funds will be paid directly to the approved/accredited supplier.

The MASI AGM has been scheduled for early May and Corallie will present the FSF to members at this meeting. Corallie has indicated that she will personally see any media representatives who are not present, to allow them the same access to the FSF information. A period of 6 weeks will be allowed for submissions to be prepared and presented, followed by a deliberation process of two weeks to allow for the FSFAG to seek further information from applicants, if necessary, to consider the submissions. Successful applicants will be notified and public notices will be published.

Obstacles or issues going forward

- Inappropriate submissions presented (without consideration of the eligibility or selection process), or too many/not enough submissions made.

Output 4.1.3: Establish an FSF Advisory Group

Representatives for the Flexible Support Fund Advisory Group were nominated in January 2009. Corallie personally met with each nominee and outlined what was involved with being an Advisory Group Member. The following people were nominated:

- Father Ambrose Pereira, Rector, Don Bosco was nominated for his experience with training students in media awareness, overseeing a community radio service and his general communications through the Catholic church.
- Mr Julian Makaa was nominated for his experience with extensive media training at SIBC and his current position as the Program Office for the National Disaster Council. Julian is considered a 'neutral media person of repute'.
- Permanent Secretary, Luma Darcy from the Ministry of Communications and Aviation was nominated for his work in MOCA. This position will now hopefully be filled by the new PS Jeffrey Wickham.

All of the above nominees accepted their positions on the FSF Advisory Group.

Obstacles or issues going forward

- None at this stage however there may be some conflicts of interest from time to time. Potentially conflicted Advisory Members will need to stand aside (e.g. Jeffrey, if he accepts the position, will have to step off the Advisory if Dorothy Wickham applies to the Fund. Father Ambrose Pereira will also step off when a submission comes in from other Don Bosco managers).
- If there are only two Advisory Group Members remaining and a stalemate in decision-making occurs, SOLMAS Program Director, Rob Batten will cast the deciding vote, as enshrined in the Operating Principles.

Output 4.1.4: Delivery of on-going assistance through the FSF

The MASI AGM is scheduled to take place early May 2009. This meeting will formally call for submissions to the FSF. A period of six weeks will be allocated for submissions to be made, the closing date is 17 June. Media Association of the Solomon Islands (MASI) members will be given identical

information to ensure transparency. Corallie will personally meet with any MASI member unable to be present at the FSF announcement meeting.

Obstacles or issues going forward

- Too early to highlight.

Component 5: Program Management

Objective 5.1: Efficient and effective management and implementation of the program

Progress:

As the service provider, the ABC is responsible, through the Program Director, for managing all program activities in collaboration with the various implementing partners, in accordance with the agreement between RAMSI and the ABC. The SOLMAS team has now expanded to 5 core staff with the engagement of Wendy Everett and David Barrow who both report directly to Corallie Ferguson. The activities that were initially outlined in the Monitoring and Evaluation Framework are coming to fruition. There is still more work that needs to be done and RAMSI have indicated an extension of Phase 1 to the end of October. This will take into account the later than expected start of SOLMAS operations and engagement of staff.

Output 5.1.1: Delivery of program outputs

Program outputs are being successfully delivered upon and that is evident in the monthly Project Monitoring Tool document that is submitted to RAMSI at the end of each month. Some tasks started later than anticipated, however that was mainly due to the late start of the program overall.

Obstacles or issues going forward

- None at this stage

Output 5.1.2: Management of Program's human resources, finances and procurement

The ABC has rigorous financial, recruitment and reporting policies and procedures in place to ensure the highest standards of scrutiny are adhered to. The policies and procedures are carried over to the facilitation of SOLMAS.

Human Resources - The ABC Recruitment process requires a job description and band level to be approved by the Director of International before the job can be created. After this, the position can be advertised internally and externally and a selection panel of at least three relevant people compiled.

After short-listing and interviews, a detailed selection committee report is drafted and signed off by the convenor and the Director of International. A contract, including terms and conditions, is drafted by the ABC's People and Learning Division and must be signed by both the Director of International and the employee. Wendy and David were appointed via a selection committee who unanimously agreed they were the best applicants for the positions they applied for. It was a fair and rigorous decision making process.

Finances - all project expenditure is monitored and recorded. In the Solomon Islands office, only Coralie Ferguson has delegation for expenditure. Any cheque written by Coralie Ferguson from the SOLMAS account must have the prior approval of the Project Director. The SOLMAS bank account is acquitted monthly and reimbursement is only authorised by Rob Batten and Mike Bazan (ABC Financial Controller) on acceptance of all receipts, approvals and signed acquittal. Coralie Ferguson and Jessica List both have ABC issued visa cards, however only prior approved expenditure is permitted. Visa statements are issued monthly and authorised by the Head of ABC International Projects. All receipts and explanations of expenditure must be presented. All other project related expenses require approval of the Project Director prior to any financial commitment being made.

Procurement – The ABC has a strict procurement plan in place requiring all procurement have prior approval before a financial commitment can be made. A minimum of three quotes must be received and if necessary submitted through the ABC's Contracts Review Committee.

Obstacles or issues going forward

SOLMAS is currently considering employing a locally engaged member of staff for a receptionist/administration role in the SOLMAS office. The position is still in the design phase and has not yet been through the costing and approval process yet.

Output 5.1.3 Monitoring and evaluation

SOLMAS comprehensively reviewed the monitoring and evaluation framework in November 2008 with the assistance of an M&E Specialist, Colin Reynolds. Colin accompanied Rob Batten and Jessica List to Honiara and met with key stakeholders to ensure the M&E was still current and relevant. The revised document was presented with the inception report and accepted. The monitoring and evaluation framework is constantly referred to and used to track the progress of the program.

Obstacles or issues going forward

None at this stage.

Output 5.1.4: Risk Management

The Risk Management Framework was revised in November/December 2008 and submitted to RAMSI who accepted the revisions with one change to include gender which had somehow accidentally been omitted. The risk matrix is constantly referred to and used to track the risks that may come up in the program and to ensure the program team is aware of the risks and how to avoid them.

Obstacles or issues going forward

As the Risk Matrix is constantly reviewed, we have been able to ameliorate the impact so far.

Output 5.1.5: Annual planning and program reporting

SOLMAS produced and submitted an annual plan/inception report in February 2009. At the end of each month, SOLMAS produces and submits an exception report on the status of issues currently impacting Program implementation, and containing information regarding ongoing or recommended corrective

action and financial information on expenditure to date and forecasts. The ABC will also produce a 12-month progress report in October 2009.

Obstacles or issues going forward

None so far

5. Monitoring and Evaluation Framework

The monitoring and evaluation framework was reviewed by SOLMAS in April 2009. All of the objectives, activities and outputs remained consistent with the version updated in December. However, it is proposed that an additional activity titled 'Call for submissions to the FSR' be inserted between output 4.1.3 and 4.1.4. Please see Annex 9.

6. Risk Matrix

The Risk Matrix was reviewed by the SOLMAS team in April 2009 and revised slightly to reflect the current environment. Risks such as the current global financial climate and the swine flu epidemic were taken into consideration. Please see Annex 10.

7. Revised implementation schedule

The implementation schedule was reviewed in April 2009 to ensure that the timeline was realistic. Some outputs were given more time than was previously allocated and some outputs started later. Please see Annex 11.

8. Phase 2

- Continue to review legislation improvements to ensure that Solomon Islands media legislation covers all aspects of media.
- Continue to harmonise broadcasting legislation with other areas of overlap (telecommunications) to ensure that there are no gaps.
- Reviewing the MASI Code of Practice in consultation with MASI Executive, for improvements
- Ensure, through liaison, that objectives of the Economic Reform Unit have considered the capacity, development and resource allocation to the Spectrum Team when they are transferred to the Telecommunications Commission.
- Continuation of capacity building for all MASI members and staff, using the Training Plan Matrix as a guide
- Supporting the SiCHE Certificate in Journalism Course
- Broadening the media awareness aspect of SOLMAS
- Counterparting with SIBC senior management team.
- Enshrining SIBC 3 year Corporate Plan and realistic Financial Budget with management counterparts as a result of strategic workshop in May 09

- Assist SIBC to embrace overall financial discipline which includes increasing revenue, reducing expenses realistically, and continuing to improve debtor control
- Ensuring that a realistic Human Resource policy, procedures and guidelines is available
- Assist SIBC to creatively improve programming and delivery of programming
- Assisting SIBC where possible to improve the transmission infrastructure to provide distribution of programming, messages and emergency services
- In consultation with RAMSI/AusAID, consider broadening FSF to include some areas highlighted by unsuccessful Phase 1 FSF applications (unknown at this time)

9. Budget/Finance Report

The SOLMAS team 're-flowed' the monthly budget to take into consideration the later start of the project and the extension of time until the end of October. No changes were made to the total amounts within the budgeted ROU; however some costs moved across to more accurately reflect when expenditure is likely to occur. For example Wendy Everett and David Barrow were previously in the budget from month 1, but costs for them did not actually start until month 9 onwards. Likewise with the Overheads and Management fee, SOLMAS has flowed the budget over 16 months which has reduced the monthly amount from \$11,845 to approximately \$8,884 to allow for the extra 4 months of Phase 1.

Please see Annex 12 for the 'reflowed' budget and Annex 13 for the current acquittal as at 6 months of operation.

It is important to note when looking at the figures that the RGSF items listed in the acquittal are only up to March as per the information supplied, however SOLMAS actuals are up to the end of April.

Annex 1. Review of Solomon Islands Media Legislation

Existing Media Regulation:

- Broadcasting Ordinance 1976 of the Solomon Islands
- Constitution of the Solomon Islands [1978] guarantees Fundamental Rights and Freedom of the Individual and Freedom of Expression but there is no separate legislation
- Telecommunications Act [Cap115] currently being reviewed by SIG for reform and competition
- Television Act [Cap 116] taken from Sri Lanka
- State Owned Enterprise Act [passed 16 August 2007] SIBC is a State Owned Enterprise
- MASI Constitution
- MASI Media Code of Practice

Proposed Media Legislation:

- Broadcasting Ordinance 1976 of the Solomon Islands - Article 19 (Global Campaign for Free Expression) has analysed this document for recommendations and input into the process of developing reforms for the SIBC to ensure that it becomes a true independent public broadcaster, in line with international standards).
- Solomon Islands broadcasting Corporation Bill 2003 (has been presented to Parliament but not yet passed)

Non-existent Media Legislation :

- Broadcasting Act (covering television and radio)
 - Licensing
 - Media Ownership/Control
 - Community Broadcasting
- Defamation Laws
- Contempt of Court Laws
- Copyright Law
- Media Ownership/Control
- Online Regulation (internet/mobile/anti spam)
- Any action taken in the Courts relies on Commonwealth Common Law
- There is no Regulating Authority

Legislation currently being reviewed

- Pam Wild, Advisor with RAMSI Law and Justice, is reviewing all Solomon Islands legislation
- Kate Halliday, Advisor is working with the Law Reform Commission on legislation
- Matt Hodge-Koppa, Advisor with RAMSI Economic Reform Unit is Chair of the Taskforce which is assisting the SIG on Telecommunications Reform

Annex 2: Partner Participation & Skills Gap Analysis

Key Questions to Define Processes and Procedures:

- Describe your job name and functions?
- How did you get your job? (Selection Process)
- How long have you been here?
- What media related jobs have you done in other workplaces?
- What skills are required for your job? Where did you get these and when? (Their view, employers view and our view)
- Do you have all of these skills? (Their view, employers view and our view)
- Who directs you in your job? (Their view and employers view)
- How are you directed or supervised?
- Could supervision be improved?
- What jobs are you interested in within your workplace?
- What skills would you need to undertake those jobs? (Their view, employers view and our view)
- What training have you received?
- How would you rate this training on a scale of one to ten?
- What do think are the most important skills needed to be a journalist/technician/cameraperson/editor (whatever role is appropriate for interviewee)?
- On the following checklist, please rate the importance of the following attributes on a scale one to ten with ten being the most important?
 - News sense (ability to recognize a good story)
 - Timeliness (delivering news within tight time deadlines)
 - Storytelling ability
 - Good grammar and use of language
 - Adhering to a Code of Ethics for journalists (balance, fairness, accuracy, honesty etc)
 - Clear broadcast voice (radio and television)
 - Clear writing in print media
 - Strong analytical reporting skills
 - Proactive reporting (initiating or creating stories as original material)
 - Reactive reporting (using existing stories as source material)

Skills Gap Analysis for Reporters Only – How a Story is Produced

- Do you discuss a story with your manager before, during or after the job?
- Do you discuss the treatment intended for the story with your manager before, during and after?
- What official discussions happen in your newsroom?
- Do you contribute to the official meetings?
- What helpful feedback do you get after publication/broadcast of your stories?

24

- What feedback would you like?

- Are you confident to ask management or interviewees difficult or controversial questions?
- Do you feel you have the backing of your management in chasing difficult or controversial stories? (ie will management support you if you are subject to pressure or undue influence by others?)

- Does your management listen to your suggestions or ideas? Yes or No
- What are the main things that would improve your newsrooms or story coverage?
- What resources would improve your work quality and output?

Skills Gap Analysis for Wendy and David as Observers of SI Media

Checklist to include:

- Technical accuracy and presentation across all media
- Quality of journalism (radio and TV news, current affairs, print media, features). Measured by:
 - Strong stories
 - Record keeping of stories (effective use of archives)
 - Analytical skills used in reporting
 - Presentation appeal and relevance of stories
 - How emergency information is conveyed
 - Adherence to Code of Ethics including observations on balance, fairness, accuracy, appropriateness, range of stories, depth and scope
 - Originality of stories
 - Layout and presentation in print media
 - Examples of hard hitting, fearless reporting

Skills Gap Analysis of Technical Aspects of all Media by David Barrow

Radio:

- Program mix
- Clarity (quality of sound)
- Continuity (no 'dead air')
- Broadcast transmission area/range
- Effectiveness of station identity
- Technical mistakes
- Use of promotion for other programs emanating from broadcaster

Television:

- All of the above
- Story coverage (content, shot selection, prioritisation of stories,
- Visual interest
- Visual competence, framing, camera work, make-up wardrobe
- Sound quality

25

Annex 3: Draft Training Plan & Matrix

Basis of Plan Design:

- Training prioritised according to areas of greatest need with most basic needs being addressed first as foundation for more advanced training to follow
- Gender awareness issues contained in all training delivered

Project Timelines:

1. Completion of skills gap analysis by May 15th
2. Training Plan completed by May 22nd
3. MASI sign-off on Training Plan by end of May 2009
4. Course training to commence 29th June and continue as required (including repeat courses). New courses introduced and delivered on demand and continue to end of project
5. One on one mentoring to commence 29th June and continue to end of project
6. *SICHE Media and Journalism Certificate* course to commence January 2010

*** Codes for participating organizations:** SS (Solomon Star), OT (One Television), SIBC (Solomon Islands Broadcasting Corporation), SICHE (Solomon Islands College of Higher Education), VBM (Voice Blong Mere), CC (Catholic Communications/Don Bosco), NE (National Express), IS (Island Sun), PAOA (PAOA FM), ZFM (ZFM 100), GNR (Good News Radio), SIDT (Solomon Islands Development Trust), STO (Solomon Times Online), PFN (People First Network), GMD (Government Media Office)

**** Codes for Training Providers:** DB (David Barrow, SOLMAS), WE (Wendy Everett, SOLMAS), CF (Corallie Ferguson, SOLMAS), GC (Gill Cooper, Solomon Islands Police Force), KS (Kate Sullivan, Electoral Commission), RM (Ruth Mayer, Electoral Commission), Fala (Josephine Teaken, Voice Blong Mere), LH (Lisa Horwapu, Voice Blong Mere), FAB (Father Ambrose Pereira, Catholic Communications), JL (John Laman, Solomon Star), ML (Mary Louise O'Callaghan, RAMSI), DT (David Tuhanuku, Truth and Reconciliation Commission), AS (Adam Smith, Australian Federal Police working with RSIPF)

Training Required	*Participating Organisations	*Training Providers	Training Priority	Key Performance Indicators (KPI's)	Results
Journalism Code of Ethics and Values including Sensitising Journalists to Women's Issues (Gender Issues)	All media	DB, WE, GC, JT, L H	1	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Interviewing and questioning	SS, OT, SIBC, VBM, CC, NE, IS, PAOA, ZFM, GNR, STO, PFN, SIDT	DB, WE ?	1	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Investigative Journalism and Confidence Building	SS, OT, SIBC, VBM, CC, NE, IS, PAOA, ZFM, GNR, STO, PFN, SIDT,	DB, WE,	3	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Writing for Print Media and Newsletters (including research and grammar). Storytelling. Includes Press Freedom and Responsibilities	SS, VBM, CC, NE, IS, STO, PFN, MO, SIDT	DB, WE, GC, ML,	1	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Writing for Broadcast Media (including research and grammar). Includes Press Freedom and Responsibilities	SIBC, PAOA, ZFM, GNR, SIDT, OT,	WE, DB,	2	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Television Direction (Studio, field, documentary, music clips)	OT, GNR, SIDT,	DB	3	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Presentation	OT, ZFM,	DB,		Participation rate	

28

	PAOA, GNR, VBM, STO, PFN?, SIBC, SIDT	WE,	1	Observed performance improvement during course Improvement in quality of information/news generated	
Managing the Newsroom – Planning and Briefing Recruiting and Managing Staff	SIBC, SS, IS, NE, OT,	WE, DB, CF, GC Specialist in HR	2	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Production of Commercials (Radio and TV)	PAOA, SIBC, ZFM,	Specialist, DB	2	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Print Layout for Newspapers	SS, IS, NE, GC	Specialist, DB, GC	2	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Editing Radio Programs Using Adobe Software	VBM, SIDT, SIBC?, PFN?,	Specialist, DB	3	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Electoral Awareness Training for Journalists	All media	RM, KS, Fala i, DB, WE,	2	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	
Sales and Marketing	SIBC, PAOA, ZFM, OT, NE, SS, IS, STO	CF, DB, Specialist	1	Participation rate Observed performance improvement during course Improvement in quality of information/news generated	

29

Annex 4: Proposed Certificate in Media and Journalism course, SICHE

Overview:

- Course duration: 3 semesters x 16 modules (18 months)
- Each module contains 56 hrs face to face teaching plus 30 hours practical
- Course developed by AusAID and involved 100 media professionals over 4 years
- Same course already operating successfully in Samoa, Fiji, Vanuatu, Tonga. Universities of the South Pacific recognise the course as entry to degree courses

Semester One – Modules:

1. Basic News Writing
2. Values and Ethics
3. Basic Journalism – Research
4. Basic Journalism – Grammar
5. Civics

Semester Two – Modules:

6. Broadcast Journalism
7. Writing for Print
8. Political Journalism
9. Investigative Journalism
10. Advocacy and Government Information

Semester Three – Modules:

11. Principles of Law and media
12. Regional and Global Development Issues
13. Sales, Marketing and Program Promotion
14. Beat Journalism: Sport, Health, Environment
15. Beat Journalism: Police, Court, Parliament
16. Business and Economic Reporting

Each module contains:

- 56 hours of face to face teaching
- 30 hours of practical exercises and assessments
- Module Outline and Session Plan for teachers
- Rich resource of materials for teaching in electronic format
- Powerpoint presentations
- Teacher's Notes
- Handouts and 'must read materials
- Additional reading lists for students and teachers
- Text books for referencing and additional software where required
- Guidelines on industry commitment to provide quality work attachments

Annex 5: SOLMAS Gantt Chart for SIBC Transmission work

Assistance to SIBC transmission during SOLMAS phase 1	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Details for future phases	Notes
Henderson HF & MF Restore Elcor transmitter to operation Further investigation into faulty HF dummy load Identify broken insulator in East MF mast RF testing of HF antenna Measurement of feeder lengths Measurement of transmitter building floor plan & equipment details Install "Digital World Traveller" SIBC Gizo Studios Assess mast for light replacement Structural Engineer to confirm safety of tower before replacing lights If safe, replace navigation lights Fit lugs to some of the Elcor HT transformer primary wiring Reinstall Elcor HT power supply safety cage Clean inside of Elcor transmitter Fit exhaust ducting to top of Elcor Tx to duct out hot exhaust air Replace FETS and Diodes in the Omni 5020kHz Tx and restore to air Dispose of old Elcor HT transformer (SIEA may be option) Repair HF dummy load or make MF load available for HF transmitter Provide time switching for each HF transmitter to save on power Devise 'maintenance strategy' for spares and tube replacements Instigate tube replacement program for Elcor Transmitter (within SIBC budget) Order HV capacitors for Elcor transmitter														Should be replace every 3 years

32

Assistance to SIBC transmission during SOLMAS phase 1	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Details for future phases	Notes
Longer term work Waterblast and paint the 2 MF masts Replace section point insulators on MF masts with galvanised steel spacers and bolts (3 levels) Re-tension the two MF masts Lift the MC ACU cabinets to avoid future water ingress Remove HF open wire line and replace with buried feeders Supply & install antennae switch frame (to allow all transmitters on site to be patched to dummy load and allow Elcor to go to either Tx.) Align Elcor transmitter on 5020kHz. EMR survey of site HF Frequency Management Investigation into other international broadcaster using 9545kHz. Determine best times of day to run the two HF transmitters Register 5020kHz and 9545kHz on current international HF frequency register managed by ITU If change of frequency required re-tune antenna & transmitter Gizo MF RNZ identified 3 options (repair/demolish/new site) Desk audit of RNZ report to go with recommendation Remove/clean and store Nautel transmitter Structural Engineer to assess options to demolish tower Riggers to demolish tower (if deemed necessary) Conduct coverage prediction Restore or purchase new Nautel transmitter Noro site SIBC proposal to replace at Noro & expand FM service Undertake coverage prediction Develop design and costing for new facility														

33

Results

Annex 6: SIBC SWOT Analysis

Report on analysis of SWOT conducted with staff on 9th January 2009.

