



**MARITIME AUTHORITY**  
SOLOMON ISLANDS

# ANNUAL REPORT

# 2023

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# Our Commitments

## Our Purpose

The purpose of the SIMA Corporate Plan 2020–2023 is to guide the establishment and operation of a recognized, financially self-sufficient & independent maritime authority delivering all Solomon Islands maritime obligations, implementing good maritime governance and contributing to profitable and inclusive economic growth of the Solomon Islands' maritime sector.

## Our Vision

A transformative decade of safety at sea, resilient and clean maritime services and mobility in Solomon Islands.

## Our Mission

A financially self-sufficient and independent maritime authority implementing good governance and delivering quality services to Solomon Islands' people and maritime industry.

## Our Values

### Rule of Law

We endeavour to implement maritime laws applicable in Solomon Islands and promote those laws across our stakeholders to achieve maritime safety and pollution prevention goals.

### Effectiveness & Efficiency

We strive to provide quality maritime services at the most effective cost to the people and the maritime industry in Solomon Islands.

### Transparency & Responsiveness

We respond to our stakeholders' needs and requests in a timely manner and make transparent decisions in the interest of maritime safety and pollution prevention.

### Participation & Inclusion

We are committed to implement inclusive processes of consultation ensuring maritime laws and systems are adapted to Solomon Islands circumstances.

## Contents

<b>Chairperson foreword .....</b>	<b>1</b>
<b>About Us .....</b>	<b>2</b>
<b>Our Strategic Goals .....</b>	<b>3</b>
<b>Global Context and Operational Environment .....</b>	<b>4</b>
<i>IMPROVED MARITIME SAFETY AND POLLUTION PREVENTION .....</i>	<i>5</i>
<i>IMPROVED SAFETY OF NAVIGATION, ENVIRONMENT PROTECTION AND RESPONSE .....</i>	<i>8</i>
<i>EFFECTIVE INTERNATIONAL AND REGIONAL COOPERATION .....</i>	<i>12</i>
<i>GOOD GOVERNANCE AND QUALITY SERVICES .....</i>	<i>14</i>
<i>INTEGRATION OF CLIMATE ACTION AND GENDER &amp; YOUTH .....</i>	<i>18</i>
<b>Annex 1 – Performance indicators and progress .....</b>	<b>21</b>
<b>Annex 2 – 2023 Financial Statement .....</b>	<b>29</b>





# Chairperson foreword

Robert Bokelema, Chairperson



This report is the fourth and last report under our Corporate Plan 2020-2023. Major developments happened not only for the Solomon Islands Maritime Authority (SIMA) but in the shipping industry.

I would like first recognise those that have made SIMA the organisation it is today and without whom we would not have achieved some of the results presented in this report.

First, I must recognise our responsible minister, the Honourable Manasseh Maelanga, Deputy Prime Minister and Minister for Infrastructure Development and thank him for his leadership and vision toward a financially self-sufficient and performant SIMA. Recognition is also in order for my colleagues directors of the Board of SIMA, and for our director and staff for their perseverance in leading and delivering on our mandate. Our achievements would not have been possible without our partners, the Australia Department of Foreign Affairs and Trade (DFAT), the New Zealand Ministry of Foreign Affairs and External Trade (MFAET), the International Maritime Organization (IMO) and the Japan International Cooperation Agency (JICA).

Throughout the report you will note major progress demonstrating strong commitments and engagement from the domestic shipping industry. It is important to me that we acknowledge ship owners and operators, marine officers and crews and charterers who apply our maritime laws and make all efforts to improve shipping services for the benefit all.

In 2023, we have reached financial self-sufficiency, and SIMA with 47 staff is full at capacity. Our Board adopted this as our first objectives to fulfil our obligation under the SIMA Act 2018. We are happy to report this achievement and demonstrate the efficiency and effectiveness of SIMA's administration of the Solomon Islands maritime sector.

We conducted major reforms over the period 2020-2023 that place SIMA in a good position to further support maritime development and made the maritime sector a source of sustainable employment providing safe, green, clean and digital shipping and port services. We have established a National Pollution Fund, and we are conducting consultation to establish a Maritime Development Fund. We hope development partners and the private sector will engage with large-scale projects and investments in the Solomon Islands maritime sector.

Our minister approved our Corporate Plan for the period 2024-2027. We will consolidate the foundations for sustainable maritime transport in Solomon Islands pursuing our vision of a transformative decade of safety at sea, resilient and clean maritime services and mobility in Solomon Islands. We also take the opportunity of recent developments at the regional and international levels to reimagine our maritime future and make Solomon Islands an internationally recognised maritime nation.

Reading this annual report will also help us remembering the passing of our dear colleagues and friends, Rob Bochman, one of our valued Board members and Jimmy Basi, one of our most experienced vessel inspector.

# About Us

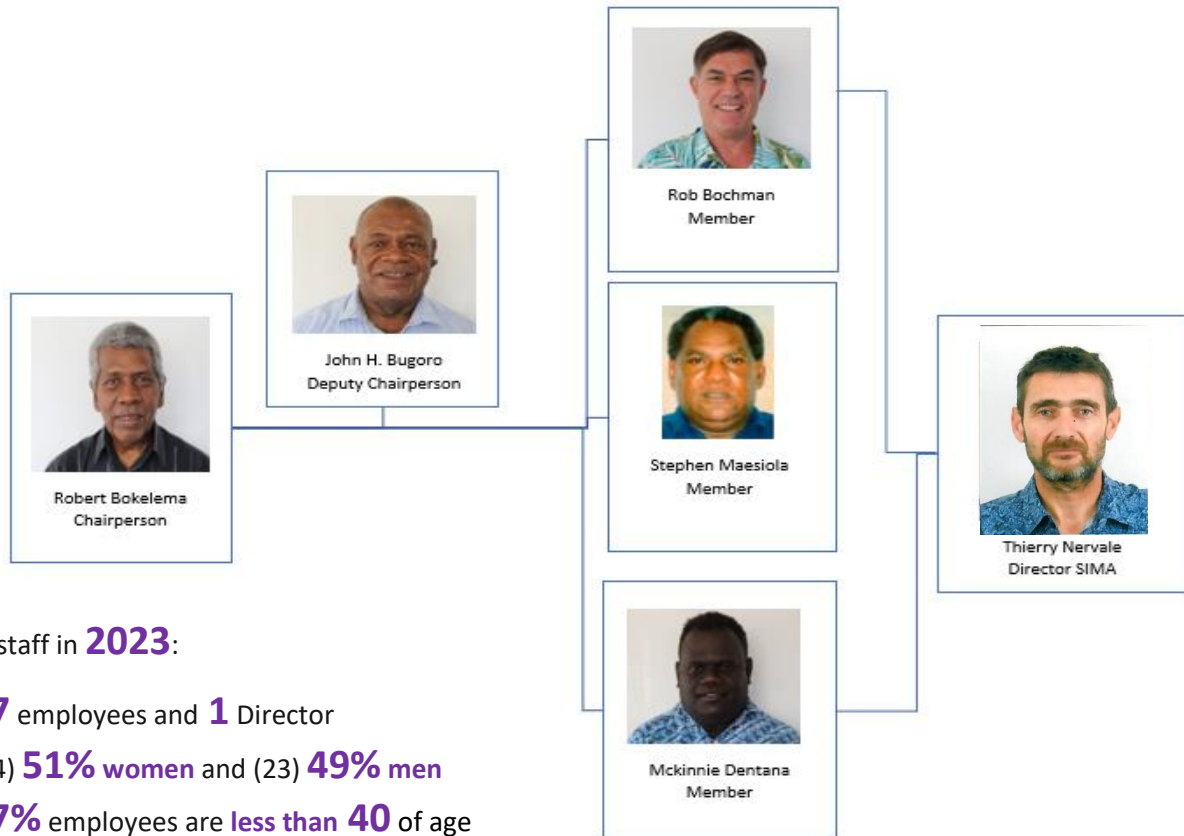
## The Solomon Islands Maritime Authority (SIMA)

**SIMA was established by the Act of Parliament, the SIMA Act 2018.** Our mandate is to serve as a financially self-sufficient maritime administration, tasked with implementing both international and regional obligations stemming from conventions and agreements to which the Solomon Islands is a party to, and we are entrusted with enforcing maritime laws applicable to the Solomon Islands.

**SIMA operates as a public institution, functioning as the maritime regulatory arm of the Solomon Islands Government.**

### Who we are?

**The Board of SIMA is our Governing Body;** responsible for establishing policies and strategies while also overseeing SIMA's performance against its budget and plans.