Solomon Islands broadcasting Corporation is mandated by a Broadcast Ordinance to provide information, education and entertainment to the Country.

As Solomon Islands is a scattered Island Nation, radio broadcasting was indeed the most effective means, in those days and still is, the technology of choice for the purpose.

Presence of broadcast signal from SIBC at the family radio in the most remote islands of Solomon Islands even if masked and fades by atmospheric noise, is very much welcomed by the people.

Even if language used in the radio is not well understood, the simple fact that SIBC could be heard symbolizes the presence of government in those un accessible areas - either deep in the forest and mountains or out in the fringes of the Solomon territory.

SIBC Management is charged to provide this unique presence among the people both near and far to make meaning that Solomon Islands is indeed one country of diverse orientation.

With input from the government, private sector, and aid donors and individuals, SIBC has been able to provide sustaining broadcasting since its inception after the second just after world war II.

SWOT Analysis

SIBC values the SWOT as an important exercise to be conducted with staff to provide a snapshot of how the staff is positioning SIBC as they understand the operations and its legal objectives - how they think is being resourced, managed and planned for its future.

SWOT analysis was conducted with the staff on 9th January as opportunity for staff to put in writing how they see themselves playing their roles, their capacity to uphold services, their expectations and how they see themselves and their work being resourced, managed and secured into the future by the management of the day.

Analysis

Total of 29 staff at headquarters participated in the exercise. This is fifty three percent of total staff of 54 including those at the provincial staff. Forty five percent of those who took part in the exercise were female.

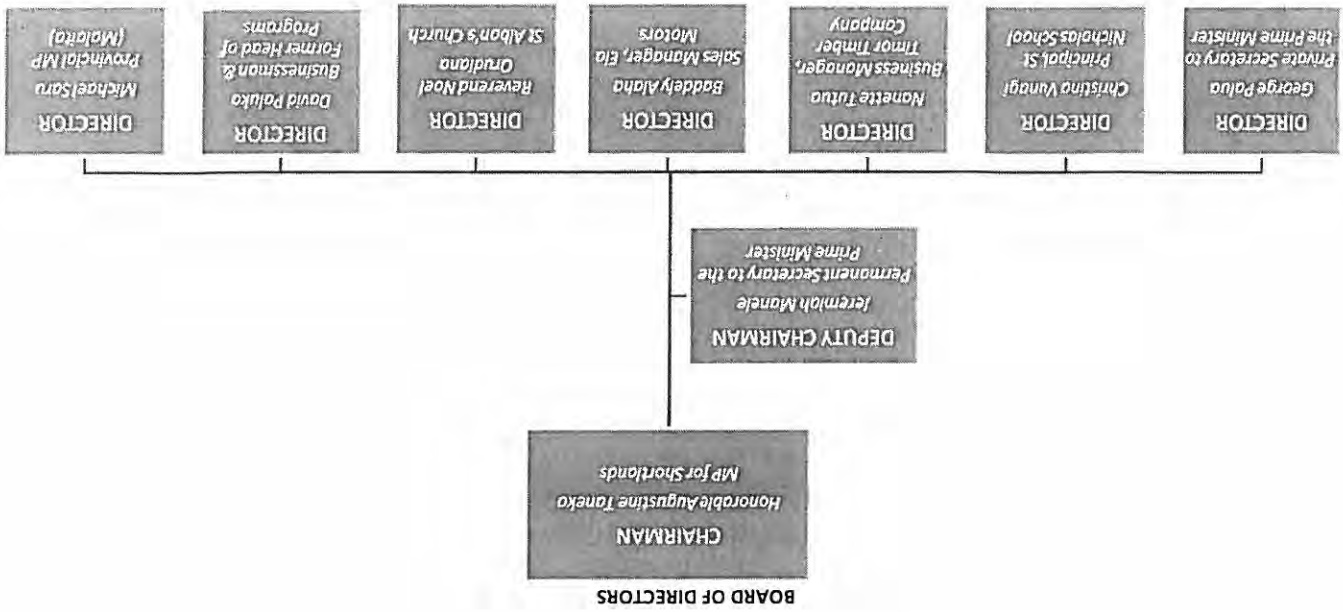
STRENGTHS			
Reach	Staff	Technology	
- Wide coverage - Accessible - Relay Stations - SIBC Website	- Trained - Skilled - Cultured - Corporate well with each other - Team spirit	- AM Technology has wide reach - Good studio Facilities - Good communication infrastructure	
PRODUCTS			
LEGAL PROVISIONS	PRODUCTS	MANAGEMENT	
- Has established act- Broadcast Ordinance - and SOE Act. - Affiliation with external public Broadcasters	- Balanced News good editorial practice. - Has a commercial FM Station. - Good Radio Programs- - Entertaining, Educative and Informative. - SIBC Website access fee. Commercial arm.	- Provide good conducive work environment. - Provides steady employment. - Well structured Organization. - Owens Properties and Asset's. - Strong on PR. - Promoting Unity in the work force. - Secured valuable assets	

WEAKNESSES			
Reach	Staff	Technology	
Quality of reach in AM Technology is subject to atmospheric conditions.	- Need to work together more. - Time keeping - Anti social behaviors - Abuse SIBC Properties - Un professional conduct at work - Lack of specialized skills	- Unsustainable Power supply - Expensive technology - Lack of back up spares - Transmitter problems - Poor Maintenance procedure. - Use of unreliable equipment. (super sensitive technology)	
Legal Provision	Products	Management	
- No predictable financial support for Broadcast Act. - Out of date accounting system - Outdated Staff Regulations. - Not aware of Intellectual Property rights.	- Lack of in-depth coverage. - Lack of wide coverage of news of whole of Solomon issues. - Lack of wide marketing strategy. - Sales and Marketing Weak in marketing packages.	- Unclear job descriptions – there staff spend too much at leaf hut. - Lack of HR development Plan. - Low Salary - Weak supporting logistics - Lack of security concern. - Lack of Housing Policy - Lack of vehicle policy - Lack of discipline policy - Abuse of SIBC Properties - No financial Policy - Provincial Stations un sustainable - Need to streamline Staff - Lack of reception and audience survey - Management meeting too frequent - Lack of Staff Recreation facilities - Lack of staff incentives	

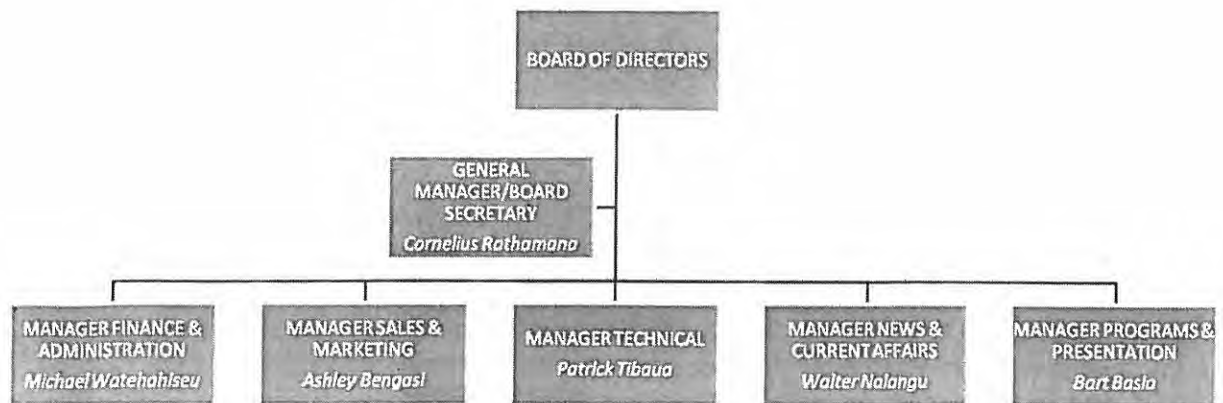
OPPORTUNITIES			
Reach	Staff	Technology	
- Growing Market in the rural Areas. - Coverage under MSG for reach through Melanesian broadcasting partners.	- Exchange scheme between Regional partners. - Membership to Regional Broadcast Associations - Stringers - Correspondence - SI Workers Union	- Support from Aid donors - Community Radio Development - Venturing into Public TV. - Telekom rural Expansion - PFNet reach	
Legal Provisions	Products	Management	
- Review of SIBC Bill - RAMSI v.s Solomon Islands Assistance - Intellectual Property Laws - Copy Right Laws	- Emergency and alert warning broadcast. - Library and Archive resources - Growing Music Industry - School Broadcast - Website advertising - Internet café - Government National reconciliation Programs. - National Constitutional reform Programs. - Government institution strengthening program.. - Provincial Government - Second appointed days.	- Maintain Subscriptions with Regional Broadcasters Associations - Relationship with ABC, BBC MSG Broadcasters - Harnessing opportunities that come with media growth.	

THREATS			
Reach	Staff	Technology	
Completion with other form of media Organizations Geographical challenge for interactions between SIBC and the audience.	1. Media compete for small labour market for Broadcasters. 2. Worker Union and other Activists. 3. Global Inflation	1. High turn over of Broadcast IT Technology 2. Disasters of all nature 3. Global Aviation standards for tall structures (AM Towers)	
Legal Provisions	Products	Management	
Law and Order. Delaying of SIBC Ordinance Amendment Bill.	Competition in Commercial FM stations Global economy may advertising market Pirating of Medial Products	Unclear Government policy Statement on Public Broadcasting. High Turn over of Governments through motion of no confidence Political influence Land Issues Conflict of Interests	

Annex 7: SIBC ORGANISATIONAL CHART

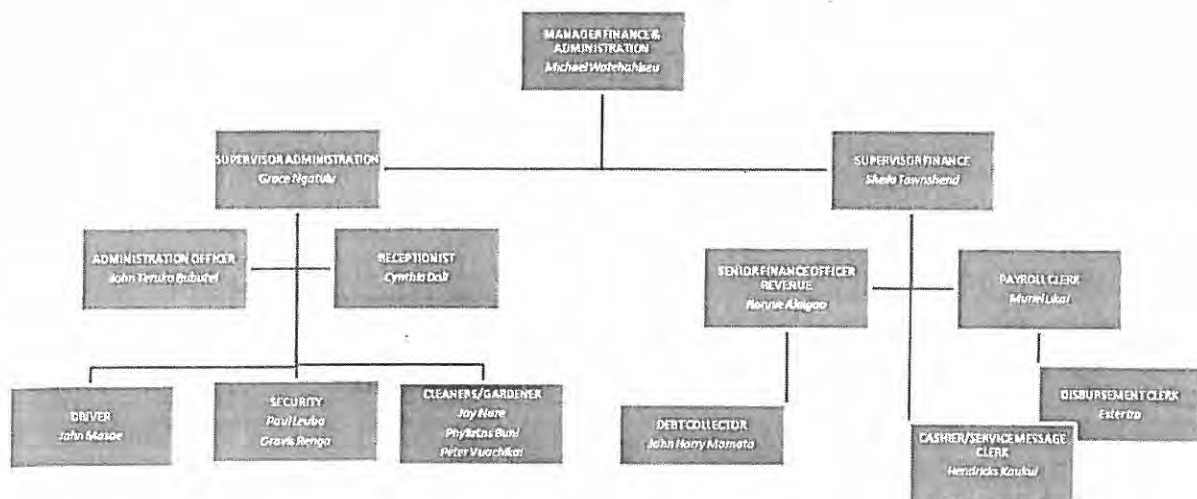


DIVISIONAL STRUCTURE

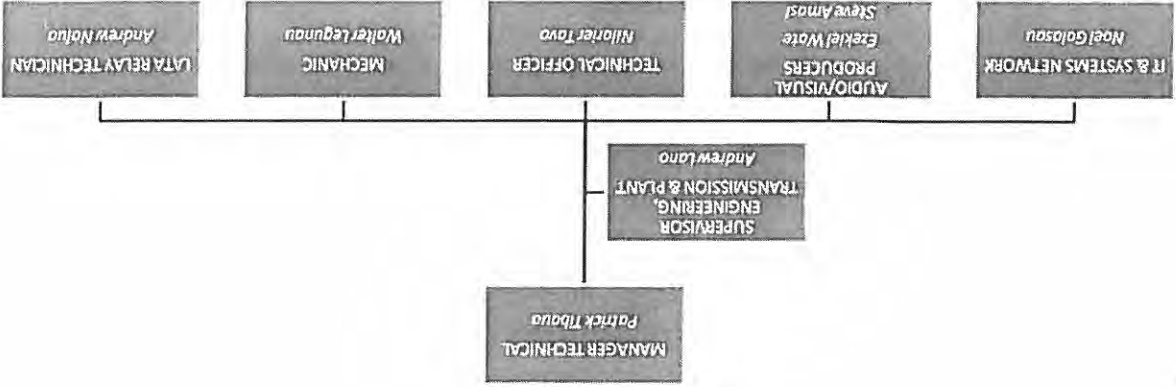


40

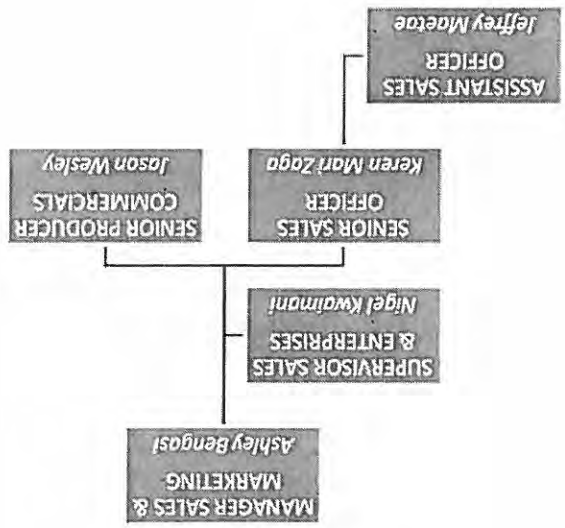
FINANCE & ADMINISTRATION



41

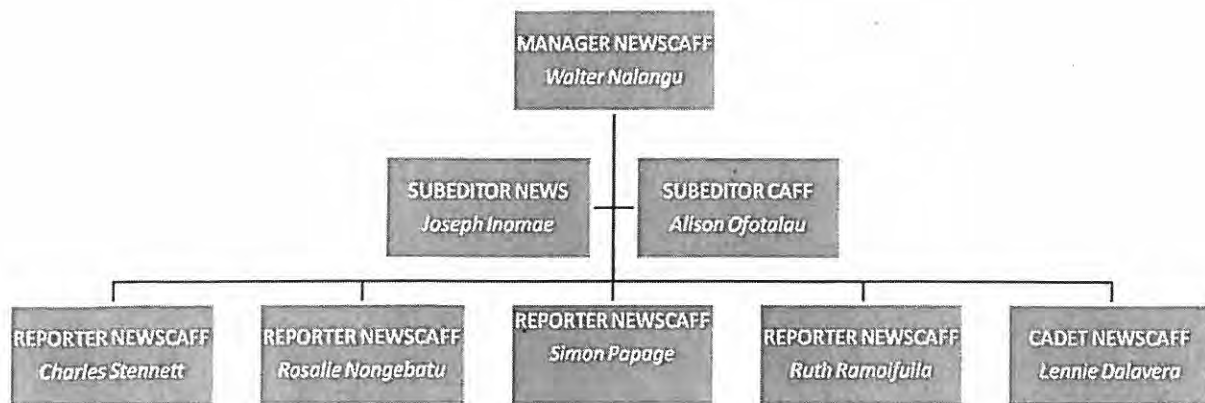


TECHNICAL



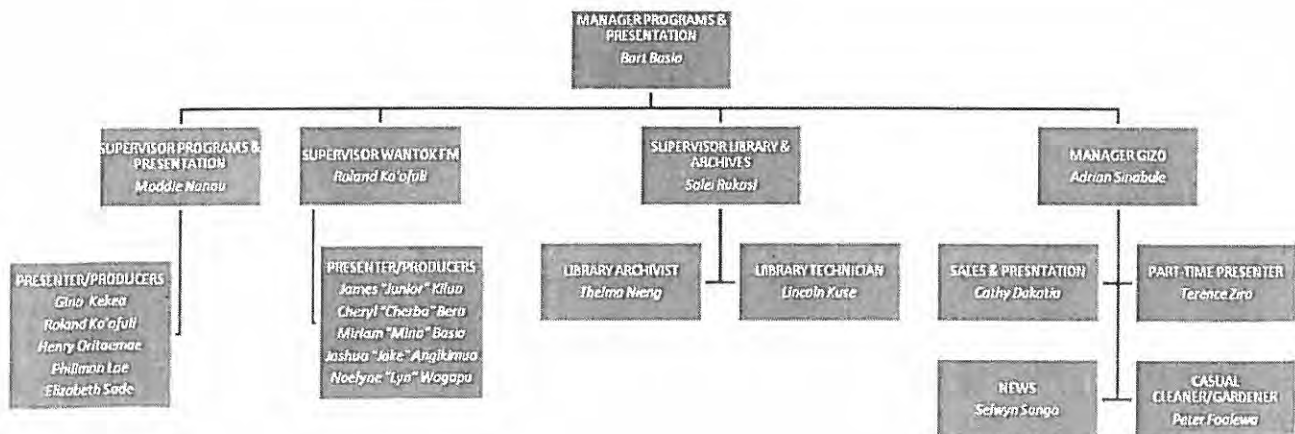
SALES & MARKETING

NEWS & CURRENT AFFAIRS



44

PROGRAMS & PRESENTATION



45

Annex 8: FSF Submission Guidelines

Solomon Islands Media Assistance Scheme SOLMAS

Submission Guidelines for access to the SOLMAS Flexible Support Fund

Please read these guidelines and the SOLMAS Strategic Framework before making your submission.

Solomon Islands Media Assistance Scheme (SOLMAS)

The Solomon Islands Media Assistance Scheme (SOLMAS) is funded by the Regional Assistance Mission to the Solomon Islands (RAMSI). The goal of SOLMAS is to improve the reach and quality of all media in the Solomon Islands. It has three key components:

1. To strengthen the Solomon Islands Government (SIG) and industry based regulatory policy framework.
2. To strengthen capacity of commercial and community based media, and improve internal and external recognition of their roles.
3. To strengthen Solomon Islands Broadcasting Corporation (SIBC) effectiveness, and appropriately differentiate its role as the public broadcaster and emergency service provider.

Flexible Support Fund

Within SOLMAS, a Flexible Support Fund (FSF) has been established to fund activities to support its three key components. The FSF can be used for the following purposes:

- Technical Assistance
- Training
- Transmission Infrastructure for SIBC (as the emergency services broadcaster)
- Operational support to SIBC in relation to SIBC transmission activities, to support small scale, ad hoc activities (such as funding a Provincial visit by an engineer).

Flexible Support Fund Advisory Group

A Flexible Support Fund Advisory Group (FSFAG) has been established to facilitate the timely selection of proposals that meet the goal of SOLMAS and support its three key components detailed above. The FSFAG is made up of the following members who have the skills and experience to make well considered decisions in an appropriate governance framework:

Permanent Secretary Luma Darcy, Ministry of Communications and Aviation
Father Ambrose Pereira, Rector, Don Bosco
Julian Makaa, Program Officer of the National Disaster Council

The FSFAG will be supported by Corallie Ferguson, Program Manager SOLMAS

Eligibility for FSF grants

Only members of the Media Association of the Solomon Islands (MASI) are eligible to apply for FSF grants.

Submissions will be assessed on the following criteria:

- How a submission will benefit the people of the Solomon Islands.
- How the proposed expenditure will increase reach of the media or the quality of output.
- How the proposal will be sustained by the proposer.
- How the proposal will be managed in a transparent and accountable manner.

Note: The Fund is not intended for capital expenditure (other than for supporting emergency service transmission capability for the public broadcaster).

Submissions to the FSFAG must be made in the required format which is available from the SOLMAS office.

FSFAG Operating Principles

- Members of the FSFAG will not be involved in the development of any submission.
- Members of the FSFAG will declare any potential or perceived conflict of interest in relation to any proposal under consideration and absent themselves from the decision making process if required.
- FSFAG Members will be bound by recognised fiduciary standards.
- FSFAG decisions will be transparent and merit based ("merit" refers exclusively to consistency with Eligibility Criteria).
- FSFAG Members will assess how submissions will impact on and benefit both Solomon Island men and women.
- Provided this Charter is adhered to, the FSFAG's decision is final (and there will be no appeal process).
- Members may delegate their seat on the FSFAG, provided that a formal statement of the intent to delegate is submitted to the Program Manager before a meeting.
- If any member of the FSFAG is deemed to have a conflict of interest on a particular submission, they must temporarily step off the committee and will be unable to delegate their position.
- If consensus cannot be achieved by the FSFAG, decisions will be determined by a majority vote of those present. In the event of a deadlocked vote, the SOLMAS Program Director will cast the deciding vote.
- FSFAG decisions will be independently audited against the Eligibility Criteria on an annual basis.

Risk Management for Approved Activities

All Approved Activities of the FSF will be managed by SOLMAS, and funds will be paid directly to the approved/accredited supplier.

Solomon Islands Media Assistance Scheme (SOLMAS) Strategic Framework Phases 1 and 2

Goal/Purpose: To improve the reach and quality of Solomon Islands Media

Component 1: Strengthening SIG and Industry-based regulatory policy framework	Component 2: Strengthening capacity of commercial and community-based media, and improving internal and external recognition of their roles	Component 3: Strengthening SIBC effectiveness and appropriately differentiating its role as a public broadcaster/ emergency service provider	Component 4: Flexible Support Fund (FSF)	Component 5: Program Management
Objective 1.1 New or revised regulatory policies and legislation which address the needs of both government and industry being applied within SI media organisations	Objective 2.1 Improved capacity of staff in commercial and community based media to manage and deliver relevant services	Objective 3.1 Existing SIBC transmission infrastructure repaired or upgraded and safely operating within targeted coverage levels	Objective 4.1 Flexible support provided to other program components within the limits set by the eligibility and selection criteria for the fund	Objective 5.1 Efficient and effective management and implementation of the program
<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs):</i>
1.1.1 Review existing regulatory policy and legislation	2.1.1 Gap analysis of existing skills within commercial and community-based media	3.1.1 Assess technical and safety status of SIBC transmission infrastructure	4.1.1 Develop advisory group charter and draft set of eligibility/selection criteria for assessing proposals under the FSF	5.1.1 Delivery of program outputs
1.1.2 Participatory identification of preferred options for introduction of appropriate regulatory policy and/or legislation	2.1.2 Development of CCM shared training strategy	3.1.2 Develop prioritised rectification plan for repairing existing faults and addressing existing safety issues (including EMR)	4.1.2 Develop draft processes and protocols for identifying and obtaining applications from appropriate projects to be supported by the FSF	5.1.2 Management of program's human resources, finances and procurement
1.1.3 Phased participatory implementation of preferred options for introduction of appropriate regulatory and/or legislation	2.1.3 Phased implementation of shared training strategy	3.1.3 Phased implementation of rectification plan	4.1.3 Establish an FSF advisory group	5.1.3 Monitoring and evaluation
			4.1.4 Delivery of on-going assistance through the FSF	5.1.4 Risk management
				5.1.5 Annual Planning and Program reporting
Objective 1.2 Strengthened capacity within MOCA to manage spectrum allocation	Objective 2.2 Improved awareness of the roles of media by staff and selected external stakeholders	Objective 3.2 Improved forward-planning and public accountability strategies within SIBC		
<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>

48

1.2.1 Spectrum-related capacity building within MOCA (harmonised with World Bank efforts)	2.2.1 Conduct media awareness exercises	3.2.1 Review of existing SIBC plans and strategies ¹		
		3.2.2 Conduct audience needs analysis		
		3.2.3 Participatory development of revised strategies and plans in a manner that is responsive to audience needs		
		3.2.4 Phased participatory implementation of new or revised SIBC strategies and plans		
		Objective 3.3 Improved capacity of SIBC staff to manage and deliver relevant media services		
<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>	<i>Activities (outputs)</i>
		3.3.1 Gap analysis of existing skills within SIBC		
		3.3.2 Development of SIBC training strategy		
		3.3.3 Phased implementation of training strategy		

¹ Including those related to public accountability, maintenance, positioning, media awareness, coverage, content, gender issues, etc.

Solomon Islands Media Assistance Scheme
SOLMAS

Proposal Submission Form for Access to the SOLMAS Flexible Support Fund

CLOSING DATE FOR SUBMISSIONS: Wednesday 17 June 2009

MASI Member Name:

Address:

Telephone/Email:

Proposer Name:

Date:

Please Describe the Proposed Submission Activity:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings visible.

Please explain how this submission and activities will benefit both Solomon Island men and women.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

Objectives Addressed	Indicators	Collection Requirement (Note: multiple sources indicate collection options/potential triangulation opportunities)	Reporting
2.1.1 Gap analysis of existing skills within commercial and community-based media	2.1.1 (a) Production of CCM skills gap analysis paper		Baseline competencies before capacity-building
2.1.2 Development of CCM shared training strategy	2.1.2 (a) Production of CCM shared training strategy 2.1.2 (b) List of key CCM stakeholders formally signed-off on shared training strategy	- Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log	
2.1.3 Phased implementation of shared training strategy	2.1.3 (a) List of capacity-building exercises (courses/workshops/TA) provided to CCM stakeholders 2.1.3 (b) List of CCM personnel completing each capacity-building exercise 2.1.3 (c) Proportions of attendees meeting relevant competency standards before and after each capacity-building exercise	- Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log	
Objective 2.2	Outcome-level	- Instrument 3. Outcome log - Instrument 4: Partner Reporting - RAMSI People's Survey - Instrument 1. Document production and implementation log	Baseline stakeholder feedback by initial application of partner reporting before significant awareness raising takes place
Activities (outputs)	2.2.1 Conduct media awareness exercises	2.2.1 (a) Production of awareness-raising exercise schedule 2.2.1 (b) List of attendees of each awareness-raising exercises	
Component 3: Strengthening SIBC effectiveness and appropriately differentiating its role as a public broadcaster/emergency service provider	Objective 3.1 Outcome-level	- Instrument 3. Outcome log - Instrument 5. Technical Survey	Prepare technical baseline (as part of 3.1.1)
Existing SIBC transmission infrastructure repaired or upgraded and safely operating within targeted coverage levels	3.1 (a) Verifiable measures of SIBC transmission infrastructure safely operating within targeted coverage levels	Instrument 5. Technical Survey	

Objectives Addressed	Indicators	Outcome-level	Reporting
Objective 1.2: Strengthened capacity within MOCA to manage spectrum allocation Activities (outputs) 1.2.1 Spectrum-related capacity building within MOCA (harmonised with World Bank efforts)	Output-Level 1.2 (a) Documented agreement with World Bank specifying harmonised roles in relation to spectrum-related assistance 1.2.1 (b) Production of skills gap analysis specifically targeting spectrum-related issues completed within MOCA 1.2.1 (c) List of capacity-building exercises specifically targeting spectrum-related issues completed within MOCA 1.2.1 (d) List of MOCA staff (specifying positions) receiving formal training on spectrum-related issues 1.2.1 (e) List (specifying positions) of MOCA staff directly receiving on-the-job guidance through provision of program TA Outcome-level 1.2 (a) List of instances in which MOCA staff are demonstrably undertaking new/expanded spectrum management roles or tasks, or demonstrably undertaking spectrum management roles or tasks which were previously undertaken by others	Output-Level 2.1 (a) List of instances in which staff of SI demonstrably undertaking new/expanded roles or tasks Outcome-level Instrument 1. Document production and implementation log Instrument 3. Outcome log Instrument 4: Partner Reporting	Baseline existing roles/tasks
Component 2: Strengthening capacity of commercial and community-based media (CCM), and improving internal and external recognition of their roles Objective 2.1: Improved capacity of staff in commercial and community based media to manage and deliver relevant services Activities (outputs) 2.1 (a) List of instances in which staff of SI demonstrably undertaking new/expanded roles or tasks Outcome-level Instrument 1. Document production and implementation log Instrument 3. Outcome log Instrument 4: Partner Reporting	Baseline existing roles/tasks		

Objectives Addressed	Indicators	Collection Requirement (Note: multiple sources indicate collection options/potential triangulation opportunities)	Reporting
Activities (outputs): 3.1.1 Assess technical and safety status of SIBC transmission infrastructure 3.1.2 Develop prioritised rectification plan for repairing existing faults and addressing existing safety issues (including EMR) 3.1.3 Phased implementation of rectification plan	Output-level 3.1.1(a) Production of report on technical and safety status of SIBC transmission infrastructure 3.1.2 (a) Production of prioritised rectification plan 3.1.2 (b) List of key SIBC/SIG stakeholders formally signed-off prioritised rectification plan 3.1.3 (a) List of key recommendations of prioritised rectification plan demonstrably under implementation 3.1.3 (b) List of key recommendations of prioritised rectification plan demonstrably completed to satisfactory standard 3.1.3 (c) List of key SIBC/SIG stakeholders demonstrably contributing to implementation and/or completion of each key recommendation of the prioritised rectification plan	- Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 4: Partner Reporting - Instrument 1. Document production and implementation log - Instrument 4: Partner Reporting - Instrument 1. Document production and implementation log - Instrument 4: Partner Reporting	
Objective 3.2 Improved forward-planning and public accountability strategies within SIBC Activities (outputs): 3.2.1 Review of existing SIBC plans and strategies ⁵	Outcome-level 3.2 (a) List of instances in which new or revised strategies or plans are demonstrably being applied within SIBC 3.2 (b) Audience, sponsor and other user feedback ⁷ in regard to multiple factors ⁸ Output-level 3.2.1(a) Production of SIBC strategic planning	- Instrument 3. Outcome log - Instrument 4. Partner reporting - Instrument 3. Outcome log - Instrument 6. Client Survey - RAMSI People's Survey - Instrument 1. Document production and implementation log	Baseline feedback by initial application of client survey before significant program implementation takes place (Baseline using previous RAMSI People's Survey results where relevant)

⁵ Specific measures to be defined during design of technical survey, baselined by 3.1.1.

⁶ Including those related to public accountability, maintenance, positioning, media awareness, coverage, content, gender issues, etc.

⁷ Specific measures to be defined during Client Survey, these will include shared RAMSI indicators and some may require baselining.

56

Objectives Addressed	Indicators	Collection Requirement (Note: multiple sources indicate collection options/potential triangulation opportunities)	Reporting
3.2.2 Conduct audience needs analysis 3.2.3 Participatory development of revised strategies and plans in a manner that is responsive to audience needs 3.2.4 Phased participatory implementation of new or revised SIBC strategies and plans	review document 3.2.2 (a) Production of summary analysis document regarding audience needs 3.2.3 (a) Production of new or revised SIBC strategic plan 3.2.3 (b) List of key SIBC/SIG stakeholders formally signed-off on new or revised SIBC strategic plan 3.2.4(a) List of key recommendations of new or revised SIBC strategic plan demonstrably under implementation 3.2.4 (b) List of key recommendations of new or revised SIBC strategic plan demonstrably completed to satisfactory standard 3.2.4 (c) List of key SIBC/SIG stakeholders demonstrably contributing to implementation and/or completion of each key recommendation of new or revised SIBC strategic plan	- Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 4: Partner Reporting - Instrument 1. Document production and implementation log - Instrument 4: Partner Reporting - Instrument 1. Document production and implementation log - Instrument 4: Partner Reporting	
Objective 3.3 Improved capacity of SIBC staff to manage and deliver relevant media services Activities (outputs): 3.3.1 Gap analysis of existing skills within SIBC 3.3.2 Development of SIBC training strategy	Outcome-level 3.3 (a) List of instances in which staff of SIBC are demonstrably undertaking new/expanded roles or tasks Output-level 3.3.1(a) Production of SIBC skills gap analysis paper 3.3.2 (a) Production of SIBC training strategy 3.3.2 (b) List of key SIBC/SIG stakeholders	- Instrument 3. Outcome log - Instrument 4. Partner reporting - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log - Instrument 1. Document production and implementation log	Baseline existing roles/tasks Baseline competencies before capacity-building

⁸ E.g. new/revised service uptake, general satisfaction; broadcast quality (signal strength and programming); content penetration (including accuracy of programming messages passed), meeting of existing and potential needs (including emergency service broadcasting).

57

Objectives Addressed		Indicators	Collection Requirement (Note: multiple sources indicate collection options/potential triangulation opportunities)	Reporting
Component 4: Flexible Support Fund (FSF)				
Objective 4.1: Flexible support provided to other program components within the limits set by the eligibility and selection criteria for the fund		Outcome-level 4.1 (a) List of instances in which proposals funded through the FSF have demonstrably contributed to the meeting each program objective (or broader program goal)	Output-level 4.1.1 (a) Draft advisory group charter and draft set of proposal eligibility/selection criteria developed for FSF 4.1.2 (b) Draft processes and protocols developed for identifying and obtaining proposals for appropriate projects to be supported by the FSF 4.1.3 (a) Permanent members of FSF Advisory Group hold meetings 4.1.3 (b) Permanent members of FSF Advisory Group adopt final versions of charter, eligibility/selection criteria, and processes and protocols as their basis of operation	- Standard Program Management Records (Advisory group minutes) - Standard Program Management Records (Advisory group minutes) - Standard Program Management Records (Advisory group minutes)
4.1.1 Develop advisory group charter and draft set of eligibility/selection criteria for assessing proposals under the FSF 4.1.2 Develop draft processes and protocols for identifying and obtaining applications from appropriate projects to be supported by the FSF 4.1.3 Establish an FSF advisory group				- Instrument 3. Outcome log - Instrument 4. Partner reporting
Annual Plans & Six-Month Progress Reports				

Objectives Addressed		Indicators	Collection Requirement (Note: multiple sources indicate collection options/potential triangulation opportunities)	Reporting
Component 5 Program Management				
4.1.4 Call for submissions to the FSF the FSF 4.1.5 Delivery of on-going assistance through the FSF		4.1.4 (a) Develop selection criteria and process for assessing submissions to fund 4.1.5 (a) Number/list of proposals put forward to program manager 4.1.5 (b) Number/list of eligible proposals put forward to FSF advisory group 4.1.5 (c) Number/list of proposals approved by FSF advisory group 4.1.5 (d) Number/list of proposals funded by FSF under implementation 4.1.5 (e) Number/list of proposals funded by FSF satisfactorily completed	- Standard Program Management Records (Advisory group minutes) - Standard Program Management Records (Advisory group minutes) - Standard Program Management Records (Advisory group minutes) - Instrument 2. FSF log - Instrument 2. FSF log - Instrument 4. Partner Reporting - Instrument 2. FSF log - Instrument 4. Partner Reporting	
Objective 5.1 Efficient and effective management and implementation of the program Activities (outputs): 5.1.1 Delivery of program outputs 5.1.2 Management of program's human resources, finances and procurement 5.1.3 Monitoring and evaluation		Outcome-level 5.1 (a) Qualitative findings of IPAT overview Output-level 5.1.1 (a) List of program outputs 5.1.2 (a) Program staff (short and long term) recruitment dates 5.1.2 (b) Program staff (long-term) retention 5.1.2 (d) Budget execution rates (by component) 5.1.3 (a) List of M&E tasks undertaken (including completion dates) 5.1.3 (b) List of M&E information collected on	- Instrument 3. Outcome log - IPAT Reviews -All Instruments - Standard Program Management Records - Standard Program Management Records - Standard Program Management Records - Standard Program Management Records	

Objectives Addressed	Indicators	Collection Requirement (Note: multiple sources indicate collection options/potential triangulation opportunities)	Reporting
5.1.4 Risk management	schedule and compiled in consistent formats 5.1.3 (c) List of instances in which program amendments are suggested as a direct result of analysis of monitored information 5.1.4 (a) List of instances in which risk mitigation strategies have been applied (either drawn from Risk Matrix or ad-hoc) 5.1.4 (b) List of instances in which Risk Matrix has been reviewed and/or revised	- Standard Program Management Records - Standard Program Management Records - Standard Program Management Records - Standard Program Management Records - Instrument 1. Document production and implementation log	
5.1.5 Annual Planning and Program reporting	5.1.5 (a) Production of annual plan and other formal reports		