### SIMA staff in 2023:

**47** employees and **1** Director

(24) **51% women** and (23) **49% men**

**57%** employees are **less than 40** of age

**59%** originating from public sector and

**39%** from private sector before joining

## What we do?

### Our main functions are:

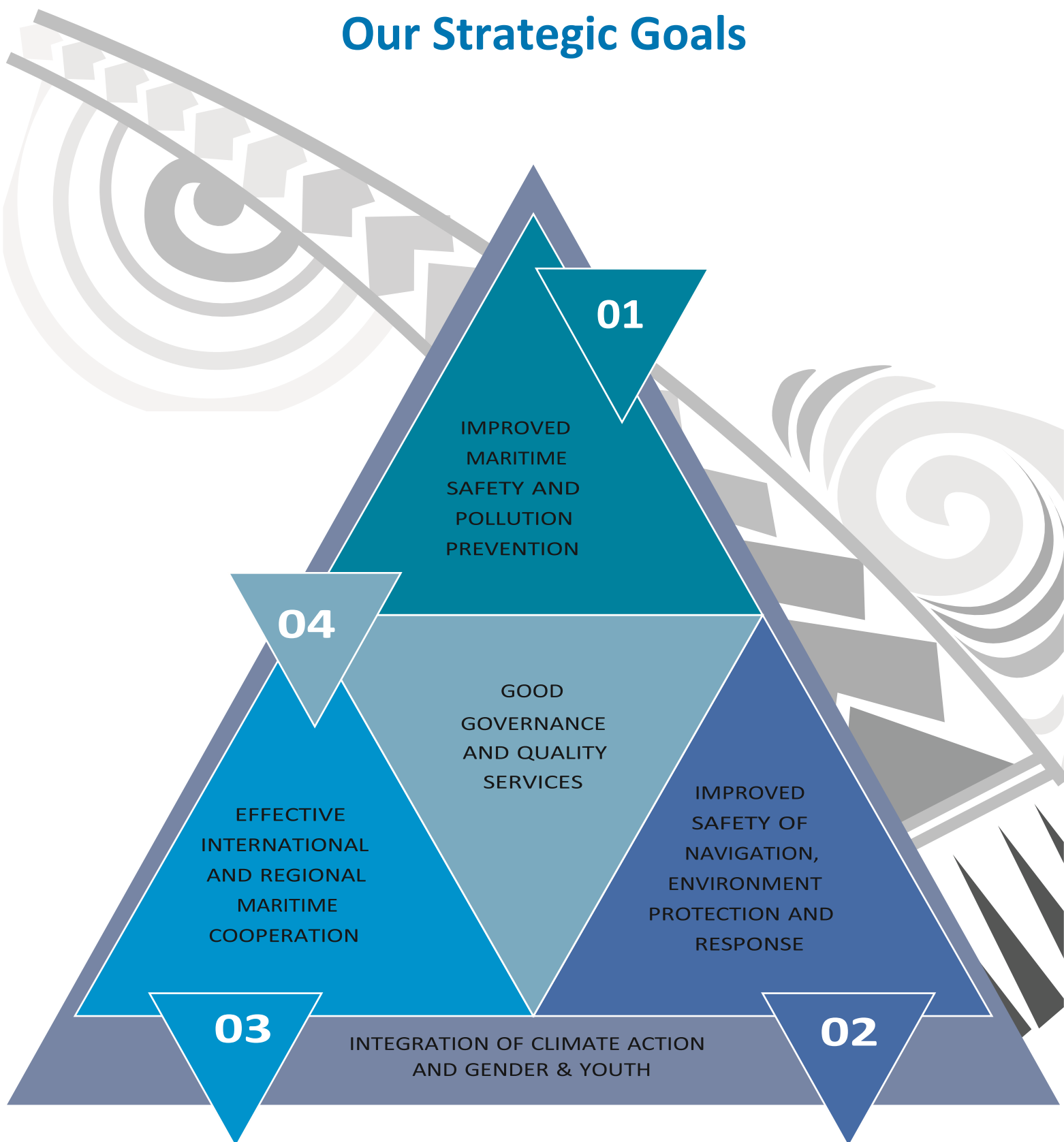
- *implement and enforce applicable maritime laws, conventions and agreements,*
- *administer the Solomon Islands maritime sector,*
- *set standards and inspect vessels, in port and at sea,*
- *coordinate maritime search and rescue operations,*
- *prevent marine pollutions from vessels and coordinate the response to marine pollutions,*
- *provide hydrographic and aids to navigation services,*
- *support economic analysis of the franchise shipping scheme and monitor commercial matters.*

## Our Achievements in 2023

- A **self-sufficient and operational maritime authority** is established:
  - SIMA is at full capacity with 47 staff and 90% of priority roles appointed,
  - 86% of expenses are funded by SIMA revenues from maritime fees, charges and levies while 14% are funded by donors,
  - 80% of mandatory functions as the maritime administration are now fully or partially implemented,
  - ship owners demonstrate commitments to safety at sea and maintenance of domestic vessels,
  - SIMA deliver aids to navigation and hydrographic services to improve safety of navigation, and
  - the National Pollution Fund (POLFUND) is operational with resources from a Pollution Levy from all domestic and foreign vessels and oil importers.
- We are fulfilling our commitments to the **rule of law, effectiveness & efficiency, transparency & responsiveness, and participation, and inclusion** through:
  - maritime governance is improving through transparent decision-making and effective participation of the maritime industry,
  - community engagement is implemented through support of the National referral Hospital's Cancer Unit.
  - SIMA is leading by example and have now 51% of female employees at all levels of the organisation.
- We **partner at the international, regional and national levels** through:
  - Partnerships with Australia, New Zealand, JICA, IMO, SPC and SPREP are effective and provide tangible results in SIMA's priority areas, and
  - Engagement with provinces is promising to collaborate on vessel tracking, small boat monitoring and safety of navigation services.
- We get **results on major reforms and changes** to improve maritime safety:
  - increased number of registered vessels inspected by SIMA and with a qualified crew as per applicable laws,
  - Search and Rescue and marine pollution incidents receive a systematic response from SIMA anywhere in Solomon Islands, and
  - 49% of the 2021-2023 training plan is implemented to ensure all SIMA staff have the qualification and experience as in their Job Description.

**SIMA reached financial self-sufficiency  
strengthening ship safety standards and safety of navigation services  
and mobilising new resources for marine pollution response**

# Our Strategic Goals





# Global Context and Operational Environment



The year 2023 was the first full year following the significant impact of the COVID-19 crisis on both domestic shipping operations and international maritime traffic in the Solomon Islands. Despite this challenge, SIMA achieved financial self-sufficiency and is operating at nearly full capacity. This allows SIMA to implement international and regional obligations derived from conventions and agreements to which Solomon Islands is a party, as well as enforce applicable maritime laws.

A key development in 2023 was the convening of the 5<sup>th</sup> Pacific Regional Energy and Transport Minister's Meeting in Vanuatu, which created a new dynamic for maritime transport in the Pacific Islands region. At this meeting, the maritime transport ministers committed to mobilizing appropriate resources, including finances, infrastructure, technology, and capacity, to build a safe, resilient, green, clean, digital, and gender-just maritime transport system for the Blue Pacific. They also agreed to develop a unified maritime framework for the region. Solomon Islands played a crucial role in advocating for sustainable maritime transport in the Pacific, leveraging its own Maritime Development and Resilience Strategy.

On the international stage, negotiations at the International Maritime Organization (IMO) aimed at reducing greenhouse gas (GHG) emissions from ships required substantial resources and political support. These efforts included advocating for a global GHG levy designed to generate sufficient revenue to support a just and equitable energy transition and advance maritime decarbonization.

These regional and international developments create a challenging yet promising environment for maritime transport in the Solomon Islands. The domestic shipping industry faces significant issues, such as the need to improve profitability, provide reliable services, enhance safety and pollution prevention standards, and address fleet overtonnaging within a highly competitive market.

In response, SIMA's operations have focused on contributing to regional and international meetings by calling for regional collaboration and technical cooperation. SIMA also continues to develop its capacity and systems to administer the Solomon Islands maritime sector effectively. This involves providing a consistent level playing field for all ship operators, thereby fostering safety at sea and pollution prevention. These efforts require persistent work to ensure good governance nationally, upgrade the maritime legal framework, verify compliance of both international and domestic vessels, and deliver compliant safety of navigation services.

Partnerships are playing a vital role, building on existing relationships with key partners such as the Australia Department of Foreign Affairs and Trade (DFAT), the New Zealand Ministry of Foreign Affairs and External Trade (MFAT), the Japan International Cooperation Agency (JICA) and IMO. Collaboration agreements are also being established with Solomon Islands' provinces and technical cooperation is being pursued with the National Maritime Safety Authority (NMSA) of Papua New Guinea and the Vanuatu Maritime Safety Authority (VMSA). Additionally, a Partnership Agreement was signed to govern the oversight, and advisory services for the Solomon Islands Maritime College, with a focus on developing maritime training and education.

As a public institution, SIMA has also engaged in community initiatives. This includes a memorandum of understanding with the Ministry of Health and Medical Services (MHMS) to support the Cancer Unit of the National Referral Hospital.

## IMPROVED MARITIME SAFETY AND POLLUTION PREVENTION

*Maritime safety, security, and energy are regulated and enforced on registered vessels and by all maritime operators in Solomon Islands.*

### Enhancing domestic vessels Safety Standards



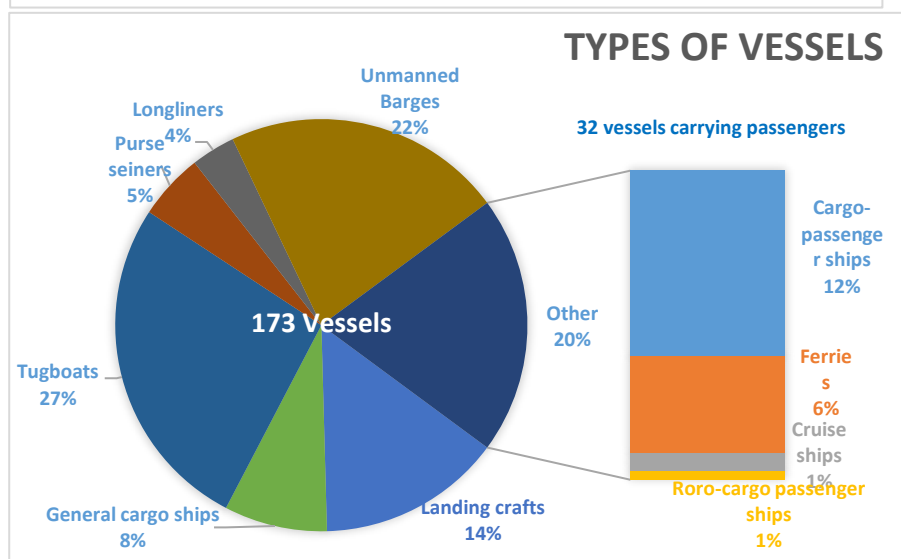
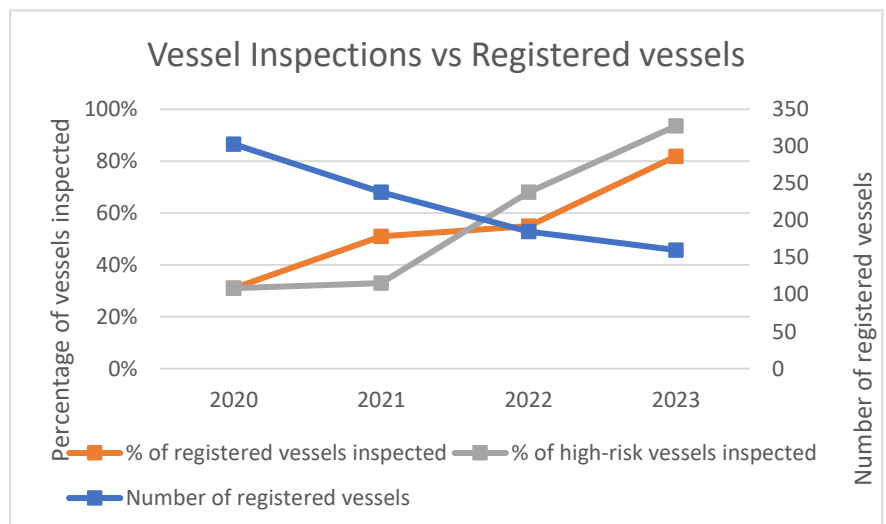
#### Vessel inspection

In line with our commitment to maintaining robust safety standards for domestic vessels operating within the Solomon Islands, SIMA undertook significant initiatives between 2020 and 2023. These efforts were aimed at fortifying regulatory regimes, intensifying inspection procedures, and ensuring strict adherence to safety practices.

During this period, SIMA implemented a series of measures including an escalation in the frequency of surveys and inspections. Notably, a thorough review of the vessel registry was conducted to identify and terminate registrations of non-operational vessels, resulting in the survey of 94% of high-risk vessels.

Moreover, the year 2023 witnessed a substantial increase in special inspections, with a total of 613 inspections conducted, averaging two to three inspections per day on departing vessels. This marked a significant augmentation compared to the previous year, nearly doubling the inspection rate in 2022.

To ensure safe boat operations during the peak Christmas season between November and January, SIMA intensified its efforts with 90 vessels inspected during this period, averaging 3 to 4



inspections per day. These stringent measures were instrumental in preventing vessel overloading and safeguarding the integrity of maritime operations.

As of December 31, 2023, the Solomon Islands boasted a registered fleet of 173 vessels flying its flag, with 24% dedicated to passenger transportation. An estimated 160 of these vessels were fully operational, underscoring our commitment to maintaining an efficient and safe maritime environment.

In the year 2023 alone, SIMA reviewed, inspected, and approved the registration of eight vessels, comprising two landing crafts, three tugboats, and one fishing vessel. This rigorous process involved seven vessel inspectors meticulously verifying compliance with over 500 provisions outlined in the Shipping (Non-Convention Vessel Safety) Regulations of 2006, alongside rigorous shore and sea trials. Additionally, two unmanned barges received certification and registration, further reinforcing safety standards across our maritime domain.

### Safe manning

Over the course of the three-year period, SIMA successfully issued Safe Manning Certificates to 98% of all vessels, nearing its target of 100%. This accomplishment has provided valuable insights into the demand for qualified seafarers, allowing SIMA to compare this demand with the number of registered seafarers. Such data equips SIMA with the necessary information to collaborate effectively with the SINU Maritime Academy to ensure that pertinent training programs, particularly for classes such as Master and Engineer, are readily available to address the identified needs.

With this milestone almost realized, the objective for the current year is to ensure that all employed seafarers possess signed employment agreements approved by SIMA, as mandated by the Shipping Act of 1998, as amended. As of present, SIMA maintains records of employment agreements for fifty eight seafarers from twelve vessels who have secured this agreement with their respective employers. This ongoing initiative underscores SIMA's commitment to fostering a safe and regulated maritime workforce in the Solomon Islands.

2020	5	Safe Manning Certificates (SMC) issued 85% of 142 vessels with crew hold a SMC
2021	76 (+71)	
2022	120 (+44)	
2023	120 (+18)	98% of vessels with crew hold a SMC
2020	unknown	non officers registered
	465 117	officers registered and with valid certificate of competency
2021	274	non officers registered
	747 18	officers registered and with valid certificate of competency <small>note: invalidation of certificates due to errors and uncertainties in processing application before 2020 by SIG/MID/SIMSA</small>
2022	459 94	non officers registered with valid certificate of competency
	802 220	officers registered and with valid certificate of competency
2023	456 232	non officers registered with valid certificate of competency
	778 282	officers registered and with valid certificate of competency

### Marine Investigation

In 2023, three notable incidents occurred, encompassing one severe event and two marine incidents, all of which underwent preliminary investigation.

These incidents involved the following vessels:

1. J Harms: A cargo passenger vessel that tragically sank at Noro Port.
2. Fu Kuan No. 808: A fishing vessel involved in a foul anchor incident, damaging a submarine cable in a restricted area.
3. Gulataae: A cargo/passenger vessel that narrowly avoided a collision on March 8th.

On January 17, 2023, the cargo passenger vessel J Harms sank in the Western Province after its main engine malfunctioned while en route to Vella la Vella Island for its final leg to Choiseul Province. The vessel, carrying 18 individuals including 15 crew members, was towed to Noro Port after anchorage was denied by communities along Vella la Vella and Kolombangara Islands due to COVID-19 concerns. After month afloat at anchor, the vessel suddenly trimmed by the stern and eventually sank.

This incident highlights a recurring issue in the Solomon Islands wherein ship owners neglect safety standards by failing to engage adequately qualified officers and implement robust safety management systems onboard vessels to monitor their condition prior to voyages. Consequently, the ship owner was advised to remove the wreck from the sinking area to mitigate further environmental damage.

These incidents underscore the critical importance of adherence to safety procedures and regulations within the maritime industry, emphasizing the need for proactive measures to prevent similar occurrences in the future.