60

Annex 10: Revised Risk Matrix May 2009

No	Risk	Impact	L ₁	C ₂	R ₃	Mitigation Strategy	Owner(s)
Key: Likelihood (5 = almost certain; 4 = likely; 3 = possible; 2 = unlikely; 1 = rare) Consequence (5 = severe; 4 = major; 3 = moderate; 2 = medium; 1 = negligible) Risk level (4 = extreme; 3 = high; 2 = medium; 1 = low)							
General Operating Risks							
1	Early withdrawal of RAMSI compromises program support framework	Reduced program support mechanisms (plus exacerbation of security and political stability risks)	3	4	2	Investigation of contingency options for incorporation into AusAID bilateral program	ABC AusAID
2	Declines in political stability and/or security situation render some or all aspects of unfeasible	Severe restrictions on travel, personal security issues, damage to existing or repaired infrastructure potential political interference in program delivery	3	4	2	Contingency planning/Reliance on RAMSI. Monitor progress towards SI election in June 2010 and any impacts this may have on the program.	ABC RAMSI SIG
3	Natural disasters prevent implementation or negates progress	Severe restrictions on travel, personal safety issues, damage to existing or repaired infrastructure	3	4	2	Contingency planning/Reliance on RAMSI. Monitor implications of Swine Flu Pandemic.	ABC RAMSI
4	Political interference undermines media independence	Inability to deliver appropriate (participatory) programming and planning	3	3	2	Clarify (non-negotiable) principles upon which assistance is provided with all stakeholders; monitor, anticipate and strengthen areas of vulnerability; withdraw support (partially or fully) when political influence compromises these principles	SIG MOCA MASI ABC RAMSI
5	Economic situation declines placing pressure on revenue and sustainability of whole industry	Reductions in potential reach, quality of local reporting/programming and numbers of players (reduced diversity of content + reduced competition)	4	3	2	Monitor world economic crisis impacts on SI, incorporate coping strategies into planning exercises as required	ABC
6	Changes in key staff in partner organisations and key stakeholders	Reduced continuity of ownership by management and repetitive training efforts	4	3	3	Assist implementing partners in managing staff turnover (including handover and orientation mechanisms)	SIBC MASI MOCA ABC
7	Competitive environment changes through the entry of new participants or industry restructure	Changes required to formerly agreed plans programming or positioning strategies	3	2	1	Provide for flexibility/adaptability in planning exercises	MASI ABC
8	Gender inequities and women's participation issues not addressed or resolved by the program	Gender issue and inequities continue in media delivery and participation. Program development objectives not achieved and media assistance undermined	3	3	2	All aspects of SOLMAS implementation will include a focus on gender equity, particularly in supporting change and HR management with partner organisations (PO). Relevant Surveys associated with the SOLMAS M&E framework will specifically seek the opinions and input of women, and therefore give voice to women in considering broader issues. SOLMAS will encourage PO's to develop and implement a gender strategy and pay special attention to	ABC, MASI, MOCA, SIBC

61

Component 1									
									gender equity in employment and programming. The FSF will consider submissions that give women voice.
9	Potential/stakeholder will and/or capacity is not strongly supportive of appropriate changes to the regulatory framework	Lack of progress on reform of regulatory framework	3	2	1				Promote benefits of reforming regulatory framework to both industry and government
10	Delays in processes related to changing regulatory framework	Lack of progress on reform of regulatory framework	3	2	1				Monitor progress of processes and provide any feasible facilitation as required
									Delay proposed training of spectrum staff until the telecommunications Act has been finalised.
									Promote benefits of reforming regulatory framework to both industry and government. Work with ERL to ensure broadcasting & media is included into reformed telecommunications ACT.
Component 2									
13	MAST members and/or other stakeholders unwilling or not completely transparent in providing access to existing plans	Poorly informed or misinformed revision of strategic plans	3	2	2				Provide and uphold assurances of confidentiality in regard to commercially sensitive information
14	MAST members and/or other stakeholders unwilling to commit to new or revised strategies or plans	Limited progress made on implementation of revised strategic plans	3	2	2				Ensure that plans are realistic and developed in a participatory manner and that they balance benefit delivery across all stakeholders
15	MAST members and/or other stakeholders fail to implement revised or new strategies and plans	Limited progress made on implementation of revised strategic plans	3	2	2				Ensure that plans are realistic and developed in a participatory manner and that they balance benefit delivery across all stakeholders
16	MAST members and/or other stakeholders absorb capacity is insufficient to cope with required changes	Limited progress made on implementation of revised strategic plans	2	2	2				Ensure training programs respond to implementation needs across all stakeholders
17	MAST members and other access to staff for skills analysis	Inadequate skills gap analysis. Poor targeting of skills development efforts (wrt. Both personnel and fields)	2	2	1				Ensure members understand that training opportunities have to be provided on the basis of an evidence-based needs assessment (rather than a 'most-requested' basis) and that a skills gap analysis is therefore a necessary prerequisite to delivery of any training
18	MAST members and other stakeholders unwilling to contribute to development of shared training strategy	Poor targeting of skills development efforts (wrt. Both personnel and fields)	3	2	2				Ensure members understand that training opportunities have to be provided on the basis of an evidence-based needs assessment (rather than a 'most-requested' basis) and that a skills gap analysis is therefore a necessary prerequisite to delivery of any training
19	MAST members and/or other stakeholders unwilling to allow their staff to participate in training	Poor attendance of courses and limited skills development	3	2	2				Provide flexibility in attendance times (multiple sessions) and avoid scheduling training sessions at peak workload periods

Component 3									
20	Logistical or security problems delay access to sites	Lack of progress on re-establishing geographical coverage of SIBC transmission	3	3	3				Plan site visits well in advance and include explicit contingency options in regard to logistical aspects. Liaise with RAMSI to avoid planning site visits during periods in which security issues are most likely to occur
21	Lack of agreement with SIBC on solutions	Lack of progress on re-establishing geographical coverage of SIBC transmission	2	2	1				Initial development of clear and objective principles/contenta for selecting between reparative options
22	Reduction of existing problems with transmission infrastructure	Lack of progress on re-establishing geographical coverage of SIBC transmission	3	3	3				Comprehensive assessment of all available reparative options (including innovative/flexible approaches)
23	Poor availability of spare parts, alternative sites, power, transport or other essential inputs to achieve restoration of transmission infrastructure	Lack of progress on re-establishing geographical coverage of SIBC transmission	3	3	3				Comprehensive assessment of all available reparative options (including innovative/flexible approaches)
24	Ramifications of SOE financial audit (including possibility of a finding of insolvency)	Insolvency threatens SIBC survival. Legal ramifications distract or impede SIBC management from involvement in/support of program	3	4	3				Assist SIBC with contingency planning for likely outputs of SOE financial audit
25	Legislative framework impedes SIBC's financial sustainability	Limited progress possible in regard to planning for post-program operation of SIBC	3	3	2				Identify existing impediments in legislative frameworks and investigate means of overcoming or removing them
26	SIBC unwilling or not completely transparent in providing access to existing plans	Poorly informed or misinformed revision of strategic plans	2	2	1				Provide and uphold assurances of confidentiality in regard to sensitive information
27	SIBC unwilling to commit to revised strategies and or plans	Limited progress made on implementation of revised strategic plans	3	3	2				Ensure that plans are realistic and developed in a participatory manner
28	SIBC fail to implement revised or new strategies and plans	Limited progress made on implementation of revised strategic plans	3	4	3				Ensure that plans are realistic and developed in a participatory manner
29	Identify feasible and sustainable sources of revenue for SIBC	Limited progress possible in regard to planning for post-program operation of SIBC	3	4	3				Options (including innovative/flexible approaches) Comprehensive assessment of all available revenue sources
30	SIBC absorptive capacity is insufficient to cope with required changes	Limited progress made on implementation of revised strategic plans	3	3	2				Ensure training programs respond to implementation needs of planning. Assist members with HRD planning
31	SIBC unwilling to allow access to staff for skills analysis	Inadequate skills gap analysis. Poor targeting of skills development efforts (wrt. Both personnel and fields of study)	3	2	2				Ensure SIBC understands that training opportunities have to be provided on the basis of an evidence-based needs assessment (rather than a 'most-requested' basis) and that a skills gap analysis is therefore a necessary prerequisite

Australian Broadcasting Corporation - International Projects													Budget - Solomon Islands Media Assistance Scheme 2008-09																					
													P01 Jul 08	P02 Aug 08	P03 Sep 08	P04 Oct 08	P05 Nov 08	P06 Dec 08	P07 Jan 09	P08 Feb 09	P09 Mar 09	P10 Apr 09	P11 May 09	P12 Jun 09					P01 Jul 09	P02 Aug 09	P03 Sep 09	P04 Oct 09		
													Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12	Month 1	Month 2	Month 3	Month 4	TOT					
IMPUTE																																		
PROGRAM MANAGER																																		
Total Fixed Remuneration																																		
Living Allowance																																		
Including - Rent																																		
- Short term note accommodation																																		
- Utilities																																		
- Telephone (line plant)																																		
- Telephone (mobile)																																		
- ADSL																																		
- IT Hardware																																		
- Mail delivery service																																		
- Repairs and maintenance																																		
Storage - Australia (setting file)																																		
Storage - Australia (posting file)																																		
Total Monthly Living Allowance																																		
Other UKB Partnership Coordinator Support Costs																																		
Remuneration (UKB's & related)																																		
Expatriation costs																																		
Co-travel costs																																		
Co-traveler																																		
Co-traveler																																		
Total Other Support Costs																																		
TOTAL PROGRAM MANAGER																																		
SIBETABC PARTNERSHIP CO-ORDINATOR (Country Executive)																																		
Total Fixed Remuneration																																		
Living Allowance																																		
Including - Short term note accommodation																																		
Including - Rent																																		
- Utilities																																		
- Telephone (line plant)																																		
- Telephone (mobile)																																		
- ADSL																																		
- IT Hardware																																		
- Mail delivery service																																		
- Repairs and maintenance																																		
Storage - Australia (setting file)																																		
Storage - Australia (posting file)																																		
Total Monthly Living Allowance																																		
Other UKB Partnership Coordinator Support Costs																																		
Remuneration (UKB's & related)																																		
Expatriation costs																																		
Co-travel costs																																		
Co-traveler																																		
Co-traveler																																		
Total Other Support Costs																																		
TOTAL SIBETABC PARTNERSHIP CO-ORDINATOR																																		
MEDIA TRAINING AND DEVELOPMENT CO-ORDINATOR (2 x 3.5 FTEs)																																		
Total Fixed Remuneration																																		
Living Allowance																																		
Including - Short term note accommodation																																		
Including - Rent																																		
- Utilities																																		
- Telephone (line plant)																																		
- Telephone (mobile)																																		
- ADSL																																		
- IT Hardware																																		
- Mail delivery service																																		
- Repairs and maintenance																																		
Storage - Australia (setting file)																																		
Storage - Australia (posting file)																																		
Total Monthly Living Allowance																																		
Other UKB Partnership Coordinator Support Costs																																		
Remuneration (UKB's & related)																																		
Expatriation costs																																		
Co-travel costs																																		
Co-traveler																																		
Co-traveler																																		
Total Other Support Costs																																		
TOTAL MEDIA TRAINING AND DEVELOPMENT CO-ORDINATOR																																		

[illegible]

SOLMAS Acquisition Budget									
Expenditure		Program		30/04/09		Program		30/04/09	
INPUTS		Program ROU budget to		30/04/09		Program		30/04/09	
Remuneration		\$85,713.00		\$101,516.15		-\$15,803.15		\$150,000.00	
Program Manager Fixed		\$48,483.85							
Rent		\$17,706.00		\$15,823.92		\$1,882.08		\$30,987.00	
Short Term Hotel Accommodation		\$5,000.00		\$6,653.39		-\$1,653.39		\$5,000.00	
Utilities		\$3,771.00		\$2,657.56		\$1,113.44		\$6,600.00	
Security		\$10,464.00		\$0.00		\$10,464.00		\$18,315.00	
Line Phone		\$2,094.00		\$850.83		\$1,243.17		\$3,663.00	
Mobile Phone		\$2,283.00		\$0.00		\$2,283.00		\$3,996.00	
IT Hardware		\$664.00		\$0.00		\$664.00		\$1,164.00	
Mail Delivery Service		\$88.00		\$0.00		\$88.00		\$156.00	
Repairs and Maintenance		\$6,287.00		\$3,141.58		\$3,145.42		\$11,000.00	
Storage - Australia Costing		\$1,371.00		\$0.00		\$1,371.00		\$2,400.00	
Total Living Allowances		\$49,728.00		\$29,127.28		\$20,600.72		\$83,281.00	
Fares/Reunion		\$2,500.00		\$1,507.35		-\$992.65		\$7,500.00	
Removals - Uplift & Return		\$5,000.00		\$21,107.23		-\$16,107.23		\$10,000.00	
motor vehicle purchase		\$35,500.00		\$0.00		\$35,500.00		\$35,500.00	
Fuel MV		\$2,127.00		\$975.73		\$1,151.27		\$3,720.00	
MV Maintenance		\$687.00		\$0.00		\$687.00		\$1,200.00	
Registrations		\$207.00		\$27.54		\$179.46		\$360.00	
MV Comprehensive Insurance & Third Party		\$687.00		\$0.00		\$687.00		\$1,200.00	
Water Cooler		\$735.00		\$91.09		\$643.91		\$1,284.00	
Total Other Program Manager		\$47,443.00		\$23,708.94		\$23,734.06		\$60,764.00	

Annex 13: SOLMAS 6 Month Acquisition

Budget - Solomon Islands Media Assistance Scheme 2008-09												
Australian Broadcasting Corporation - International Projects												
Total Expenditure												
Total Expenditure Other												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												
Total Expenditure												

Support Cost						
Grand Total Program Manager	\$182,884.00	\$154,352.37	\$28,531.63	\$294,045.00	\$154,352.37	\$139,692.63
SIBC /ABC Partnership Co-ordinator Fixed Remuneration	\$23,436.00	\$1,928.16	\$21,507.84	\$93,744.00	\$1,928.16	\$91,815.84
Rent	\$4,930.00	\$0.00	\$4,930.00	\$19,719.00	\$0.00	\$19,719.00
Short Term Hotel Accommodation	\$16,800.00	\$0.00	\$16,800.00	\$16,800.00	\$0.00	\$16,800.00
Utilities	\$1,050.00	\$0.00	\$1,050.00	\$4,200.00	\$0.00	\$4,200.00
Security	\$2,914.00	\$0.00	\$2,914.00	\$11,655.00	\$0.00	\$11,655.00
Line Phone	\$583.00	\$0.00	\$583.00	\$2,331.00	\$0.00	\$2,331.00
Mobile Phone	\$750.00	\$0.00	\$750.00	\$2,997.00	\$0.00	\$2,997.00
IT Hardware	\$218.00	\$0.00	\$218.00	\$873.00	\$0.00	\$873.00
Mail Delivery Service	\$30.00	\$18.24	\$11.76	\$117.00	\$18.24	\$98.76
Repairs and Maintenance	\$1,750.00	\$0.00	\$1,750.00	\$7,000.00	\$0.00	\$7,000.00
Storage-Australia Costing	\$450.00	\$0.00	\$450.00	\$1,800.00	\$0.00	\$1,800.00
Misc/Contingency	\$450.00	\$0.00	\$450.00	\$1,800.00	\$0.00	\$1,800.00
Total Living Allowances	\$29,925.00	\$18.24	\$29,906.76	\$69,292.00	\$18.24	\$69,273.76
Fares/Reunion	\$2,500.00	\$0.00	\$2,500.00	\$7,500.00	\$0.00	\$7,500.00
Removals - Uplift & Return	\$5,000.00	\$0.00	\$5,000.00	\$10,000.00	\$0.00	\$10,000.00
Motor Vehicle Purchase		\$0.00	\$0.00		\$0.00	\$0.00
Fuel MV		\$0.00	\$0.00		\$0.00	\$0.00
MV Maintenance		\$0.00	\$0.00		\$0.00	\$0.00
Registrations		\$0.00	\$0.00		\$0.00	\$0.00
MV Comprehensive Insurance and 3rd Party		\$0.00	\$0.00		\$0.00	\$0.00
Water Cooler	\$240.00	\$0.00	\$240.00	\$963.00	\$0.00	\$963.00
Total Other Support Cost	\$7,740.00	\$0.00	\$7,740.00	\$18,463.00	\$0.00	\$18,463.00
Grand Total SIBC/ABC Partnership Coordinator	\$61,101.00	\$1,946.40	\$59,154.60	\$181,499.00	\$1,946.40	\$179,552.60

72

Media Training & Development Coordinator Fixed Remuneration	\$31,248.00	\$22,517.97	\$8,730.03	\$93,744.00	\$22,517.97	\$71,226.03
Rent	\$4,930.00	\$0.00	\$4,930.00	\$19,719.00	\$0.00	\$19,719.00
Short Term Hotel Accommodation	\$16,800.00	\$0.00	\$16,800.00	\$16,800.00	\$0.00	\$16,800.00
Utilities	\$1,050.00	\$0.00	\$1,050.00	\$4,200.00	\$0.00	\$4,200.00
Security	\$2,914.00	\$0.00	\$2,914.00	\$11,655.00	\$0.00	\$11,655.00
Line Phone	\$583.00	\$0.00	\$583.00	\$2,331.00	\$0.00	\$2,331.00
Mobile Phone	\$750.00	\$0.00	\$750.00	\$2,997.00	\$0.00	\$2,997.00
IT Hardware	\$218.00	\$0.00	\$218.00	\$873.00	\$0.00	\$873.00
Mail Delivery Service	\$30.00	\$19.35	\$10.65	\$117.00	\$19.35	\$97.65
Repairs and Maintenance	\$1,750.00	\$0.00	\$1,750.00	\$7,000.00	\$0.00	\$7,000.00
Storage-Australia Costing	\$450.00	\$0.00	\$450.00	\$1,800.00	\$0.00	\$1,800.00
Total Living Allowances	\$29,475.00	\$19.35	\$29,455.65	\$67,492.00	\$19.35	\$67,472.65
fares/reunion	\$2,500.00	\$304.10	\$2,195.90	\$7,500.00	\$304.10	\$7,195.90
removals - uplift & return	\$5,000.00	\$0.00	\$5,000.00	\$10,000.00	\$0.00	\$10,000.00
motor vehicle purchase		\$0.00	\$0.00		\$0.00	\$0.00
fuel mv		\$0.00	\$0.00		\$0.00	\$0.00
mv maintenance		\$0.00	\$0.00		\$0.00	\$0.00
registrations		\$0.00	\$0.00		\$0.00	\$0.00
mv comprehensive insurance and 3rd party		\$0.00	\$0.00		\$0.00	\$0.00
water cooler	\$240.00	\$0.00	\$240.00	\$963.00	\$0.00	\$963.00
Total Other Support Cost	\$7,740.00	\$304.10	\$7,435.90	\$18,463.00	\$304.10	\$18,158.90
Grand Total Media Training & Development	\$68,463.00	\$22,841.42	\$45,621.58	\$179,699.00	\$22,841.42	\$156,857.58
Program Director Fixed Remuneration	\$34,182.00	\$28,743.44	\$5,438.56	\$45,576.00	\$28,743.44	\$16,832.56
Program Administrator Fixed Remuneration	\$41,640.00	\$29,759.21	\$11,880.79	\$66,624.00	\$29,759.21	\$36,864.79
Total Australia Based Project Support	\$75,822.00	\$58,502.65	\$17,319.35	\$112,200.00	\$58,502.65	\$53,697.35