### **2023 Operation Safe Boat (17 November 2023 – 15 January 2024)**

SIMA conducted 27% fewer pre-departure inspections compared to the previous year. This reduction is attributed to the success of numerous awareness campaigns and workshops initiated since 2021, aimed at educating ship owners and operators about the safety risks associated with overloading passengers and cargo. Despite the decrease in inspections, a total of 90 inspections were still carried out on 31 vessels, down from 125 inspections on 37 vessels in 2022. As a result of these efforts, three detentions were made. It's noteworthy that several vessels, upon being alerted to potential issues, opted to delay departure and effectively manage passenger numbers avoiding a detention order from SIMA.



*All people and maritime operators benefit from safe navigation, clean seas and efficient response to all marine incidents in Solomon Islands waters.*

## IMPROVED SAFETY OF NAVIGATION, ENVIRONMENT PROTECTION AND RESPONSE

### Delivering Pollution and Safety Response

#### Safety of Navigation



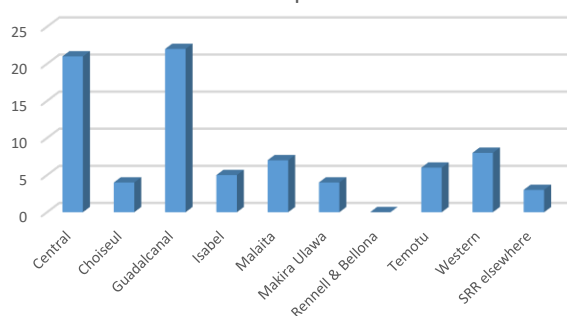
##### Search and Rescue

In 2023, SIMA's Maritime Rescue Coordination Centre (MRCC) Honiara, coordinated a total of 80 Search and Rescue (SAR) operations. The majority of these operations were prompted by incidents involving ill-prepared small boats, such as engine breakdowns, capsizing, or becoming lost in adverse weather conditions.

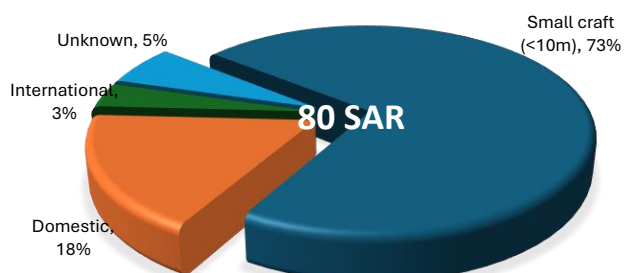
Out of the 400 individuals involved in these incidents at sea, 74 were aboard 14 domestic vessels, with one fatality attributed to excessive passenger overloading. Additionally, 312 individuals were involved in 58 SAR operations concerning small boats (<10m), tragically for one situation, three lives were lost in a fishing trip incident.

The bulk of SAR operations, 58 in total, occurred in Guadalcanal (22) and Central Provinces (21). Eleven of these operations were deemed distress situations, involving 45 individuals in immediate peril, resulting in 10 fatalities and the successful rescue of 35 individuals.

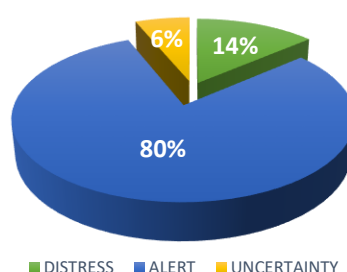
Locations of SAR operations in 2023



SAR OPERATIONS BY TYPE OF VESSEL



Type of SAR Operations in 2023



SIMA continuously progresses in improving response times, with the Immediate Action Phase initiated within 10 minutes in 4% of cases, up from 2% in the previous year. However, the average duration of operations remained high at 7 hours and 44 minutes, partly due to delays in recording the immediate action phase at the onset of operations.

In efforts to mitigate SAR incidents, SIMA, through the NZ-funded Strengthening Border Security & Maritime Safety Project, conducted two sea safety workshops in Isabel and Rennell & Bellona

Provinces, along with a consultation on small craft (<10m) in Makira province. Additionally, four combined sea safety awareness and small craft (<10m) consultations were held in Choiseul, Central, Temotu, and Malaita Outer Islands, with active participation from provincial authorities. Two Memoranda of Understanding resulted from these consultations, solidifying collaboration between SIMA and the Rennell & Bellona and Western Provincial authorities.

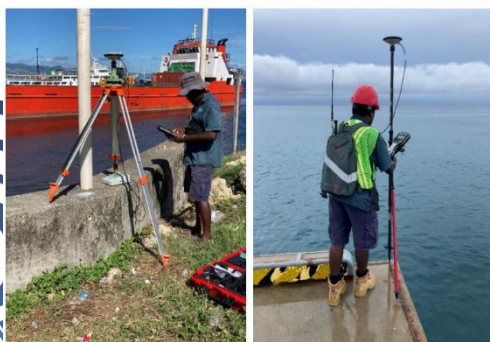
#### *Hydrography & Aids to Navigation Services*

In 2023, SIMA conducted three Aids to Navigation (AtoN) inspection and maintenance missions in the Western, Central, and Eastern Regions of the Solomon Islands. A total of forty-six lighthouses underwent inspection and maintenance, ensuring their operational functionality, with the exception of the Sosomboke Island light in the western region.

In line with SIMA's commitment to meet the standards set forth by the International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA), seven AtoNs are being remotely monitored using the STAR2M system. However, two AtoNs are currently not reporting due to defects, which will be addressed during missions scheduled for 2024.



In 2023, three hydrographic surveys were conducted in priority areas: Honiara, Noro, and the DC Park Coast, aimed at ensuring safe and efficient navigation. The surveys carried out at Noro and Honiara Ports were integral parts of the JICA-SIMA project, which is focused on facilitating the production, issuance, and distribution of Electronic Navigational Charts (ENCs) by 2024.

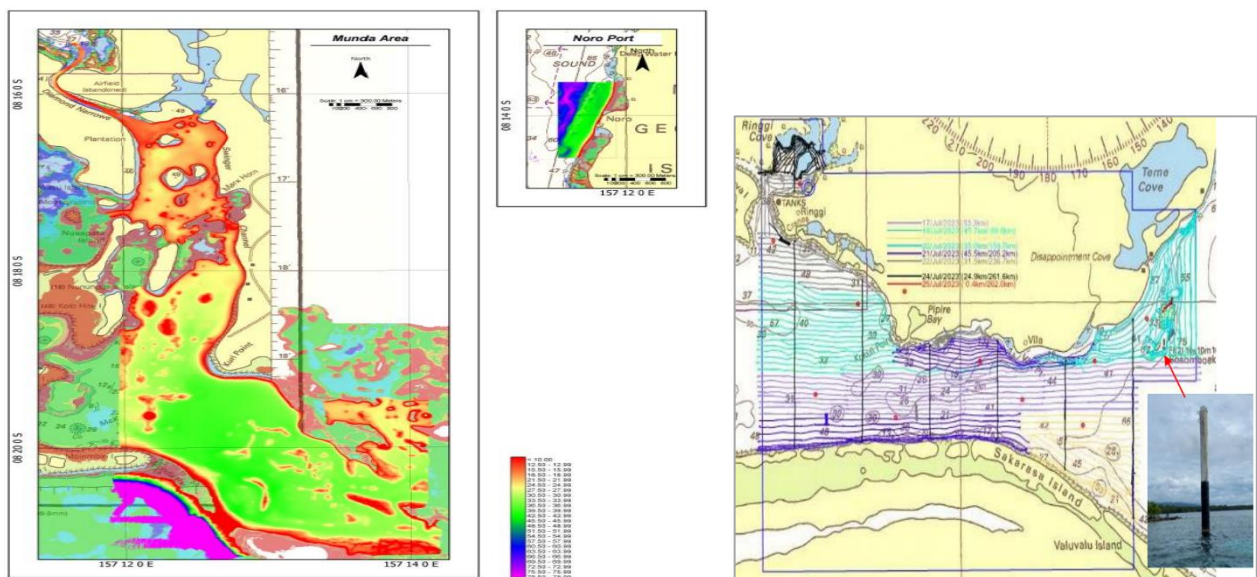


The project, initiated in 2022, progressed with surveys in Noro and Honiara Ports to further support the development of ENCs. It is anticipated that these surveys will lead to the production of two new ENCs: one for Noro Port (large scale) and another for Munda Bar. These ENCs are expected to play a crucial role in facilitating the planned development of Noro Port and in enhancing navigation safety for domestic ships, fishing boats, and small vessels in the Munda Bar and Diamond Narrows area.



Additionally, in response to a request from the Pacific Games Organizing Committee (GOC), SIMA conducted a single-beam bathymetric survey for the DC Park Coast, situated east of Honiara. The purpose was to determine bathymetric details and depths for further planning of the Va'a and Kayak racecourse. The survey results were favourable for future development, as the identified depths are suitable for the execution of anchoring lengths and tension systems.

Overall, the hydrographic surveys conducted in 2023 have made significant contributions to enhancing maritime safety and supporting various developmental projects in the Solomon Islands.



## Air and Marine Pollution

In 2023, there were several maritime incidents leading to environmental concerns. Four vessels ran aground in Guadalcanal and Makira provinces, one cargo passenger vessel sank in Western Province while 10 vessels (comprising 6 tugboats, 1 fishing vessel, 1 cargo vessel, 1 passenger vessel, and 1 dumb barge) were abandoned in Central Province.

To address these incidents, assessment teams were swiftly deployed to conduct thorough inspections and assessments in accordance with the Shipping (Marine Pollution) Regulations 2011, providing recommendations to SIMA for further actions.

For the grounding and sinking incidents, SIMA promptly requested reports, took necessary actions, and initiated investigations. Regarding abandoned vessels, the identification of owners was crucial for requesting their removal and proper disposal. SIMA is actively considering the development of regulations aimed at discouraging vessel abandonment and plans to collaborate closely with law enforcement agencies to monitor and prevent such occurrences in the future.



The Marine Pollution Advisory Committee was activated and engaged to provide advice, emphasizing the recurring threat posed to Solomon Islands waters due to inadequate management practices by companies that fail to prioritize environmental conservation. Urgent measures are needed to address these challenges effectively and safeguard the marine environment for future generations.



### **Port State Control**

In 2023, SIMA continued to face capacity constraints, resulting in the limitation of Port State Control (PSC) inspections to foreign vessels, including tugboats, oil tankers, and fishing vessels stationed in the Solomon Islands. Out of the five PSC inspections conducted, one vessel was detained. However, considering the substantial number of foreign vessels, with 305 distinct vessels and 675 calls in the Solomon Islands, this represents only 0.2% of the total, indicating a clear need for increased PSC capacity and resources.



*Solomon Islands is recognised as a large ocean state championing and maximising international and regional maritime cooperation.*

## Benefitting from Partnerships

### Pacific Community (SPC) technical support

Expanding on SPC's assistance provided through the Safety of Navigation project, SIMA conducted assessments in Buala and Lata in 2023 to meet its international obligations under Chapter V of the Safety of Life at Sea (SOLAS) Convention.

As part of Phase 3 activities aimed at enhancing countries' capacity to conduct Simplified IALA Risk Assessments (SIRA), SPC supported SIMA in June and July 2023 to perform risk assessments at Buala and Lata ports using the Simplified IALA Risk Assessment (SIRA) tool.



### IMO-Norway GreenVoyage2050 project

Significant progress was achieved in the advancement of Solomon Islands' National Action Plan (NAP) during the visit of the IMO-Norway GreenVoyage2050 project team. At the National Task Force (NTF) meeting, SIMA and the GreenVoyage2050 team facilitated discussions among maritime stakeholders to:

- Identify priority areas for inclusion in the NAP development process, and
- Explore potential pilot project ideas, which could be supported in their development and implementation by the GreenVoyage2050 project.

Key actions were identified as high priority for greening the Solomon Islands' domestic fleet as part of the ongoing NAP development:

- i) Establishment of a comprehensive data framework to establish a baseline for energy efficiency improvements across the domestic fleet.
- ii) Provision of training on energy conservation at sea to ensure crews possess the requisite knowledge for enhancing vessel efficiency.
- iii) Implementation of measures to enhance the utilization rate of the current fleet.

- iv) Introduction of port-level improvements to enhance efficiency, reducing turnaround time, and the introduction of port incentives.

As a next step, the Solomon Islands GreenVoyage2050 NTF will reconvene to further elaborate on the high-priority areas specified for inclusion in the NAP.

GreenVoyage2050 will extend support to the Solomon Islands through a ship energy efficiency program or campaign. This initiative will involve collaboration with proactive domestic ship owners to develop Ship Energy Efficiency Management Plans (SEEMPs) and robust data collection mechanisms.

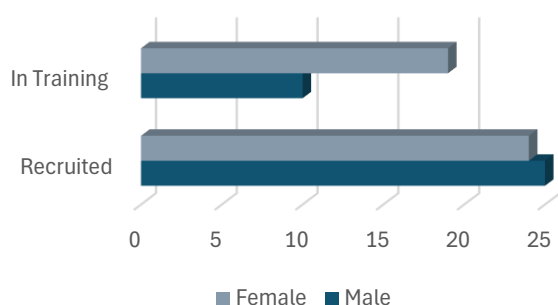
SIMA reaffirms its commitment to enhancing capacity and systems for the prevention, preparedness, and response to air and marine pollution. This commitment is demonstrated by the graduation of two of its officers: one from the IMO-Republic of Korea Sustainable Maritime Transport Training (SMART) Programme, and another with a master's degree in Maritime Energy from the World Maritime University (WMU).



### IMO-Belgium Capacity Building of SIMA

Building from the signing of the tripartite MoU between IMO, together with the Federal Public Service Mobility and Transport of the Kingdom of Belgium and the Solomon Islands in 2017, there has been major progress to enhance the maritime sector of Solomon Islands and promote institutional strengthening and capacity building of SIMA.

**Staff Recruited Vs In Training**



The training sessions and activities implemented within the framework of this project form an integral component of an all-encompassing Capacity Development Plan aimed at fortifying SIMA as a self-sufficient maritime authority. This strategic initiative positions SIMA to adeptly facilitate and administer the implementation of international and regional maritime agreements, as well as applicable maritime laws as per the SIMA Act, 2018.

These capacity development activities have been meticulously tailored to align with the organization's competency framework requirements and priorities. The discernible result is an elevated standard in the administration of the maritime sector, surpassing the benchmarks set in previous years. This achievement is attributable to the unwavering commitment of officers to acquire and apply knowledge, attaining recognition in their respective roles with technical proficiency consistent to their job descriptions.

## A Self-sufficient Maritime Authority in Solomon Islands



### Human Resources

As of 31 December 2023, SIMA has almost reached its full staffing capacity completing three years of recruitment. Below table summarises information relating to staffing noting that 61% of staff are now between 30 and 50 of age and come from all provinces (50% from Malaita, 22% from Western and the rest equally from other provinces except Rennell and Bellona).

A capacity development plan is progressing well with the support from IMO. It prioritises short and long trainings to ensure all SIMA staff have the education and qualification required to perform their role.

Positions				Priority roles			
Appointed positions		47		Number of priority roles (out of 55 positions)		51	
Vacant positions		8		Number of vacant priority roles		5	10%
Total		55		Number of occupied priority roles		46	90%
Gender				Women in leadership		3 out of 5	
By Sex				Women in section management		3 out of 5	
Male		23	49%	Women in team management		4 out of 10	
Female		24	51%	Women in execution roles		14 out of 27	
2020		No training plan					
2021	1%	completed (3 out of 45) capacity building activities priority 1					
2022	29%	completed and					
	23%	ongoing out of 45 capacity building activities priority 1					
2023	41%	completed and					
	9%	ongoing out of 38 capacity building activities priority 1					

### Financial Management

Since its full operationalization on January 1, 2021, SIMA has effectively funded the majority of its operational expenses by 2023, marking three years since its establishment. Since the 1 January 2023, SIMA is financially self-sufficient as required by the SIMA Act 2018.

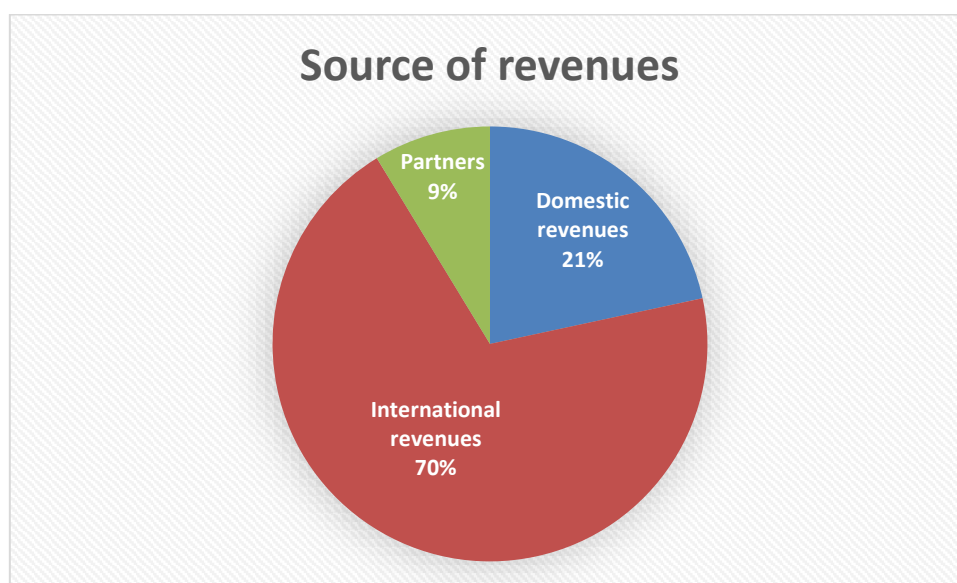
Although SIMA has successfully funded its operational expenses, it anticipates continued financial support from partners to fund specific projects aimed at further enhancing capacity and addressing key areas of work, such as vessel tracking systems, aids to navigation and hydrographic services, and long-term initiatives focused on reducing greenhouse gas (GHG) emissions from ships.