73

TOTAL INPUTS					
\$388,270.00	\$237,642.84	\$150,627.16	\$767,443.00	\$237,642.84	\$529,800.16
OVERHEADS AND MANAGEMENT					
\$88,839.00	\$88,839.00	\$0.00	\$142,140.00	\$88,839.00	\$53,301.00
REIMBURSABLES					
\$13,380.00	\$10,582.24	\$2,797.76	\$40,140.00	\$10,582.24	\$29,557.76
Rent & Utilities					
\$33,473.00	\$33,220.24	\$252.76	\$33,473.00	\$33,220.24	\$252.76
Office Supplies					
\$2,166.00	\$3,583.98	-\$1,417.98	\$4,020.00	\$3,583.98	\$436.02
Telephone					
\$12,963.00	\$784.92	\$12,178.08	\$24,072.00	\$784.92	\$23,287.08
ADSL					
\$4,329.00	\$1,743.27	\$2,585.73	\$8,040.00	\$1,743.27	\$6,296.73
Total Office	\$66,311.00	\$49,914.65	\$109,745.00	\$49,914.65	\$59,830.35
Project Vehicle					
\$35,500.00	\$0.00	\$35,500.00	\$35,500.00	\$0.00	\$35,500.00
Purchase					
\$1,503.00	\$0.00	\$1,503.00	\$2,790.00	\$0.00	\$2,790.00
Fuel MV					
\$483.00	\$0.00	\$483.00	\$900.00	\$0.00	\$900.00
MV Maintenance					
\$483.00	\$0.00	\$483.00	\$900.00	\$0.00	\$900.00
MV Insurance & Third Party					
\$168.00	\$0.00	\$168.00	\$315.00	\$0.00	\$315.00
Registrations					
\$38,137.00	\$0.00	\$38,137.00	\$40,405.00	\$0.00	\$40,405.00
Total Project Vehicle					
\$1,920.00	\$1,900.29	\$19.71	\$5,000.00	\$1,900.29	\$3,099.71
Reimbursables Other					
\$2,693.00	\$78.08	\$2,614.92	\$5,000.00	\$78.08	\$4,921.92
Travel & Accommodation					
\$12,289.00	\$11,310.42	\$978.58	\$20,482.00	\$11,310.42	\$9,171.58
Personal Safety Awareness Training					
\$7,495.00	\$13,979.95	-\$6,484.95	\$8,000.00	\$13,979.95	-\$5,979.95
Misc/Contingency					
\$3,973.00	\$3,547.24	\$425.76	\$7,200.00	\$3,547.24	\$3,652.76
Cultural Awareness Training					
\$0.00	\$0.00	\$0.00	\$8,000.00	\$0.00	\$8,000.00
Total Reimbursables Other					
\$28,370.00	\$30,815.98	-\$2,445.98	\$53,682.00	\$30,815.98	\$22,866.02
TOTAL REIMBURSABLES					
\$132,818.00	\$80,730.63	\$52,087.37	\$203,832.00	\$80,730.63	\$123,101.37
FLEXIBLE SUPPORT FUND					
\$11,000.00	\$11,000.00	\$0.00	\$40,000.00	\$11,000.00	\$29,000.00
Monitoring and Evaluation					
\$2,653.29	\$2,653.29	\$0.00	\$6,300.00	\$2,653.29	\$3,646.71
M & E Accommodation					
\$2,067.05	\$2,067.05	\$0.00	\$10,000.00	\$2,067.05	\$7,932.95
Travel					
\$0.00	\$0.00	\$0.00	\$40,000.00	\$0.00	\$40,000.00
IPAT X 2 Renumeration					
\$0.00	\$0.00	\$0.00	\$7,200.00	\$0.00	\$7,200.00
Hotel					
\$0.00	\$0.00	\$0.00	\$32,500.00	\$0.00	\$32,500.00
Per Diems					
\$0.00	\$0.00	\$0.00	\$29,700.00	\$0.00	\$29,700.00
SIBC Marketing & Business					
Development Specialist					
\$0.00	\$0.00	\$0.00	\$30,000.00	\$0.00	\$30,000.00
SIBC Strategic Management					
\$0.00	\$0.00	\$0.00	\$45,055.00	\$0.00	\$45,055.00
SIBC Financial Management					
\$0.00	\$0.00	\$0.00	\$48,000.00	\$0.00	\$48,000.00
SIBC Organisational Specialist					
\$0.00	\$0.00	\$0.00	\$45,055.00	\$0.00	\$45,055.00
Spectrum Planning Specialist					
\$0.00	\$0.00	\$0.00	\$31,607.00	\$0.00	\$31,607.00
Transmission Specialist					
\$9,538.00	\$9,538.26	-\$0.26	\$48,000.00	\$9,538.26	\$38,461.74
Technical Advisor Travel x 6					
\$0.00	\$0.00	\$0.00	\$32,500.00	\$0.00	\$32,500.00
TA Accommodation x 6					
\$0.00	\$0.00	\$0.00	\$32,400.00	\$0.00	\$32,400.00
Content Development Fund					
\$0.00	\$0.00	\$0.00	\$161,996.00	\$0.00	\$161,996.00
Infrastructure Projects, Henderson					
\$5,885.00	\$1,885.16	\$4,999.84	\$155,000.00	\$1,885.16	\$153,114.84
Field, Gizo					
\$0.00	\$0.00	\$0.00	\$150,000.00	\$0.00	\$150,000.00
Other Projects including Media and Journalism Training					
TOTAL FLEXIBLE SUPPORT FUND					
\$32,143.34	\$27,143.76	\$4,999.58	\$945,313.00	\$27,143.76	\$918,169.24
ROU GRAND TOTAL					
\$642,070.34	\$434,356.23	\$207,714.11	\$2,058,728.00	\$434,356.23	\$1,624,371.77

Project: SOLMAS

Date: 12 May 2009

Period covered: April 2009

Report Compiled by: Jessica List

PROGRESS (Brief summary of progress made in key output areas)

- FSF advisory group and documentation finalised, MASI all staff briefing and call for submissions took place in first week of May. Very positive outcome.
- David Barrow completed Skills Gap Analysis with journalists, editors and management across all media
- Wendy Everett has now completed SIBC Organisation Chart and compared with payroll.
- Structural Engineering Company selected to carry out the mast analysis at Henderson to ensure safe to climb to replace lighting.
- 6 month report completed and submitted

COMING UP (Info on upcoming activities, meetings, leave, o/s trips, progress reports etc.)

- David Barrow preparing Training Plan Matrix for consultation with MASI
- David has reviewed the curriculum of the Certificate Course in Journalism at SICHE who are currently not using the course – David is approaching MASI for their support in reinstating this course.
- FSF submissions must be received by 17 June
- Rob Batten planning on going to SI in late June to assist with assessing the FSF submissions and revisiting key stakeholders (some of which have now changed since last visit)

ISSUES OR CONCERNS: (Details of an issues, problems and solutions)

- Election has been slated for June 2010, engagement with PS's likely to decline. Cabinet has been reshuffled and there is now a new PS for Ministry of Communications and Aviation portfolio who Corallie will have to work at developing a relationship with him.
- Distraction due to pending election may alter Government's attitude to supporting the Journalism Certificate Curriculum and SICHE. Must work at engaging with Government and ensuring still in the forefront of their minds.

OPPORTUNITIES

- Wendy is working closely with Cornelius and planning a Corporate Planning Workshop with SIBC senior management and the Board scheduled for late May.

FINANCE

Project expenses for individual I.O's as at end of month:	
Inputs - \$267,642	
Overheads & Mgmt \$88,839	
Reimbursables \$80,730	
Flexible Support Fund \$27,143.00	
Predicted expenditure for remaining financial year:	
Inputs - \$118,891	
Overheads & Mgmt \$17,767	
Reimbursables \$28,836	
Flexible Support Fund \$20,000	
Predicted balance of funds as at June 30.	
Inputs - \$410,910	
Overheads & Mgmt \$35,534	
Reimbursables \$94,266	
Flexible Support Fund \$898,170	

Solomon Islands Media Assistance Scheme SOLMAS

International Projects monthly update – March 09

Project update:

- Wendy Everett (SIBC Partnership Coordinator) and David Barrow (Media Training Coordinator) arrived in country on Sunday 15 March to take up their 6-month positions.
- SOLMAS moving into own office this week. Have signed a lease and refurbishments are almost complete. Office furniture and IT complete. Looking into employing a receptionist/admin assistant for the new office - Anna McNicol has advised this position will need to be advertised.
- Guidelines for accessing the Flexible Support Fund now completed. Development of a Risk Management Framework in progress. Submission form template being devised. Advisory Group has been established. Once the Fund has been introduced to Solomon Islands media practitioners and MOCA staff, submissions can be made, including one from the Spectrum Team for training and ITU software.
- Corallie worked with Cornelius to conduct an SIBC SWOT workshop with Managers.
- Anna McNicol has taken over from Sarah Boxall as AusAID/RAMSI contact in-country. Sarah is working on another program now, it is unclear if she will come back to work with SOLMAS.
- Corallie also obtained more quotes for Henderson navigation lighting and Gizo mast dismantling. Hopefully will move forward on both soon.

Issues

- Gizo transmitter and navigation lights. Costs of having transmitter fixed seems to keep escalating, need to keep check on what it is we need to do and have that done within budget. Still awaiting final quotes.
- Phase one end date – proposed end date October 2009. End date needs clarification and need to know if Phase two will go ahead.

Opportunities

Media Training Coordinator, David Barrow, arrived in country on Sunday, David is planning to complete a gap analysis of existing skills, develop a training strategy and implement training, including media awareness workshops. Wendy will begin with conducting same gap analysis and developing training strategy for SIBC staff.

Finances

Project expenses to date:

Inputs	\$141,333.60
Overheads and Management	\$23,035.98
Reimbursables	\$27,248.00
Flexible Support Fund	\$25,258.60
Total Expenditure to 28 February	\$216,876.18

Predicted expenditure for rest of year:

Inputs	\$141,518
Overheads and Management	\$25,244
Reimbursables	\$82,275
Flexible Support Fund	\$98,352
Total Predicted Expenditure to 30 June 2009:	\$347,389

Solomon Islands Media Assistance Scheme SOLMAS

Monthly Report

Period: October – November 2008

Summary:

This report covers the period from 16 October 2008, when Program Manager, Corallie Ferguson arrived in country, to Friday 28 November. The first month in country has been a very busy period with Corallie spending valuable time meeting key stakeholders involved in the program, establishing relationships and systems for delivery of the program. A monitoring and evaluation specialist was engaged and spent two weeks in country revising the M&E Framework, Risk Matrix and Logframe. Program Director, Robert Batten and Program Administrator, Jessica List spent a week in country meeting key stakeholders and assisting in M&E consultations. Plans for engaging the Training Co-ordinator and the SIBC Partnership Co-ordinator position were established, position descriptions were finalised and advertising plans commenced.

Activities:

- Orientation and security sessions, issued with laptop, mobile phone and vehicle.
- Initial meetings with Sarah Boxall, Mary Haridi and Jane Chandler. Agreed to meet weekly each Monday to discuss Program, any issues arising and general progress. Also met with James Hall, Deputy Development Co-ordinator.
- Moved into temporary office space with MOG Accountability Program. Work has begun on locating permanent office space and requirements established.
- Met with other partners, MOCA Permanent Secretary Luma Darcy, Spectrum Manager, Robert Bokelema, MASI President John Lamani and Vice President Josephine Teakeni, and Cornelius Rathamana General Manager of SIBC.
- Attended Pink Ribbon function and hosted the media table of 9 journalists and crew. This was a good opportunity to engage with local media staff.
- Met other media stakeholders including Priestly Habru, Dorothy Wickham, Pamela Zoleveke, David Ma'ai, Tina Alufurar and Sam Saeni and began building relationships.
- Attended Capacity Building Networking Group meeting - monthly meeting of all CD program managers. Discussed current situations, case studies, common issues and opportunities for networking.
- Monitoring and Evaluation Specialist engaged and spent two weeks in country meeting key stakeholders and partners.
- Introduced Rob Batten, Program Director, Jessica List Program Administrator and Colin Reynolds, M&E Specialist to partners and stakeholders. Held M&E

- consultations with media partners and stakeholders to ensure the M&E framework was still relevant and made necessary changes.
- Worked with M&E specialist to review Strategic Framework, Logframe, Risk Management Framework and M&E which has been presented to Sarah and Mary. The will be formally submitted with the Inception Plan.
- SOLMAS commissioned a report from RNZI for review of Henderson and Gizo transmitter sites and the short wave Elcor dual frequency transmitter. SOLMAS will fund this as soon as an appropriate solution is found in terms of safety and sustainability. RNZI was able to restore SIBC's coverage to the outer islands to enable it to send emergency messaging for the 20% of Solomon Islands population living in the most at risk communities. This was an urgent issue due to the cyclone season approaching.

Issues/Opportunities:

1. SIBC – There was a serious outage of the main 5020 solid state 10 kW FM transmitter at Henderson resulting in SIBC being off air for 3 years. The irregular power supply has damaged the circuits in the transmitter. SOLMAS commissioned an RNZI technician to restore coverage. SIBC was back on air within 1 day.
2. Gizo Tower – The RNZI report recommended a new base for the tower and depending on the slope, adjustment to the guide wires. The report also recommended the bolts be replaced due to rust corrosion, and a need for power connection.
3. SIBC – James Hall suggested we remove the Gizo and Henderson repairs budget from the FSF so work can begin quickly
4. A strong differentiation for SIBC will be to promote it as the public and emergency services broadcaster.
5. Future sustainability for SIBC is a priority. Still awaiting the financial budget which is still to be approved by the Board.
6. Will commence advertising for Training Co-ordinator (based at MASI) and SIBC Partnership Co-ordinator based as SIBC this month for a late January early February commencement.
7. SOLMAS launch 5 December
8. World Bank – will need to establish relationship and work with the World Bank to ensure there is no overlapping on work being done on spectrum. Anticipating the first meeting with the World Bank to occur shortly.
9. Flexible Support Fund – committee members and guidelines need to be finalised.

Outstanding:

- MASI copy of Constitution and Code of Ethics.
- MOCA list of costs, and broadcasters licensing arrangements.
- SIBC Financial budgets.
- Setting up a Partner meeting with MOCA, SIBC, MASI.
- Still looking for appropriate office space.

International Projects
MONTHLY PROGRESS REPORT

Project: SOLMAS

Date: 14 July 2009

Period covered: June 2009

Report Compiled by: Jessica List

- Received report from Duffil Watts (now called CPG) advising that guy wires need to be replaced at Henderson and that Gizo transmitter is actually salvageable. Guy wires were tested for strength. Additional works need to be done.
- Training commenced in 'Media Awareness' with Don Bosco.
- Finalising contract for Karen Ingram for role as 'media training specialist' currently being drafted. Awaiting additional information from Karen – she is expected to start early August and assist with rolling out the rest of the training plan
- Eol for various 2-6 week technical training roles went out on Friday – these roles are expected to begin in a staggered fashion over the next 2 months.
- Terms of Reference for SIBC Sales & Marketing role finalised and have approached someone. Expected to have them in-country within next 6 weeks.
- Independent Program Assessment Team (IPAT) contracted by ABC, trip and all appointments organised.

PROGRESS (Brief summary of progress made in key output areas)

- COMING UP (Info on upcoming activities, meetings, leave, o/s trips, progress reports etc.)
- SOLMAS is currently being reviewed by IPAT (12-19 July 2009). Expecting to receive Aide Memoire and draft report by the time they depart on 19 July.
 - Jessica is travelling to Honiara this week (16-23 July). Trip is planned to overlap with IPAT in order for her to observe meetings, findings, drafting reports. Jessica will also meet with Anna and Mary from AusAID to discuss reporting requirements, budgeting for phase 2 (1 September – 31 December 2010) planning for phase 2; meeting with SIBC AYAD and AYAD in-country manager, training new office assistant.
 - Rob Batten is now travelling to Honiara from 21-28 July 2009 to participate in planning activities, visit Gizo to see transmission tower that is now deemed salvageable and work through the Flexible Support Fund submissions.

ISSUES OR CONCERNS: (Details of an issues, problems and solutions)

- Program Manager, Corallie Ferguson, has been on leave for last 3-4 weeks during the time IPAT was organised. Corallie came back and hit the ground running with only 3 days before the IPAT team arrived. The rest of the SOLMAS team were able to support and organise/make arrangements for IPAT in her absence.

OPPORTUNITIES

- Jess is travelling to Honiara on 16 July for one week. Jess will meet with Anna and Mary (RAMSI office) to discuss reporting requirements,

FINANCE

Project expenses for individual I.O's as at end of month:	
•	Inputs - \$239,901.94
•	Overheads & Mgmt \$97,723
•	Reimbursables \$84,562.24
•	Flexible Support Fund \$27,862.09
Predicted expenditure for remaining financial year:	
•	Inputs - \$53,625
•	Overheads & Mgmt 0 (Already invoiced until end of June)
•	Reimbursables \$8,500
•	Flexible Support Fund \$18,500
Predicted balance of funds as at June 30.	
•	Inputs - \$119,771
•	Overheads & Mgmt \$0.00
•	Reimbursables \$111,369
•	Flexible Support Fund \$1,453,095 (to be carried over into phase 2)

International Projects
MONTHLY PROGRESS REPORT

Project: SOLMAS

Date: 23/04/09

Period covered: March 2009

PROGRESS (Brief summary of progress made in key output areas)

- CF met with delegate from Economic Reform Unit re reform of Telecommunications Act and noted they had not included much on broadcasting.
- FSF finalised, advisory group announced, selection process finalised.
- All media skills gap analysis planned and in process
- Working with MASl to devise shared training strategy
- Quotes for replacement lights at Henderson obtained, in process of receiving quotes for structural engineer

COMING UP (Info on upcoming activities, meetings, leave, o/s trips, progress reports etc.)

- FSF to be announced at all-media MASl meeting early May with call for submissions.
- Audience needs analysis
- 6 month progress report due start of May.
- Rob Batten to visit and meet with new advisors and stakeholders

ISSUES OF CONCERN: (Details of an issues, problems and solutions)

- Component 1 – potential for cross over with Economic-Reform Unit on spectrum Management and training of the spectrum team – this is something that will have to be monitored closely to avoid duplication.
- Timeliness of resolving transmission issues – in process of receiving structural engineers quote which is necessary prior to works taking place

OPPORTUNITIES

- Call for submissions to the FSF
- DB exploring rolling out media course with SI Secondary College
- Media training with RAMSI Law and Justice dept

Project expenses for individual I.O's as at end March

Inputs	\$162,025.39 (\$20,691.79 for March)
Overheads & Mgmt	\$89,316.83 (\$66,280.85 for March)
Reimbursables	\$34,936.48 (\$7,688.48 for March)
Flexible Support Fund	\$27,143.76 (\$1885.16 for March)
TOTAL SPEND	\$313,422.46 (\$96,546.28 for March)

NOTE: The overheads & Mgmt IO is large for May as it was the first journal taking account of overheads and mgmt fees for program to date (5 months)

Predicted expenditure for remaining financial year:

Inputs	\$62,075.37
Overheads & Mgmt	\$35,535.00
Reimbursables	\$22,500.00
Flexible Support Fund	\$500,000.00
TOTAL SPEND	\$170,110.37

Predicted balance of funds as at June 30.

Inputs	\$543,342.24
Overheads & Mgmt	\$17,288.17
Reimbursables	\$146,395.52
Flexible Support Fund	\$410,376.52
TOTAL BALANCE	\$1,117,402.45

NOTE: Some costs seem low due not receiving bill yet from RGSF which will contribute to Inputs and Reimbursables

Project: SOLMAS
Date: 12 June 2009
Period covered: May 2009
Report Compiled by: Jessica List

PROGRESS (Brief summary of progress made in key output areas)

- Corallie met with new MOCA PS who receptive to SOLMAS goals and particularly interested in having media legislation specialist review current media.
- MASI AGM held and FSF guidelines presented to all members with call for submissions by 17 June. Some submissions already received. Wendy & David working with counterparts on improving submissions.
- Draft Training Plan finalised and in sign-off process by media stakeholders. Media awareness course with Dom Bosco students held and well received
- Wendy working across departments at SIBC, significant progress made with News staff where discipline and initiative has improved – editorial agenda now more sophisticated and staff attitude improved.
- SIBC skills gap analysis and draft training plan close to completion.

COMING UP (Info on upcoming activities, meetings, leave, o/s trips, progress reports etc.)

- MASI Training plan will commence once stakeholder sign-off finalised
- SOLMAS office assistant in recruitment process hope to be engaged by end of June
- Structural engineering firm, Duffill Watts, engaged to assess SIBC masts at Henderson & Gizo to ensure structural safety & provide recommendation on whether to demolish, restore or relocate Gizo tower to Noro. Report expected mid-June. Once we have the report can start on Henderson repair work and lighting installation and quotes for Gizo.
- SIBC Corporate Plan Workshop with snr mgs & board director to be held in June covering areas of Transmission, Content, Sustainability (revenue improvements, cost control etc) and innovation. Work on 09 financial budget will follow the workshop.
- Preparing HR TOR for TA for SIBC to provide advice on HR policies, procedures & guidelines and assist in compiling HR documents eg staff regulation, Labour Act etc
- Preparing TOR for professional broadcast sales practitioner to work with SIBC Sales Dept.

ISSUES OR CONCERNS: (Details of an issues, problems and solutions)

- Coralie Ferguson will be back in Australia from 16 June for approximately 2 weeks for a sinus operation, hopefully she will make speedy recovery. David is across FSF submissions and will organise distributing them to the panel. Counterparts have been advised and Coralie will have an out of office assistant on email.

OPPORTUNITIES

- Rob Batten and Jessica List planning on going to Solomon Islands in July. Rob will mainly be focusing on FSF submissions and meeting with stakeholders. Jess will be focusing on planning phase 2 (Sept '09 – Dec '10), reporting requirements, budget planning and framework for next RoU. There may also be an opportunity for Jess to work with the IPAT team as an observer.
- David has been working with MASI & SICHE on developing Media & Journalism course (developed by AusAID) and will be meeting with the PM & Minister for Education to gain support.
- ROU now signed off with additional \$200,000 to budget plus all RGSF items not being paid for by ABC and remainder will go to FSF. Phase 1 to end 31 August, Phase 2 1 September – 31 December 2010

FINANCE

Project expenses for individual I.O's as at end of month:	
Inputs - \$239,901.94	•
Overheads & Mgmt \$97,723	•
Reimbursables \$84,562.24	•
Flexible Support Fund \$27,862.09	•
Predicted expenditure for remaining financial year:	
Inputs - \$53,625	•
Overheads & Mgmt 0 (Already invoiced until end of June)	•
Reimbursables \$8,500	•
Flexible Support Fund \$18,500	•
Predicted balance of funds as at June 30.	
Inputs - \$119,771	•
Overheads & Mgmt \$0.00	•
Reimbursables \$111,369	•
Flexible Support Fund \$1,453,095 (to be carried over into phase 2)	•

Solomon Islands Media Assistance Scheme

SOLMAS

Monthly Report

December 2008

Period:

Summary of Activities:

This is the second month in-country for SOLMAS Program Manager, Coralie Ferguson, who continued meeting with stakeholders and developing strong relationships. The Monitoring & Evaluation Specialist, who spent two weeks in country in November, completed and presented the revised Monitoring & Evaluation Framework, Risk Matrix and Strategic Framework.

Coralie met with Steve Wright from RNZI regarding the Henderson and Gizo transmission sites and commissioned him to produce an extensive SIBC transmission report. Coralie is following up on the recommendations outlined in the report with SIBC General Manager, Cornelius Rathamana.

Coralie attended the SIBC Christmas function and was introduced to the Prime Minister, who made a \$500,000 commitment to SIBC for the coming year. It was the first year that a Prime Minister had joined an SIBC Christmas function.

The official SOLMAS launch took place at Lei Lei on 5 December and was introduced by RAMSI Special Coordinator, Tim George. Approximately 50 local media members attended the event.

Coralie has been regularly attending Capacity Development Networking Group meetings and recently met Kate Ellis Sullivan, an advisor with the Electoral Commission, who is keen to explore media regulation regarding Election Periods. Coralie also met Ross Andrewartha from a bilateral program with Forestry Management Project 11 who is interested in learning about measuring media advertising effectiveness.

The recruitment process for the SIBC Partnership Coordinator and MASI Training Coordinator commenced.

Dorothy Wickham from One News and Cornelius Rathamana from SIBC have both been invited to attend the Pacific Media Assistance Scheme (PACMAS) Commonwealth Broadcasting Association (CBA) Conference in Tonga in February. Coralie contributed to a discussion paper on "Viability of public Broadcasting in the Pacific" for this conference. The contribution related to aggregating a Pacific audience of public broadcasters to provide a one stop shop for multi-national advertising agencies (the potential audience is 8 million+). A review of the current legislation/regulatory policy has begun and preparation for the Inception Report/Annual Plan, including baseline requirements has commenced.

SOLMAS Program Director, Rob Batten, and Corallie began working on the charter/guidelines/eligibility criteria for the Flexible Support Fund, and will make recommendations on the appointment of the Advisory Group.

SOLMAS opened a banking account, and received a PO Box number (#1195 Honiara). An office space was sourced on the 4th floor of the Tong Building, and negotiations began on the lease and fit out.

Planning/Scheduling

As the Inception Report/Annual Plan has not yet been presented, the planning/scheduling of components has not been formalised, however the focus in December was on:

Component 1.1.1

Commenced compilation of a current legislation/regulator policy list.

Component 3.1

SIBC Transmission Infrastructure, in particular the condition of the transmitters, and the stability of the Gizo mast which was damaged in the 2007 tsunami, was assessed. The Nautei transmitter in Gizo was found to be deteriorating due to rain ingress into the damaged hut. The transmitter was installed in 1999, and should be operational for at least another 10-15 years if it is well maintained. The two priorities are:

1. Remove the transmitter, clean, cover and store it in a dry, secure place, and
2. Take down the Gizo mast due to the risk of collapse on, or near, local housing/business premises.

A great deal of logistical work will be required to take down the mast and further discussions regarding cost are taking place. Ideally we would like to recover the mast for relocation to a site in Noro, approximately 50 kilometres away by sea. Masts can last for up to 80 years in the right environment. The Noro site will require surveying for, amongst other things, leasing, legal requirements, power supply, site preparations and hut placement.

Corallie has also been in discussion with Cornelius regarding measuring signal propagation. Rob Batten has suggested meeting with the Marine Authority to explore if field strength could be measured when marine officers check beacons and buoys. This would be a cost effective way of measuring signal propagation.

Further discussions between Corallie and Cornelius took place regarding differentiating SIBC as the "emergency broadcaster". Corallie has planned a meeting with Julian Makaa, Director of the National Disaster Council (and previous SIBC employee) in the New Year.

Discussions on financial matters continued;

Components 2 and 3

The recruitment process for the MASI Training Coordinator and the SIBC Partnership Coordinator commenced with both positions advertised locally and in Australia and New Zealand. A selection panel comprising John Lamani, Cornelius Rathamana, Sarah Boxall,

Corallie Ferguson and convened by Program Director, Rob Batten, was established. Interviews are scheduled for January 2009.

Risks

Component 1.1.1

Due to the MOCA Permanent Secretary and Spectrum Manager's unavailability there is a risk of delays to spectrum management change. The World Bank Spectrum Specialist has still not arrived in country; therefore discussion on harmonisation in relation to spectrum planning has not yet been possible.

Component 3.1

With more detail on the Gizo mast situation due to emerge in January, it is anticipated the works will be able to be carried out (including transmitter removal) soon after. This will be dependent on the availability of equipment, personnel and/or parts. The potential risks include natural disasters, lack of agreement with SIBC on priorities and solutions, the transmitter problems being greater than the capacity of the program and poor availability of resources and essential inputs. All of these risks are outlined in more detail in the Risk Matrix (item numbers 3, 21, 22, 23).

Issues Arising

It is difficult to engage with the Permanent Secretary of MOCA on matters relating to Component 1. When appointments are made, they are often cancelled or re-scheduled. Corallie will try to encourage the PS to involve the next most senior executive, as well as Robert Bokelema who is very approachable.

There is also a growing appreciation for "Solomon Time", something which Corallie is coming to grips with in relation to getting some things done.

Solomon Islands Media Assistance Scheme SOLMAS

Monthly Report

Period: February 2009

Summary of Activities:

- Corallie worked with Cornelius to conduct an SIBC SWOT workshop with Managers. Corallie also met with Cornelius re the Gizo and Henderson transmitter issues, management and staff.
- The SOLMAS office refurbishments are almost complete. Corallie met with building and IT contractors, sought quotes for furniture and permission to reallocate office budget to cover costs (due to currency fluctuations and rising prices in SI, and the requirement for Training Coordinator to be based in the SOLMAS office.)
- The FSF guidelines have been completed, the risk management framework is in progress, and a submission format template is being finalised. PS Luma Darcy, with Robert Bokelema as his delegate, Julian Makaa from National Disaster Council, and Father Ambrose Pereira from Catholic Communications, Don Bosco were all approached and accepted membership on the FSF Advisory Committee. Corallie met separately with each Member to discuss the guidelines and eligibility criteria.
- Corallie met regularly with Sarah, Mary and Anna. Discussions on vehicle arrangements for advisors, bilateral programs, budget funding for Phase 2, recruitment of receptionist/assistant, re-allocation of office budget and business cards, amongst other things, took place.

- Corallie attended meetings with several other stakeholders including Didi Remez, a communications consultant with the World Bank, about media workshops and disseminating statistical and economic information for editors; Kate Sullivan and Ruth Meyer from the Electoral System Strengthening Program to discuss legislation related to the Election Period where by existing media legislation is completely silent in this regard; and Ashley Wickham, senior advisor to the Prime Minister regarding the SIG Public Affairs Department and how SOLMAS can assist in training. Ashley also confirmed that SIBC is part of the PM's department, responsibility for communications policy comes under MOCA and there should be no overlap on this.
- Corallie also obtained more quotes for Henderson navigation lighting and Gizo mast dismantling.

Component 1: Strengthening SIG and Industry-based regulatory policy framework

The Flexible Support Fund (FSF) procedures are close to being finalised, including the appointment of the Advisory Group. Once the Fund has been introduced to Solomon Islands media practitioners and MOCA staff, submissions can be made, including one from the Spectrum Team for training and ITU software. There will also need to be a communications law specialist (short-term) to review the media legislation.

Component 2: Strengthening capacity of commercial & community-based media, and improving internal and external recognition of their roles

SOLMAS/MASI Training Coordinator, David Barrow, will commence in his role on 15 March, after which he will complete a training needs analysis and commence training, including media awareness workshops. David will now be based in the SOLMAS office and preparation for his arrival is underway. Corallie continues to meet with stakeholders assessing their needs.

Component 3: Strengthening SIBC effectiveness and appropriately differentiating its role as a public broadcaster/emergency service provider

Cornelius and Corallie held a Management workshop to analyse the SWOT taken from the previous staff meeting. The Management team completed the analysis together and to a high standard. This analysis will be reported back to staff at a meeting in early March.

Wendy Everett, the SIBC Partnership Coordinator will commence in her role on 15 March.

Component 4: Flexible Support Fund

The FSF risk management guidelines were highlighted during a discussion with Sarah and Mary. The Submission Format template is close to completion and will include a simple risk management statement, 'all approved activities will be paid for directly by SOLMAS to the approved/accredited supplier'. All Members of the Advisory have accepted their roles.

Component 5: Program Management

Renovations of the Tong building office space is almost completion. IT, telephones, furniture quotes and fittings have been organised and a reallocation of the office budget will enable the office renovation to be modestly completed.

Corallie Ferguson

Solomon Islands Media Assistance Scheme SOLMAS

International Projects monthly update – March 09

Project update:

- Wendy Everett (SIBC Partnership Coordinator) and David Barrow (Media Training Coordinator) arrived in country on Sunday 15 March to take up their 6-month positions.
 - SOLMAS moving into own office this week. Have signed a lease and refurbishments are almost complete. Office furniture and IT complete. Looking into employing a receptionist/admin assistant for the new office - Anna McNicol has advised this position will need to be advertised.
 - Guidelines for accessing the Flexible Support Fund now completed. Development of a Risk Management Framework in progress. Submission form template being devised. Advisory Group has been established. Once the Fund has been introduced to Solomon Islands media practitioners and MOCA staff, submissions can be made, including one from the Spectrum Team for training and ITU software.
 - Corallie worked with Cornelius to conduct an SIBC SWOT workshop with Managers.
 - Anna McNicol has taken over from Sarah Boxall as AusAID/RAMSI contact in-country. Sarah is working on another program now, it is unclear if she will come back to work with SOLMAS.
 - Corallie also obtained more quotes for Henderson navigation lighting and Gizo mast dismantling. Hopefully will move forward on both soon.
- #### *Issues*
- Gizo transmitter and navigation lights. Costs of having transmitter fixed seems to keep escalating, need to keep check on what it is we need to do and have that done within budget. Still awaiting final quotes.
 - Phase one end date – proposed end date October 2009. End date needs clarification and need to know if Phase two will go ahead.
- #### *Opportunities*
- Media Training Coordinator, David Barrow, arrived in country on Sunday, David is planning to complete a gap analysis of existing skills, develop a training strategy and implement training, including media awareness workshops. Wendy will begin with conducting same gap analysis and developing training strategy for SIBC staff.

Finances

Project expenses to date:

Inputs	\$141,333.60
Overheads and Management	\$23,035.98
Reimbursables	\$27,248.00
Flexible Support Fund	\$25,258.60
Total Expenditure to 28 February	\$216,876.18

Predicted expenditure for rest of year:

Inputs	\$141,518
Overheads and Management	\$25,244
Reimbursables	\$82,275
Flexible Support Fund	\$98,352
Total Predicted Expenditure to 30 June 2009:	\$347,389

Solomon Islands Media Assistance Scheme SOLMAS

Monthly Report

Period: April 2009

Summary of Activities:

- Corallie finalised the FSF Advisory Group documentation, briefing and set-up with each of the three Members.
- Julian Makaa and Father Ambrose Pereira are also totally committed to the Charter of the FSF.

- David Barrow has completed the Skills Gap Analysis and is preparing the Draft Training Plan Matrix in readiness for consultation with MASI stakeholders.
- David has also had extensive meetings with senior staff at Solomon Islands College of Higher Education (SICHE) and has found that there is a complete Curriculum for a Certificate Course in Journalism (18 months full time) which was commissioned by AusAid in 2006. The Curriculum was prepared for use in all Pacific countries and is currently being taught at colleges in Samoa, Tonga, Fiji and Vanuatu.
- Wendy Everett is now based full time at SIBC. She is well into a month of observation at SIBC and has met with all management and staff.
- Wendy has also prepared an Organisational Chart which has been compared with Payroll. Wendy has developed a strong working relationship with Cornelius Rathamana, GM of SIBC and is counter-parting closely with him in preparation for future change.

Component 1: Strengthening the SIG and Industry-based regulatory policy

With a final list of proclaimed regulatory policy, a regulatory specialist will need to be consulted to review the current legislation. While good headway has been made in building a strong relationship with

The Economic Reform Unit (ERU) is currently working on the Telecommunications reform, a draft Telecommunications Act, and establishing a Telecommunications Commission. Future plans include transferring Spectrum Team members to the Commission, where they will be resourced and trained accordingly. SOLMAS will continue to liaise closely with the ERU and Matt Hodge-Kopa to ensure that we harmonise and support the process.

Component 2: Strengthening capacity of commercial and community-based media, and improving internal and external recognition of their roles

David Barrow has completed the Skills Gap Analysis in readiness for his Draft Training Plan Matrix in consultation with MASI stakeholders. David met with media proprietors including management, editors and staff members, several times to properly review the skills gap. Training is required at the most basic level in almost every aspect of media production. The challenge is to provide training as

quickly and equitably as possible, followed by one-on-one mentoring. Wendy Everett has assisted with this process, in consideration of SIBC staff.

Component 3: Strengthening SIBC effectiveness and appropriately differentiating its role as a public broadcaster/emergency service provider

Wendy is now based at SIBC and much of her first month has been in observation mode to understand the culture and climate of SIBC.

She has met with all staff members, and has developed an excellent counterparting relationship with the GM, Cornelius Rathamana. Cornelius uses the word "friend to SIBC" to describe Wendy's relationship. Wendy has also completed a current SIBC organisational chart, and cross-referenced it with Payroll. Our earlier understanding was that SIBC had 45 staff members. In fact, the number is 58.

In May, Wendy and Corallie will hold a Corporate Plan workshop with Board representatives and SIBC senior managers. Valuable tools for this workshop include the SWOT analysis performed in February, and the goals of SIBC that Wendy has workshopped with Cornelius.

Wendy is also counterparting with the News Director to improve newsroom practice, and spent considerable time with the Program Manager to learn more about SIBC content.

Component 4: Flexible Support Fund

This month Corallie finalised the documentation for the FSF, met with the Advisory Group Members to give them a final briefing of the submission process, in readiness for introduction to full Member meeting of MASI set down for early May. Corallie will visit any member unable to attend the meeting individually to explain the FSF process and provide relevant documents.

Risks

Component 1: Run-up to the next election (stated for June next year) has begun and engagement with Permanent Secretaries and Ministers will be difficult due to this distraction.

Component 2: Distraction due to pending election may alter Government attitude to supporting the Journalism Certificate Curriculum at SICHE.

Issues: Nothing to report.

International Projects
MONTHLY PROGRESS REPORT

Project: SOLMAS
Date: 23/04/09
Period covered: March 2009

PROGRESS (Brief summary of progress made in key output areas)

- CF met with delegate from Economic Reform Unit re reform of Telecommunications Act and noted they had not included much on broadcasting.
- FSF finalised, advisory group announced, selection process finalised.
- All media skills gap analysis planned and in process
- Working with MASI to devise shared training strategy
- Quotes for replacement lights at Henderson obtained, in process of receiving quotes for structural engineer

COMING UP (Info on upcoming activities, meetings, leave, o/s trips, progress reports etc.)