To ensure prudent financial management and mitigate revenue-related risks, SIMA has consistently reviewed its financial processes over the years. This commitment is exemplified through the implementation of quarterly internal audits, with findings presented to the Audit Committee. This practice promotes transparency and accountability in financial management practices.

In 2023, SIMA diversified its revenue streams by introducing a pollution levy for all vessels and oil importers, as well as a regulatory levy for domestic vessels. This integrated approach encompasses all fees associated with vessel registration and surveys, thereby broadening the revenue base and enhancing financial stability.

Consequently, the revenues originating from domestic sources increase from 10% in 2022 to 21% in 2023. Foreign vessels visits remain the main source reaching 70% of total revenues.

Contribution from Year	SIMA	SIG	Partners (AU, NZ, IMO)
2019 expenses	<1%	99%	<1%
Revenues	\$330,127		
2020 expenses	<1%	74%	26%
Revenues	\$1,456,939		
2021 expenses	76%	10%	11%
Revenues	\$16,820,522		
2022 expenses	84%	0%	16%
Revenues	\$18,765,145		
2023 expenses	86%	0%	14%
Revenues	\$27,340,466		



## Legal

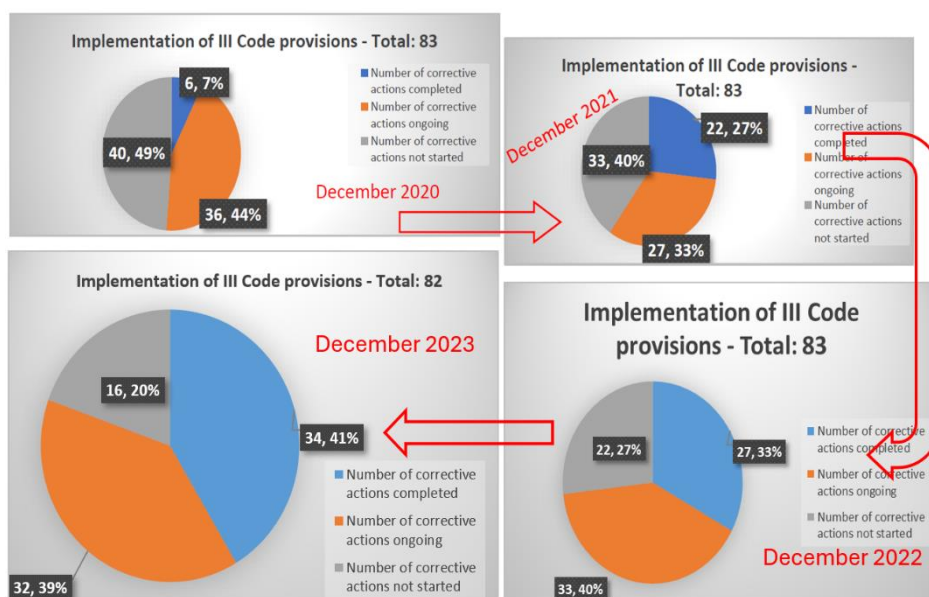
In 2023, the Solomon Islands Cabinet approved cabinet submissions to accede to the 1997 Protocol of the MARPOL Convention (Annex VI) and the Convention on the International Organization for Maritime Aids to Navigation (IALA Convention). These accessions demonstrate a commitment to reducing ship emissions, aligning with international maritime standards, and fostering global cooperation. This move enhances maritime safety by implementing uniform navigational standards, leading to safer navigation in Solomon Islands waters. Adherence to these conventions could stimulate investments in maritime infrastructure, enforce regulatory frameworks for maritime activities, and provide access to technical support. By promoting sustainable development goals, the Solomon Islands showcases responsible maritime governance and environmental stewardship, ultimately benefiting its maritime sector and ensuring long-term viability.

To fortify existing legal frameworks, SIMA collaborated with the SPC in developing drafting instructions. Subsequently, the Attorney General's Chambers completed the drafting of the Maritime Order on Registration and Passenger Counting. This order mandates all shipping companies and vessels transporting passengers to implement procedures for passenger screening and counting at every port or embarkation/disembarkation location, and to establish communication systems with shore authorities and the MRCC. The primary objective is to prevent overcrowding on domestic vessels and ensure passenger information availability for search and rescue (SAR) purposes within Solomon Islands waters. The order is expected to be gazetted following further consultation in 2024.



Additionally, during the Fifth Pacific Regional Energy and Transport Ministers Meeting (PRETMM) held in Port Vila, SIMA acceded to the Memorandum of Understanding between Pacific Island Countries facilitating mutual recognition of certificates under Regulation I/10 of the International Convention on Standards of Training, Certification, and Watchkeeping of Seafarers, 1978, as amended. This accession aims to align standards, promote maritime mobility, uphold international obligations, foster regional cooperation, and bolster the Solomon Islands' reputation in the global maritime community.

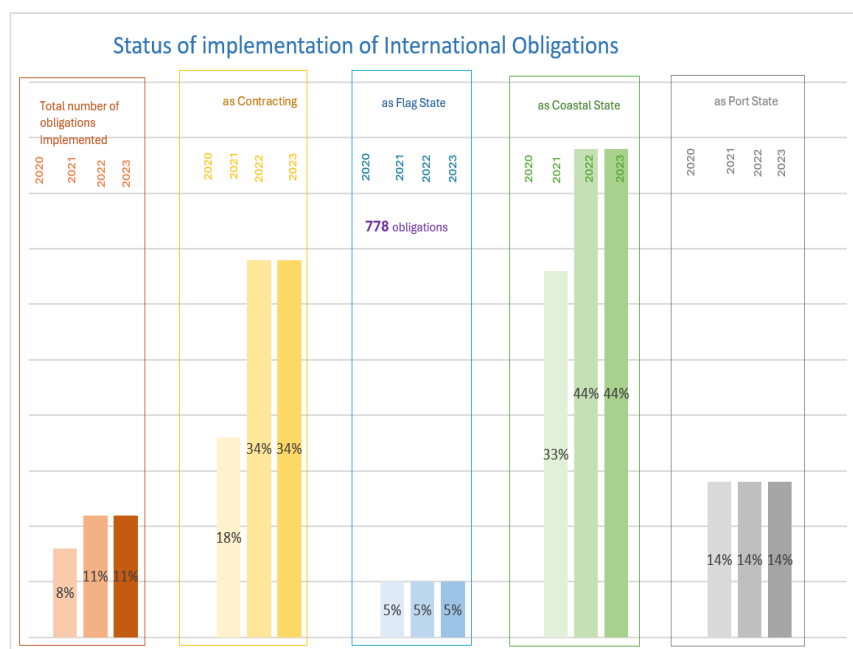
In 2023, SIMA tracked its progress on the implementation of the III Code and for each of the IMO's 2019 obligations, totalling up to 778 obligations under various maritime conventions Solomon Islands is a party to.



Significant progress has been made in how SIMA fulfills its functions as the maritime administration, in accordance with the III Code. In 2020, half of the mandatory functions were not implemented, but by the end of 2023, this figure decreased to only 20%. The implementation rate of functions has risen from 7% in 2020 to

41% in 2023.

Regarding obligations under conventions, only Port State obligations remain to be addressed. However, Flag State obligations remain at 5%, despite the procedures and activities undertaken in 2023. This is primarily due to the absence of regulations covering conventional vessels. A maritime order is currently being reviewed, which is expected to address more than 80% of Flag State obligations.



## Governance

SIMA has now a robust governance framework in place with its Board of SIMA, Advisory Committee, Committees on Maritime Security and Marine Pollution. The Advisory Committee since its extension in 2022 to include the Solomon Islands maritime Transport Association (SIMTA) representatives have now been fully engaged on technical issues related to domestic shipping through meetings in 2023.