- FSF to be announced at all-media MASI meeting early May with call for submissions.
- Audience needs analysis
- 6 month progress report due start of May.
- Rob Batten to visit and meet with new advisors and stakeholders

ISSUES OF CONCERN: (Details of an issues, problems and solutions)

- Component 1 – potential for cross over with Economic-Reform Unit on spectrum Management and training of the spectrum team – this is something that will have to be monitored closely to avoid duplication.
- Timeliness of resolving transmission issues – in process of receiving structural engineers quote which is necessary prior to works taking place

OPPORTUNITIES

- Call for submissions to the FSF
- DB exploring rolling out media course with SI Secondary College
- Media training with RAMSI Law and Justice dept

Project expenses for individual I.O's as at end March

• Inputs	\$162,025.39 (\$20,691.79 for March)
• Overheads & Mgmt	\$89,316.83 (\$66,280.85 for March)
• Reimbursables	\$34,936.48 (\$7,688.48 for March)
• Flexible Support Fund	\$27,143.76 (\$1885.16 for March)
• TOTAL SPEND	\$313,422.46 (\$96,546.28 for March)

NOTE: The overheads & Mgmt IO is large for May as it was the first journal taking account of overheads and mgmt fees for program to date (5 months)

Predicted expenditure for remaining financial year:

• Inputs	\$62,075.37
• Overheads & Mgmt	\$35,535.00
• Reimbursables	\$22,500.00
• Flexible Support Fund	\$500,000.00
• TOTAL SPEND	\$170,110.37

Predicted balance of funds as at June 30.

• Inputs	\$543,342.24
• Overheads & Mgmt	\$17,288.17
• Reimbursables	\$146,395.52
• Flexible Support Fund	\$410,376.52
• TOTAL BALANCE	\$1,117,402.45

NOTE: Some costs seem low due not receiving bill yet from RGSF which will contribute to Inputs and Reimbursables

Project: SOLMAS

Date: 12 May 2009

Period covered: April 2009

Report Compiled by: Jessica List

PROGRESS (Brief summary of progress made in key output areas)

- FSF advisory group and documentation finalised, MASI all staff briefing and call for submissions took place in first week of May. Very positive outcome.
- David Barrow completed Skills Gap Analysis with journalists, editors and management across all media
- Wendy Everett has now completed SIBC Organisation Chart and compared with payroll.
- Structural Engineering Company selected to carry out the mast analysis at Henderson to ensure safe to climb to replace lighting.
- 6 month report completed and submitted

COMING UP (Info on upcoming activities, meetings, leave, o/s trips, progress reports etc.)

- David Barrow preparing Training Plan Matrix for consultation with MASI
- David has reviewed the curriculum of the Certificate Course in Journalism at SICHE who are currently not using the course – David is approaching MASI for their support in reinstating this course.
- FSF submissions must be received by 17 June
- Rob Batten planning on going to SI in late June to assist with assessing the FSF submissions and revisiting key stakeholders (some of which have now changed since last visit)

ISSUES OR CONCERNS: (Details of an issues, problems and solutions)

- Election has been slated for June 2010, engagement with PS's likely to decline. Cabinet has been reshuffled and there is now a new PS for Ministry of Communications and Aviation portfolio who Coralie will have to work at developing a relationship with him.
- Distraction due to pending election may alter Government's attitude to supporting the Journalism Certificate Curriculum and SICHE. Must work at engaging with Government and ensuring still in the forefront of their minds.

OPPORTUNITIES

- Wendy is working closely with Cornelius and planning a Corporate Planning Workshop with SIBC senior management and the Board scheduled for late May.

FINANCE

Project expenses for individual I.O's as at end of month:

- Inputs - \$267,642
- Overheads & Mgmt \$88,839
- Reimbursables \$80,730
- Flexible Support Fund \$27,143.00

Predicted expenditure for remaining financial year:

- Inputs - \$118,891
- Overheads & Mgmt \$17,767
- Reimbursables \$28,836
- Flexible Support Fund \$20,000

Predicted balance of funds as at June 30.

- Inputs - \$410,910
- Overheads & Mgmt \$35,534
- Reimbursables \$94,266
- Flexible Support Fund \$898,170

MONTHLY PROGRESS REPORT

Project: SOLMAS
Date: 12 June 2009
Period covered: May 2009
Report Compiled by: Jessica List

PROGRESS (Brief summary of progress made in key output areas)

- Corallie met with new MOCA PS who receptive to SOLMAS goals and particularly interested in having media legislation specialist review current media.
- MASl AGM held and FSF guidelines presented to all members with call for submissions by 17 June. Some submissions already received. Wendy & David working with counterparts on improving submissions.
- Draft Training Plan finalised and in sign-off process by media stakeholders.
- Media awareness course with Dom Bosco students held and well received
- Wendy working across departments at SIBC, significant progress made with News staff where discipline and initiative has improved – editorial agenda now more sophisticated and staff attitude improved.
- SIBC skills gap analysis and draft training plan close to completion.

COMING UP (Info on upcoming activities, meetings, leave, o/s trips, progress reports etc.)

- MASl Training plan will commence once stakeholder sign-off finalised
- SOLMAS office assistant in recruitment process hope to be engaged by end of June
- Structural engineering firm, Duffill Watts, engaged to assess SIBC masts at Henderson & Gizo to ensure structural safety & provide recommendation on whether to demolish, restore or relocate Gizo tower to Noro. Report expected mid-June. Once we have the report can start on Henderson repair work and lighting installation and quotes for Gizo.
- SIBC Corporate Plan Workshop with snr mngrs & board director to be held in June covering areas of Transmission, Content, Sustainability (revenue improvements, cost control etc) and Innovation. Work on 09 financial budget will follow the workshop.
- Preparing HR TOR for TA for SIBC to provide advice on HR policies, procedures & guidelines and assist in compiling HR documents eg staff regulation, Labour Act etc
- Preparing TOR for professional broadcast sales practitioner to work with SIBC Sales Dept.

ISSUES OR CONCERNS: (Details of an issues, problems and solutions)

- Coralie Ferguson will be back in Australia from 16 June for approximately 2 weeks for a sinus operation, hopefully she will make speedy recovery. David is across FSF submissions and will organise distributing them to the panel. Counterparts have been advised and Coralie will have an out of office assistant on email.

OPPORTUNITIES

- Rob Batten and Jessica List planning on going to Solomon Islands in July. Rob will mainly be focusing on FSF submissions and meeting with stakeholders. Jess will be focussing on planning phase 2 (Sept '09 – Dec '10), reporting requirements, budget planning and framework for next RoU. There may also be an opportunity for Jess to work with the IPAT team as an observer.
- David has been working with MASI & SICHE on developing Media & Journalism course (developed by AusAID) and will be meeting with the PM & Minister for Education to gain support.
- ROU now signed off with additional \$200,000 to budget plus all RGSF items not being paid for by ABC and remainder will go to FSF. Phase 1 to end 31 August, Phase 2 1 September – 31 December 2010

FINANCE

Project expenses for individual I.O's as at end of month:

- Inputs - \$239,901.94
- Overheads & Mgmt \$97,723
- Reimbursables \$84,562.24
- Flexible Support Fund \$27,862.09

Predicted expenditure for remaining financial year:

- Inputs - \$53,625
- Overheads & Mgmt 0 (Already invoiced until end of June)
- Reimbursables \$8,500
- Flexible Support Fund \$18,500

Predicted balance of funds as at June 30.

- Inputs - \$119,771
- Overheads & Mgmt \$0.00
- Reimbursables \$111,369
- Flexible Support Fund \$1,453,095 (to be carried over into phase 2)

Solomon Islands Media Assistance Scheme

To Improve the Reach and Quality of Solomon Islands Media

PROJECT MONITORING TOOL

FOCUS AREA	Last Update	STATUS	PROGRESS	ISSUES/ASSUMPTIONS
Component 1: Strengthening SIG and Industry-based regulatory policy framework				
Objective 1.1: <i>New or revised regulatory policies and legislation which address the needs of both government and industry being applied within SI media organisations</i>	December 08	On Track	Awaiting arrival of World Bank specialist to discuss the harmonisation.	Having problems engaging with PS as he has been very busy with Parliament and also the telecommunications review.
	December 08	On Track	Rob Batten held discussions with Colin Knowles, senior ABC engineering manager, re spectrum management- confirmed spectrum planning should be approached with telecoms and broadcasting spectrum considered as a whole. This will be further discussed with the World Bank.	It is difficult to make appointments with PS
	March 09	On track		CF's relationship with PS has progressed and are now working closely together
Activities	April	On track		
	March 09	On Track	Review of existing regulatory policy and legislation began.	
	December 08	On Track	A review of the legislation completed - list of what exists, what is missing, and what has been attempted.	
1.1.1 Review existing regulatory policy and legislation.	January 09	Achieved		
1.1.2 Participatory identification of preferred options for introduction of appropriate regulatory policy and/or legislation	March 09	On Track	CF met with Matt Hodge-Kopa from Economic Reform Unit (ERU) who is working on the reform of the Telecommunications Act. There will be some overlap here with SOLMAS.	Telecoms Act will have an effect on media legislation. Draft currently has limited reference to broadcasting. Spectrum unit may be transferred to Telecommunications.
	April 09	On track	CF continued to liaise closely with ERU	

1.1.3 Identify breaches of spectrum regulation.	March 09	Not Achieved	SOLMAS will identify breaches once the appropriate legislation has been introduced.	Need to first harmonise work with the World Bank and ERU.
1.1.4 Phased participatory implementation of preferred options for introduction of appropriate regulatory and/or legislation	March 09	On Track	Working to harmonise with ERU on share outcomes re spectrum regulation.	CF working more closely with the PS now. Anticipate relationship to continue to progress with the PS' role on the FSF committee.
Objective 1.2: Strengthened capacity within MOCA to manage spectrum allocation	January 09	On Track	CF met with Robert Bokelema gained valuable insight to Spectrum & Communications departments.	There is a chronic shortage of human resources and infrastructure in the Department - only one PA, no program, content or legal staff.
	February 09	On track	FSF almost finalised, once introduced to MOCA staff, submissions can be made, including one from the Spectrum Team for training and ITU software.	The Spectrum Plan is kept in a physical book. We need to obtain ITU software and have the specialist to train the team. This will be a priority for the FSF.
	March 09	On track	FSF submissions will be sought in May.	
	April 09	On track	Liaising closely with ERU to ensure no duplication of training	Under the ERU there is a possibility the spectrum team will be transferred to Telecommunications. The PS requires assistance and counter-parting for media legislation area
Activities:				
1.2.1 Spectrum-related capacity building within MOCA (harmonised with World Bank efforts)	December 08	Not yet achieved		World Bank specialist has not yet arrived.
	February 09	On track	Will encourage MOCA Spectrum team to apply for FSF training.	
	March 09	On track	FSF submissions will be sought in May and MOCA will be encouraged to apply	Timing may be an issue in terms of duplication of training for the MOCA Spectrum team.
	April 09	On track	Working with ERU to ensure no duplication of training.	MOCA team will probably be trained by ERU
Component 2: Strengthening capacity of commercial and community-based media (CCM), and improving internal and external recognition of their roles				
Objective 2.1: Improved capacity of staff in commercial and community based media to manage and deliver relevant services	December 08	On Track	CF met with stakeholders to clarify and quantify needs in terms of requirements and scope.	
	December 08	On Track	Recruitment of the Training Coordinator is underway with a possible start date of late January.	

	January 09	On Track	Recruitment continues with solid interest in the position. Selection panel will include Rob Batten as Convenor, Sarah Boxall, John Lamani and I. Closing date is 2 January 09.	
	February 09	On Track	Recruitment finalised with appointment of Wendy Everett as SIBC Partnership Coordinator and David Barrow as the Training Coordinator. Both David expected in country mid March.	
	March 09	On track	David Barrow commenced in role mid-March and has met with all key MASI stakeholders	MASI members are very keen to work with DB
April 09	On track	David is continuing to meet with MASI stakeholders		
Activities:				
2.1.1 Gap analysis of existing skills within commercial and community-based media	February 09	On Track	To commence mid March when Training Coordinator arrives.	
	March 09	On track	DB began workshoping skills gap analysis and has begun second round of meetings with stakeholders on the commencement of the SGA.	DB will be meeting with Editors as well as journalists in this second round to elucidate SGA.
	April 09	Achieved	DB has completed the Skills Gap Analysis and is ready to proceed with a Draft Training Plan	David has met with proprietors, managers, editors and staff several times to perfect the SGA.
2.1.2 Development of CCM shared training strategy	March 09	On track	DB working with MASI members and Wendy Everett to devise shared training strategy. Draft training plan template is in progress.	
	April 09	On track	Draft training plan continues to progress	
2.1.3 Phased implementation of shared training strategy	March 09	Not Yet Achieved	The Training Strategy will be implemented when finalised.	
	April 09	Not Yet Achieved	Still working on training strategy.	
Objective 2.2 <i>Improved awareness of the roles of media by staff and selected external stakeholders</i>	February 09	On track	CF met with Leigh Cupitt, RAMSI Law and Justice. It was agreed that a pilot course could be undertaken for the six groups within Law and Justice as soon as Training Coordinator can fit it in.	
Activities:				
2.2.1 Conduct media awareness exercises	February 09	On Track	To commence mid March when Training Coordinator arrives	There are a lot of SIG Agencies in need of media awareness training.
	March 09	On track	DB looking in to Media Awareness Exercises	

	April 09	On track	DB continued to investigate media awareness needs.	
Component 3: Strengthen SIBC effectiveness and appropriately differentiating its role as a public broadcaster/emergency service provider				
Objective 3.1 : <i>Existing SIBC transmission infrastructure repaired or upgraded and safely operating within targeted coverage levels</i>				
Activities:				
3.1.1 Assess technical and safety status of SIBC transmission infrastructure	November 08	On Track	SOLMAS has commissioned a report from RNZI which reviews the transmission facility at Henderson and Gizo. The report has highlighted several areas of need, including the off air dual frequency short wave transmitter (which has now been repaired and is on air again). The report gives extensive advice on the condition of the Henderson masts, and what is required to improve their lives, including the installation of navigation lighting and painting.	The tower is only 5 years old, has had about 3 years use and will have another 15-20 years life if it is looked after.
	November 08	On Track	The Gizo transmitter tower is now sitting in water as a result of the tsunami and needs to be dismantled either by mobile crane or by demolishing and recovery of usable parts. There is a safety concern with this tower as it has been damaged by the weather and there are now dwellings and a business within perimeter of mast. Cornelius Rathamana has had discussions with a landowner on Noro for the mast to be erected there.	Field strength testing will need to be completed to ensure that this is the most suitable site. Also, the Nautel transmitter in Gizo needs to be removed from the leaking hut, cleaned, wrapped and stored in the Gizo station to be preserved until it can be switched on again.
	March 09	On track	Awaiting a quote to drop the tower, and another for setting up new site.	Aviation lighting should be completed by mid May.
	March 09	On track	Quotes for replacement aviation lights at Henderson Airfield obtained.	
	April 09	On track	Awaiting structural engineer quotes for Henderson and Gizo masts	Structural engineer's analysis of Henderson and Gizo required for safety reasons prior to light replacement.
3.1.2 Develop prioritised rectification plan for repairing existing faults and addressing existing safety issues (including	December 08	On Track	SIBC transmission engineer, Patrick, scheduled to travel to Gizo to remove transmitter (January/February), and survey proposed site at Noro. The Gizo mast will need to be dismantled	We will try to plan for the works to be done while Patrick is in Gizo and the local station manager, Adrian has returned from leave.

EMR)		January 09	On Track	(and hopefully recovered for use at the proposed new site in Noro) and arrangements will be made for a quote through RAMSI Infrastructure/SKM for a structural engineer to review and quote on this work. Options and quotes requested from SKM and Kordia for dismantling Gizo mast. Steve Wright from RNZI is obtaining quotes for the installation of navigation lighting on Henderson masts. Transmitter has now been removed from hut. Casing was left in situ as there was no room to store it at the Gizo station.	It is hoped that the Gizo transmitter will be removed, cleaned, wrapped and stored in early February. Transmitter was damaged further than expected with some parts being corroded, and some already removed, used as spares for Henderson transmitter. It was hoped this could be used at proposed new location. Repairs or new transmitter will be necessary.
3.1.3 Phased implementation of rectification plan	April 09	On track	Have commenced Gantt Chart on relevant priorities	Rectification plan will be implemented once all final quotes received.	
	February 09	Not Yet Achieved		Structural engineer's report on Henderson and Gizo expected by end of May 2009.	
	April 09	Not Yet Achieved			
Objective 3.2 Improved forward-planning and public accountability strategies within SIBC					
Activities:					
3.2.1 Review of existing SIBC plans and strategies ¹	November 08	On Track	CF has obtained copies of the Corporate Plan and HRM Plan and is working closely with Cornelius Rathamana to understand more about the operation of SIBC and where SOLMAS can assist.	CF still waiting for Financial Budgets (Opex and Capex) which have been delayed due to SIBC Board has only recently passing them.	
	December 08	On Track	CF has obtained SIBC financial budget for 2009. It is v. ambitious and includes dependence on donor support the Capital Budget, and revenue projection increases of 50% which is very high. Likewise, the expenditure budget is up around the same amount.		
	December 08	On track	Cornelius invited CF to attend a staff meeting in		

¹ Including those related to public accountability, maintenance, positioning, media awareness, coverage, content, gender issues, etc.