On 4 and 5 October 2023, SIMA held the Third Workshop with Ship Operators. The purpose was to continue a constructive dialogue between SIMA and ship owners and operators and key stakeholders to discuss matters affecting the maritime industry in Solomon Islands. The workshop focussed on maritime employment, safety management and pollution prevention from domestic shipping and included the signing of the Partnership Agreement for Governance, Oversight and Advisory Services of the Solomon Islands Maritime College (SIMC) to support the theme *“enhancing Safety through maritime awareness and education.”*

The workshop with ship operators included a meeting of the Joint Oversight Committee which endorsed the outcome of the events.

**Recognized** the signing of Partnership Agreement for Governance, Oversight and Advisory Services of the Solomon Islands Maritime College between SIG, SINU, SIMA, SIPA and SIMTA as a key driver of maritime training and education of seafarers; and applauded the objective of overseeing the Solomon Islands Maritime College and mobilise resources for maritime training,

**Acknowledged** the implementation of Seafarer Employment Agreement (SEA) in domestic shipping that assist ship operators in recruiting qualified seafarers with valid certificates meeting the requirements of the Shipping Act 1998 as amended and the Labour Act [cap 73],

**Recognized** the need to ensure salaries of seafarers are affordable to ship operators and acknowledged that SIMA cannot regulate seafarer salaries but SIMTA to consider mechanism to monitor and harmonise them,

**Recognized** the obligation to assist ships and persons in distress at sea and the need to have an agreement to clarify obligations and rights related to search and rescue,

**Agreed** to participate in initiatives to collect data related to fuel oil consumption and consider measures on operational efficiency and shipborne technologies; and applauded shipping companies volunteering to work with SIMA in this area,

**Committed** to and **recognised** the benefits of developing and implementing a Safety Management System (SMS) onboard their vessel(s) that integrate safety, pollution prevention and maintenance procedures,

**Recognised** SIMA E-gate and the benefits to access integrated information related to international and domestic vessels, seafarers, safe manning, and safety of navigation and

**Called** those involved in logging and mining industries to comply with applicable maritime laws and request SIMA to strengthen enforcement and prosecution and collaborate with ministries responsible for logging and mining.



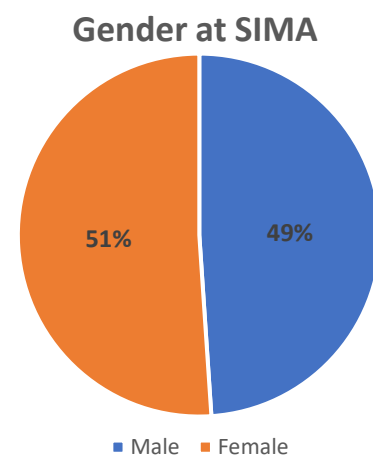
## INTEGRATION OF CLIMATE ACTION AND GENDER & YOUTH

### Initiating Gender and Climate Change Integration to SIMA Management

#### Progressing Gender Equality and Providing Opportunities to Youth

In 2023, employment at SIMA achieved an almost balanced ratio of 51% female and 49% male employees, reflecting the concerted efforts of SIMA management and staff to promote gender diversity, particularly in technical roles. Notably, out of the five executive management positions, three are held by women, highlighting SIMA's commitment to gender equality in leadership.

Female officers at SIMA demonstrate remarkable engagement, actively participating in collective activities, proposing initiatives for all staff members through the SIMA Women Empowerment Group, and providing support to the Solomon Islands Women In Maritime Association (SIWIMA).



In December 2023, following the signing of SIMA's Community Engagement agreement and commitment to the prevention and early diagnosis of breast and cervical cancers, the SIMA Board and staff donated the long-awaited Mammography machine valued at SBD \$1.2 million to the National Referral Hospital Cancer Unit. This state-of-the-art equipment will significantly enhance the early detection of breast cancer in women, enabling prompt medical intervention and treatment for patients.





## Climate Change Mitigation in Maritime

Since the inception of the IMO-Norway GreenVoyage2050 project, data has been systematically collected from various sources under the COVID-19 exemption regime. In 2023, during the visit of the IMO GreenVoyage2050 project team, an exhaustive analysis of this data was undertaken to facilitate the development of the National Action Plan (NAP). The findings derived from this analysis were presented to stakeholders during the National Task Force (NTF) meeting, which coincided with SIMA's second anniversary, with the specific aim of elucidating the energy efficiency of our domestic fleets.

The National Action Plan (NAP) aimed at mitigating emissions from the domestic shipping fleet is expected to be developed in 2024, with substantial support from GreenVoyage2050 and the National Task Force (NTF).

The NTF, comprising ship owner/operators, the national port authority, government ministries, and educational institutions, will also actively participate in the ongoing work pertaining to the Rapid Assessment. This assessment will serve as an evaluation of the national maritime sector and provide a baseline of maritime emissions from the domestic fleet. The primary objective of the Rapid Assessment is to provide insights that will guide the development of the NAP, ensuring that subsequent actions are not only appropriate but also feasible.





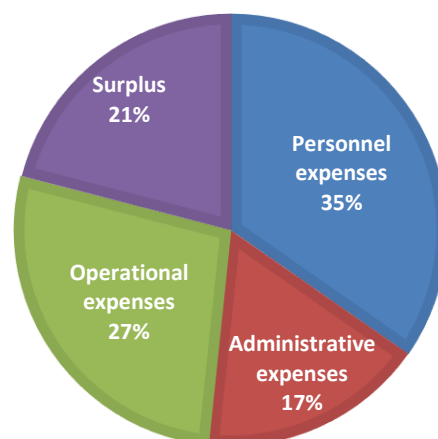
## Budget

In 2023, budget execution marked the second consecutive year in which all personnel expenses and 86% of administrative and operational expenses were covered. Donors contributed to 14% of total expenses.

Revenue collection exceeded estimates by 15%. This was partly attributed to the implementation of the SIMA Fees, Charges, and Levies Maritime Order (No.2) 2022, effective from 1 January 2023, which introduced the pollution levy paid by all vessels and oil importers. Additionally, ongoing efforts to recover debts from vessel owners contributed to the revenue increase. Further revenue was obtained through deferred revenues from New Zealand for the Border Security Project and Australia's support for the Director's position, along with capacity development funding from the IMO. SIMA continued to generate revenue through its various services, including aids to navigation and hydrographic services.

In terms of expenses, 2023 initiated the upgrade of the Maritime Rescue Coordination Centre (MRCC) radiocommunication system, the completion of the Integrated Information Management System (e-gate), and the procurement of one vehicle and the donation of a mammography machine as part of SIMA's community engagement efforts. Operational expenses, such as vessel inspections, aids to navigation inspection/maintenance missions, and hydrographic surveys, were delivered with support from the Japan International Cooperation Agency (JICA).

**2023 BUDGET EXECUTION**



BUDGET EXECUTION (SBD)	2020	2021	2022	2023
Revenue	1,725,269	16,725,618	18,765,145	27,340,466
Personnel expenses	161,256	3,779,198	6,663,009	7,605,409
Administrative expenses	579,456	3,418,651	3,596,778	3,712,483
Operational expenses	0	1,314,440	2,144,486	6,002,310
SURPLUS FROM OPERATIONS	984,557	2,965,578	824,450	4,595,880
Assets	1,035,401	67,677,895	67,974,418	71,074,760
Liabilities	50,844	8,147,896	6,084,702	2,769,450
NET ASSETS	984,557	59,529,999	61,889,716	68,305,310
Equity	984,557	59,529,999	61,889,716	68,305,310
Net cash flow from operating activities	828,771	14,998,929	3,743,495	9,027,939
Net cash flow from investing activities	0	(884,942)	(1,283,749)	(1,454,366)
Net cash flow from financing activities	0	500,000	0	0
Cash and cash equivalent at the beginning of the year	0	828,771	15,443,108	17,902,954
CASH AND CASH EQUIVALENT AT THE END OF YEAR	828,771	15,443,108	17,902,954	25,476,527
Surplus for the Year %	57%	25%	4%	23%
Debt-to-Equity Ratio	0.33	0.11	0.10	0.10
Salary Costs as % of Revenue	9.3%	16%	25%	21%
Personnel Costs as % of Revenue	0	22%	35%	27%
Administration Costs as % of Revenue	33%	20%	19%	14%
Operational Costs as % of Revenue	0%	8%	11%	18%
Total No. employees	0	37	47	47