	January 09	On track	January where a SWOT analysis will be completed. CR and CF completed SWOT; CF introduced the analysis planning for the senior managers with CR. excellent analysis completed which now just requires workshoping into a priority plan and to take back to the staff at another staff meeting. CR Requested CF work with Sales Manager, Ashley, and team on sales training. Analysis will be reported back to staff in meeting in March SWOT Analysis presented back to staff with positive response. CR began work on 'weaknesses' including staff punctuality and anti-social behaviour. W.E has begun working closely with CR and mgmt team and plotting org chart. WE has completed org chart against Payroll information and a goals workshop with GM.	Cornelius would also like some support on reviewing sales from a strategic perspective and being able to monitor and appraise the function. There is a dearth of policy, procedure and guidelines and very little HR or OHS systems in place. A Corporate Plan Workshop will be held in coming months. Corporate Plan scheduled for May utilising SWOT analysis and goals workshoped with WE and CR CF cannot work with SIBC Sales Manager due to possible perception of favouritism – this will have to be managed from FSF
3.2.2 Conduct audience needs analysis	February 09 March 09 April 09	Not Yet Achieved On Track On Track	Planning for Audience Needs Analysis will be completed once Wendy arrives in country. W.E has begun planning Audience Needs Analysis in conjunction with D.B. Still in planning phase Once Audience Needs Analysis is complete W.E will work with SIBC to devise plan for addressing the needs identified. As above	There is the possibility of obtaining some audience analysis through the 2009 RAMSI People Survey. Opportunity to utilise feedback from opinion leaders and high level stakeholders in community
3.2.3 Participatory development of revised strategies and plans in a manner that is responsive to audience needs	April 09 March 09	Not Yet Achieved Not Yet Achieved	As above Once Audience Needs Analysis and plan for implementation is devised, W.E will work with SIBC to implement this plan.	
3.2.4 Phased participatory implementation of new or revised SIBC strategies and plans	April 09	Not Yet Achieved	As above	

Objective 3.3 Improved capacity of SIBC staff to manage and deliver relevant media services	November 09	On Track	Recruitment of the SIBC Partnership Coordinator is underway with a possible start date of late January.	There are sensitivities from the earlier program which need to be carefully subdued.
	December 09	On Track	Closing date for this position is 2 January after which a selection panel consisting of Rob Ballen as Convenor, Cornelius Rathamana, Sarah Boxall and CF will interview prospective candidates.	
	February 09	On Track	Position has been filled by Wendy Everett who will be in country by mid March.	
	March 09	On Track	Wendy has begun work forming relationships and working with SIBC to improve their capacity to deliver.	
	April 09	On Track	Wendy is based full time at SIBC, developing plans for Corporate Plan workshop in May and counterparting with GM, News Director and other senior management	
Activities:				
3.3.1 Gap analysis of existing skills within SIBC	February 09	Not Yet Achieved	To commence when SIBC Partnership Coordinator arrives in-country	
	March 09	On track	W E has begun workshopping the SGA in conjunction with DB.	
	April 09	Achieved	SGA has been completed in readiness for Draft Training Plan and further consultation	
3.3.2 Development of SIBC training strategy	March 09	On track	WE has begun work on developing training strategy in conjunction with DB	
3.3.3 Phased implementation of training strategy	April 09	On track	As above	
	March 09	Not Yet Achieved	Implementation will take place on the training strategy once the SGA has been finalised.	
April 09	Not Yet Achieved	As above		
Component 4: Flexible Support Fund				
Objective 4.1				

<i>Flexible support provided to other program components within the limits set by the eligibility and selection criteria for the fund</i>				
Activities:				
4.1.1 Develop advisory group charter and draft set of eligibility/selection criteria for assessing proposals under the FSF	November 08	On Track	Work has begun on the Charter and eligibility criteria for the FSF. Discussions are underway regarding selection of suitable applicants for the FSF Advisory Group.	
	December 08	On track	Discussions continuing with James Hall and ML O'Callaghan re the makeup of the Advisory Group. FSF Charter and Eligibility Criteria draft in preparation with Rob Batten.	
	January 09	On track	Eligibility/Selection criteria for advisory group developed and advisory group identified.	
	February 09	On track	Advisory Group members all accepted positions.	
	March	Completed	Charter accepted, selection criteria and template for proposal finalised and accepted.	Meeting with all MASI members to present the FSF guidelines and call for submissions to take place early May.
4.1.2 Develop draft processes and protocols for identifying and obtaining applications from appropriate projects to be supported by the FSF	January 09	Completed	The Charter and Eligibility criteria has been completed and presented.	
4.1.3 Establish an FSF advisory group	January 09	On Track	An Advisory Group has been identified and approved. PS has accepted position and CF will approach Julian and Father Ambrose shortly.	
	February 09	Completed	All advisory members accepted position on committee.	
4.1.4 Delivery of on-going assistance through the FSF	March 09	On Track	Meeting in early May will call for submissions.	A period of 6 weeks will be allocated for submissions to be made. All MASI members will be given the same information.
	April 09	On Track	FSF guidelines, documentation will be presented at MASI AGM in early May	
Component 5: Program Management				

Objective 5.1 <i>Efficient and effective management and implementation of the program</i>				
Activities:				
5.1.1 Delivery of program outputs	December 08	On Track	SOLMAS launch took place on 5 December with approximately 50 media people attending and the Special Coordinator, Tim George introducing the Program.	
5.1.2 Management of program's human resources, finances and procurement	December 08	On Track	Setting up of administration and business bank account is underway. Also looking for suitable office space and other resources for SOLMAS.	CF had difficulty finding another building to quote at this time of the year.
	December 08	On Track	Suitable office found on the 4 th floor of Tong Building. Negotiations underway with the landlord on terms/conditions/ allowances and Fletcher/Kwaimani has provided a preliminary quote for fit-out.	
	January 09	On Track	SOLMAS now also has a PO Box (1195) and the ANZ Bank Account has been opened.	
	January 09	On Track	The fit out for the office will commence in early February. Lease has been finalised.	
	February 09	On Track	Fit-out close to completion, expected to be finalised by mid March when new advisors arrive.	
	March 09	On track	SOLMAS has now relocated to new office and MASI Executive meeting has taken place in meeting room.	
	April 09	On Track		
5.1.3 Monitoring and evaluation	November 08	On Track	M&E specialist, Colin Reynolds, spent 2 weeks in country and continues to work with Program Administrator Jessica List on refining the M&E.	
	December 08	On Track	Revised M&E Framework finalised and will be included in inception report.	
	February 09	On Track	Revised M&E presented in Inception Report and accepted.	
	March 09	On Track	M&E constantly referred to in tracking program.	

	April 09	On Track	Looking at updating M&E Framework for 6 month report to ensure still relevant.	
5.1.4 Risk management	November 08	On Track	Risk Management has been revised and will be presented at first opportunity	
	February 09	On Track	Revised risk matrix presented in inception report and accepted.	
	March 09	On track	Risk Matrix constantly referred to in tracking program.	
	April 09	On Track	Risk Matrix being revised for 6 month report to ensure risks are still current	
5.1.5 Annual Planning and Program reporting	December 08	On Track	Annual Plan will be presented in February	
	February 09	On track	Annual plan presented and accepted.	
	March 09	On track	Currently working on 6-month progress report which will be presented beginning of May 09.	
	April 09	On Track	As above	

Solomon Islands Media Assistance Scheme
To Improve the Reach and Quality of Solomon Islands Media

PROJECT MONITORING TOOL

Last updated: 22 January 09

FOCUS AREA	EXPECTED END DATE	STATUS	PROGRESS	ISSUES/ASSUMPTIONS
Component 1: Strengthening SIG and Industry-based regulatory policy framework				
Objective 1.1: <i>New or revised regulatory policies and legislation which address the needs of both government and industry being applied within SI media organisations</i>		Not yet achieved	Having problems engaging with PS as he has been very busy with Parliament and also the telecommunications review. Also awaiting the arrival of the World Bank specialist to discuss the harmonisation. Rob Batten has had discussions with Colin Knowles who is a senior ABC engineering manager about spectrum management. It was confirmed that spectrum planning should be approached holistically ie telecoms and broadcasting spectrum needs to be considered as a whole, rather than piecemeal. This will be further discussed with the World Bank.	It is difficult to make appointments with PS
Activities				
1.1.1 Review existing regulatory policy and legislation.		On Track	I have begun a review of existing regulatory policy and legislation	
1.1.2 Participatory identification of preferred options for introduction of				

appropriate regulatory policy and/or legislation				
1.1.3 Identify breaches of spectrum regulation.				
1.1.3 Phased participatory implementation of preferred options for introduction of appropriate regulatory and/or legislation				
Objective 1.2: Strengthened capacity within MOCA to manage spectrum allocation				
Activities:				
1.2.1 Spectrum-related capacity building within MOCA (harmonised with World Bank efforts)		Not yet achieved	World Bank specialist has not yet arrived.	
Component 2: Strengthening capacity of commercial and community-based media (CCM), and improving internal and external recognition of their roles				
Objective 2.1: Improved capacity of staff in commercial and community based media to manage and deliver relevant services		On Track	I am meeting with stakeholders to clarify and quantify needs in terms of requirements and scope. Recruitment of the Training Co Ordinator is underway with a possible start date of late January. Recruitment continues with solid interest in the position. Selection panel will include Rob Batten as Convenor, Sarah Boxall, John Lamani and I. Closing date is 2 January 09.	
Activities:				
2.1.1 Gap analysis of existing skills within commercial and community-based media				
2.1.2 Development of CCM shared training strategy				
2.1.3 Phased implementation of shared training strategy				
Output 2.2 Improved awareness of the roles of media by staff and selected				

3.1.2 Develop prioritised rectification plan for repairing existing faults and addressing existing safety issues (including EMR)		On Track	station to be preserved until it can be switched on again. A schedule is planned for the SIBC transmission engineer, Patrick to travel to Gizo to remove the transmitter (January/February), and survey the proposed new site at Noro. The Gizo mast will need to be dismantled (and hopefully recovered for use at the proposed new site in Noro) and arrangements will be made for a quote through RAMSI Infrastructure/SKM for a structural engineer to review and quote on this work.	We will try to plan for the works to be done while Patrick is in Gizo and the local station manager, Adrian has returned from leave
3.1.3 Phased implementation of rectification plan				
Objective 3.2 <i>Improved forward-planning and public accountability strategies within SIBC</i>				
Activities:				
3.2.1 Review of existing SIBC plans and strategies ¹		On Track	At this stage, I have copies of the Corporate Plan and HRM Plan. I am working closely with Cornelius Rathamana to understand more about the operation of SIBC and where SOLMAS can assist. I now have a copy of the SIBC financial budget for 2009. It is equally as ambitious as the Corporate Plan, with a total dependence on donor support the Capital Budget, and revenue projection increases of 50% which is very high. Likewise, the expenditure budget is up around the same amount. Cornelius invited me to attend a staff meeting in January at which he and I will also complete a SWOT analysis.	I am still awaiting the Financial Budgets (Opex and Capex) which have been delayed because the SIBC Board has only recently passed them.

¹ Including those related to public accountability, maintenance, positioning, media awareness, coverage, content, gender issues, etc.

external stakeholders			
Activities:			
2.2.1 Conduct media awareness exercises			
Component 3: Strengthen SIBC effectiveness and appropriately differentiating its role as a public broadcaster/emergency service provider			
Objective 3.1 : <i>Existing SIBC transmission infrastructure repaired or upgraded and safely operating within targeted coverage levels</i>			
Activities:			
3.1.1 Assess technical and safety status of SIBC transmission infrastructure	On Track	SOLMAS has commissioned a report from Radio New Zealand which reviews the transmission facility at Henderson and Gizo. The report has highlighted several areas of need, including the off air dual frequency short wave transmitter (which has now been repaired and is on air again). The report gives extensive advice on the condition of the Henderson masts, and what is required to improve their lives, including the installation of navigation lighting and painting. The Gizo transmitter tower is now sitting in water as a result of the tsunami and needs to be dismantled either by mobile crane or by demolishing and recovery of usable parts. There is a safety concern with this tower as it has been damaged by the weather and there are now dwellings and a hardware store well within the perimeter of the mast. Cornelius Rathamana has had discussions with a landowner on Noro for the mast to be erected there. Field strength testing will need to be completed to ensure that this is the most suitable site. Also, the Nautei transmitter in Gizo needs to be removed from the leaking hut, cleaned, wrapped and stored in the Gizo	The tower is only 5 years old, has had about 3 years use and will have another 15-20 years life if it is looked after.

3.2.2 Conduct audience needs analysis				he has shared this information.
3.2.3 Participatory development of revised strategies and plans in a manner that is responsive to audience needs				
3.2.4 Phased participatory implementation of new or revised SIBC strategies and plans				
Objective 3.3 <i>Improved capacity of SIBC staff to manage and deliver relevant media services</i>	On Track	Recruitment of the SIBC Partnership Co Ordinator is underway with a possible start date of late January.		
Activities:		Closing date for this position is 2 January after which a selection panel consisting of Rob Batten as Convenor, Cornelius Rathamana, Sarah Boxall and I will interview prospective candidates.		
3.3.1 Gap analysis of existing skills within SIBC				
3.3.2 Development of SIBC training strategy				
3.3.3 Phased implementation of training strategy				
Component 4: Flexible Support Fund				
Objective 4.1 <i>Flexible support provided to other program components within the limits set by the eligibility and selection criteria for the fund</i>				
Activities:				
4.1.1 Develop advisory group charter and draft set of eligibility/selection criteria for assessing proposals under the FSF	On Track	Work has begun on the Charter and eligibility criteria for the FSF. Discussions are underway regarding selection of suitable applicants for the FSF Advisory Group.		

			Discussions are continuing with James Hall and ML O'Callaghan regarding the makeup of the Advisory Group. I am also working on the FSF Charter and Eligibility Criteria with Rob Batten.	
4.1.2 Develop draft processes and protocols for identifying and obtaining applications from appropriate projects to be supported by the FSF				
4.1.3 Establish an FSF advisory group		On Track		
4.1.4 Delivery of on-going assistance through the FSF				
Component 5: Program Management				
Objective 5.1 <i>Efficient and effective management and implementation of the program</i>				
Activities:				
5.1.1 Delivery of program outputs		On Track	SOLMAS launch took place on 5 December with approximately 50 media people attending and the Special Coordinator, Tim George introducing the Program.	
5.1.2 Management of program's human resources, finances and procurement		On Track	Setting up of administration and business bank account is underway. Also looking for suitable office space and other resources for SOLMAS. An office has been found on the 4 th floor of the Tonga Building. Negotiations are underway with the Lessor on terms/conditions/allowances and Fletcher/Kwaimani has provided a preliminary quote. SOLMAS now also has a PO Box (1195) and the ANZ Bank Account has been opened.	I had difficulty finding another building to quote at this time of the year.
5.1.3 Monitoring and evaluation		On Track	An M&E specialist, Colin Reynolds has spent 2 weeks in country and continues to work with	

			Program Administrator Jessica List on refining the M&E.	
5.1.4 Risk management		On Track	Revised M&E Framework finalised and will be included in inception report	
5.1.5 Annual Planning and Program reporting		On Track	Risk Management has been revised and will be presented at first opportunity Annual Plan will be presented in February	

Solomon Islands Media Assistance Scheme
To Improve the Reach and Quality of Solomon Islands Media

PROJECT MONITORING TOOL

Last updated: 9 December 2008

FOCUS AREA	EXPECTED END DATE	STATUS - Achieved - On track - Not yet achieved	PROGRESS	ISSUES/ASSUMPTIONS
Component 1: Strengthening SIG and Industry-based regulatory policy framework				
Objective 1.1: <i>New or revised regulatory policies and legislation which address the needs of both government and industry being applied within SI media organisations</i>		On track	Having problems engaging with PS as he has been very busy with Parliament and also the telecommunications review. Also awaiting the arrival of the World Bank specialist to discuss the harmonisation. Rob Batten has had discussions with Colin Knowles who is a senior ABC engineering manager about spectrum management. It was confirmed that spectrum planning should be approached holistically ie telecoms and broadcasting spectrum needs to be considered as a whole, rather than piecemeal. This will be further discussed with the World Bank.	May need to engage PS Luma Darcy's second in charge. Will discuss this with him. Still awaiting list of Spectrum frequencies and costs from Robert Bokelema.
Activities				
1.1.1 Review existing regulatory policy and legislation.				
1.1.2 Participatory identification of preferred options for introduction of appropriate regulatory policy and/or legislation				
1.1.3 Identify breaches of spectrum regulation.				

1.1.3 Phased participatory implementation of preferred options for introduction of appropriate regulatory and/or legislation				
Objective 1.2: Strengthened capacity within MOCA to manage spectrum allocation				
Activities:				
1.2.1 Spectrum-related capacity building within MOCA (harmonised with World Bank efforts)				
Component 2: Strengthening capacity of commercial and community-based media (CCM), and improving internal and external recognition of their roles				
Objective 2.1: Improved capacity of staff in commercial and community based media to manage and deliver relevant services		On track	I am meeting with stakeholders to clarify and quantify needs in terms of requirements and scope. Recruitment of the Training Coordinator is underway with a possible start date of February.	Working on stakeholder engagement and equal commitment. Still need to obtain MASI Constitution and Code of Conduct and see MASI office and Secretary, Romilla.
Activities:				
2.1.1 Gap analysis of existing skills within commercial and community-based media				
2.1.2 Development of CCM shared training strategy				
2.1.3 Phased implementation of shared training strategy				
Output 2.2				
Improved awareness of the roles of media by staff and selected external stakeholders				
Activities:				
2.2.1 Conduct media awareness exercises				
Component 3: Strengthen SIBC effectiveness and appropriately differentiating its role as a public broadcaster/emergency service provider				
Objective 3.1 :				
Existing SIBC transmission infrastructure repaired or				

upgraded and safely operating within targeted coverage levels				
Activities: 3.1.1 Assess technical and safety status of SIBC transmission infrastructure		On track	SOLMAS has commissioned a report from Radio New Zealand which reviews the transmission facility at Henderson and Gizo. The report has highlighted several areas of need, including the off air dual frequency short wave transmitter (which has now been repaired and is on air again). The report gives extensive advice on the condition of the Henderson masts, and what is required to improve their lives, including the installation of navigation lighting and painting. The Gizo transmitter tower is now sitting in water as a result of the tsunami and needs to be dismantled either by mobile crane or by demolishing and recovery of usable parts. There is a safety concern with this tower as it has been damaged by the weather and there are now dwellings and a hardware store well within the perimeter of the mast. Cornelius Rathamana has had discussions with a landowner on Noro for the mast to be erected there. Field strength testing will need to be completed to ensure that this is the most suitable site. Also, the Nautel transmitter in Gizo needs to be removed from the leaking hut, cleaned, wrapped and stored in the Gizo station to be preserved until it can be switched on again. It is only 5 years old, has had about 3 years use and will have another 15-20 years life if it is looked after.	Need to gain SIBC commitment to preserving valuable assets.
3.1.2 Develop prioritised rectification plan for repairing existing faults and addressing existing safety issues (including EMR)				

3.1.3 Phased implementation of rectification plan				
Objective 3.2 <i>Improved forward-planning and public accountability strategies within SIBC</i>				
Activities:				
3.2.1 Review of existing SIBC plans and strategies ¹		On track	At this stage, I have copies of the Corporate Plan and HRM Plan.I am working closely with Cornelius Rathamana to understand more about the operation of SIBC and where SOLMAS can assist.	I am still awaiting the Financial Budgets (Opex and Capex) which have been delayed because the SIBC Board has only recently passed them.
3.2.2 Conduct audience needs analysis				
3.2.3 Participatory development of revised strategies and plans in a manner that is responsive to audience needs				
3.2.4 Phased participatory implementation of new or revised SIBC strategies and plans				
Objective 3.3 <i>Improved capacity of SIBC staff to manage and deliver relevant media services</i>		On track	Recruitment of the SIBC Partnership Co Ordinator is underway with a possible start date of February.	
Activities:				
3.3.1 Gap analysis of existing skills within SIBC				
3.3.2 Development of SIBC training strategy				
3.3.3 Phased implementation of training strategy				
Component 4: Flexible Support Fund				
Objective 4.1 <i>Flexible support provided to other program components within the limits set by the</i>				

¹ Including those related to public accountability, maintenance, positioning, media awareness, coverage, content, gender issues, etc.

eligibility and selection criteria for the fund				
Activities:				
4.1.1 Develop advisory group charter and draft set of eligibility/selection criteria for assessing proposals under the FSF		On track	Work has begun on the Charter and eligibility criteria for the FSF. Discussions are underway regarding selection of suitable applicants for the FSF Advisory Group.	Meet with James Hall at first opportunity after his leave to discuss FSF applicants.
4.1.2 Develop draft processes and protocols for identifying and obtaining applications from appropriate projects to be supported by the FSF				
4.1.3 Establish an FSF advisory group				
4.1.4 Delivery of on-going assistance through the FSF				
Component 5: Program Management				
Objective 5.1 Efficient and effective management and implementation of the program				
Activities:				
5.1.1 Delivery of program outputs				
5.1.2 Management of program's human resources, finances and procurement		On track	Setting up of administration and business bank account is underway. Also looking for suitable office space and other resources for SOLMAS	Seeing more office space in Tong building to see if suitable.
5.1.3 Monitoring and evaluation		On track	An M&E specialist, Colin Payeras has spent 2 weeks in country and continues to work with Program Administrator Jessica on refining the M&E	Continuing to work with Jessica to finetune documentation.
5.1.4 Risk management		On track	Risk Management has been revised and will be presented at first opportunity	
5.1.5 Annual Planning and Program reporting		On track	Annual Plan will be presented in February	