Major progress
Significant progress
Some progress
No progress

## Annex 1 – Performance indicators and progress

#	Strategic Action	Indicator	Target	2023 Results and progress	
1	Establish and implement a robust Flag State Inspection regime in Solomon Islands.	I.1 Evidence of robust and risk-based Flag State Inspection regime established and implemented.			
		I.1.1 Percentage of high-risk and medium-risk registered vessels inspected, surveyed and/or audited.	100% of high-risk vessels inspected each year. 100% of high-risk and medium-risk vessels inspected by 2023.	94% of high-risk registered vessels have been inspected. 74% of medium-risk registered vessels have been inspected.	
		I.1.2 Percentage of marine safety investigations or/and inquiries carried out into very serious marine casualty and marine casualties (other than very serious) and marine incidents.	100% of very serious marine casualty each year. 100% of marine casualties (other than very serious) and marine incidents by 2023.	100% very serious marine casualty in 2023 and 100% of serious marine incidents (1) subject to Preliminary Investigation 100% of marine incidents investigated (2 incidents (Fu Kuan No.808 & Gulataae) and 2 subject to investigation (preliminary or marine incident investigations)).	
2	Progress training, assessment, and certification of seafarers in accordance with Solomon Islands vessels' operators needs and applicable laws.	I.2 Evidence of progress on Solomon Islands' vessels safe manning as per applicable laws			
		I.2.1 Percentage of Masters and Engineers class 3 to 5 against needs as per applicable laws.	Increased number of officers available and progress on vessels' safe manning by 2023.	472 non-officers registered including 456 holding a Basic Safety Certificate. 778 officers registered including 168 with a valid Certificate of Competency. Total of 1250 seafarers registered including 624 with a valid certificate.	
		I.2.2 Evidence of review and progress on vessels safe manning.		120 vessels issued with Safe Manning Certificates = 97% of 124 vessels with crew (excludes barges).	
		I.2.3 Evidence of procedures for the assessment and certification of seafarers and audits of recognised training institutes by SIMA.	Procedures adopted and audits and conducted by SIMA by 2023.	Developed and adopted procedure for certification of seafarers 0% of audits conducted (0 at the SINU Maritime Academy)	

3	Maintain and verify implementation of security measures compliant with applicable laws in all Solomon Islands port facilities receiving vessels engaged in international voyages.	<p>I.3 Evidence of implementation of security measures in all Solomon Islands port facilities.</p> <p>I.3.1 International port facilities have a PFSA and PFSP implemented and reviewed on a regular basis.</p> <p>I.3.2 Evidence of regular meetings of the Maritime Security Committee.</p> <p>I.3.3 Evidence of regular audits and reviews of the international port facilities and the DA and timely corrective actions to findings.</p>			
			100% by 2023.	All 3 Ports (Honiara, Noro & Leroy Wharf) with approved PFSP & PFSA.	
			At least 2 meetings per year.	The Maritime Security Committee held two ordinary meetings (Mar & Nov) in 20223.	
			increased percentage of audits and reviews findings closed each year.	100 % security audits on all ports facilities. 1st reviewed of Ship Security Plans (MarinCom 5 & Riverbank Star). Non-Conformities still open as of 2022 Annual audits for Honiara Port (3 LWP (8) & Noro (4).	
4	Amend existing laws under the SIMA Act 2018 and the Shipping Act 1998 as amended.	I.4 Existing technical laws integrate SIMA power and functions and give full effect to the SIMA Act	All existing regulations have been amended by 2021.	Board of SIMA made the SIMA (Fees, Charges and Levies) Maritime Order (No.2) 2022.	
5	Upgrade the maritime legislative and regulatory framework in Solomon Islands.	I.5 Number of obligations under instruments relevant to the III Code covered by domestic laws.	Increased number of obligations covered by domestic law each year.	SPC funded by DFAT has delivered 5 drafting instructions to amend or make maritime orders for fees regime, passengers registration & counting, safety of convention vessels, seafarers assessment & certification and ship safety management.	
6	Deliver effective and compliant safety of navigation services to people and maritime operators in Solomon Islands waters.	<p>I.6 Evidence of improved delivery of effective and compliant safety of navigation services</p> <p>I.6.1 Evidence of cooperative arrangements in place supporting effective radiocommunications services.</p> <p>I.6.2 Evidence of collaboration between SIMA and SIMS for the dissemination and effective use of meteorological information and warnings.</p>			
				Procurement of radiocommunication equipment for MRCC ongoing.	
			Systematic dissemination of meteorological forecasts to maritime operators by 2023.	100% systematic dissemination of meteorological forecasts to maritime operators.	

		<p>I.6.3 Percentage of SAR incidents subject to an initial action in less than 10 minutes as per the approved SAR Plan.</p> <p>I.6.4 Number of hydrographic surveys carried out in priority areas.</p> <p>I.6.5 Percentage of AtoN that have been inspected and maintained in the last 2 years</p> <p>I.6.6 Evidence of SIMA procedures covering the collection, analysis and dissemination of maritime safety information to relevant authorities and the public.</p>	<p>100% by 2023.</p> <p>3 hydrographic surveys in priority areas conducted each year guided by new hydrographic instructions.</p> <p>100% of vital AtoNs inspected and maintained annually, all AtoNs categorised and level of service determined, vital AtoNs remotely monitored in the Central Region.</p> <p>MSI is subject to a coordinated procedure and regularly communicated by 2020.</p>	<p>4% of immediate action time is within 10 mins. <i>Total Incidents = 80 / small crafts = 58 / International Vessels = 3 / Domestic Vessels = 14 / Unknown craft = 5.</i></p> <p>3 (100%) hydrographic surveys conducted in priority areas and 1 other hydrographic survey with JICA.</p> <p>89% H-notes communicated to relevant authorities.</p> <p>18 notices to mariner issued to shipping operators.</p> <p>100% of AtoNs correctly recorded in nautical books and charts.</p> <p>98% AtoNs inspected and serviced.</p> <p>MSI Procedures developed but need to be finalised to ensure it is implemented across the Department.</p>	
7	Improve capacity and systems in Solomon Islands to prevent, prepare and respond to air and marine pollution in Solomon Islands waters.	<p>I.7 Percentage of implemented recommendations from the MV Solomon Trader grounding and oil spill Lessons Workshop report (under control of the Maritime Administration) and new projects related to the prevention of pollution by oil, harmful substances, sewage and garbage.</p>	<p>Increased percentage of implemented recommendations by 2023.</p> <p>New projects address issues related to pollution by oil, harmful substances, sewage and garbage by 2023.</p>	<p>2 Marine Pollution Advisory Committees meeting (Mar &amp; Nov) and 1 extraordinary meeting (Jan) has been organised in 2023.</p> <p>The POLFUND was approved by the Board of SIMA in 2022 and the Pollution Levy now integrated into SIMA fees, charges and levies.</p> <p>NATPLAN in review.</p> <p>Solomon Islands is a Partnering Country of the GreenVoyage2050 project and collected data on international and domestic vessels movements (under review).</p> <p>Solomon Islands participated to a Technical Meeting of the IMO/FAO GloLitter Project and agreed with Vanuatu on Twinning Arrangements.</p>	



8	Establish and implement a robust Port State Control regime in Solomon Islands.	I.8 Evidence of robust Port State Control regime implemented in Solomon Islands			
		I.8.1 Number of vessels calling or anchoring off Solomon Islands ports subject to Port State Control according to the Tokyo MoU New Inspection Regime or SIMA procedures.	At least 10% of distinct vessels each year from 2021.	5 (0.02%) Port State Control inspections out of 305 distinct vessels and 675 calls of foreign vessels.  Contact made with Tokyo MoU to rebuild relationships and contribute as observer + Access to APSIS.	
		I.8.2 Evidence of adoption and implementation of SIMA procedures for the conduct of Port State Control on board foreign vessels calling or anchoring off ports of Solomon Islands.  I.8.3 Percentage of Tokyo MoU New Inspection Regime Priority I and II vessels subject to Port State Control in Solomon Islands as per applicable rules.	Procedures adopted by 2020.  To be defined and introduced in the Result Framework when adopted.	No progress.  No progress.	
9	Undertake process to accede/ratify international maritime instruments relevant to Solomon Islands circumstances.	I.9 Number of international maritime instruments ratified/acceded to.	Number of most relevant international maritime instruments agreed by 2021.  Instruments of ratification/accession for the most relevant international maritime instruments are ready by 2023.	Following Cabinet approval in 2021 of 3-tier approach to preventing pollution and liability, submitted note to Ministry of Foreign Affairs and Trade for the ratification/accession of the conventions.	
10	Implement innovative partnerships and major projects.	I.10 Evidence of projects and partnerships SIMA is involved in.	By 2023, at least one major project is successfully completed.	Data collected on international and domestic vessels movements for development of rapid assessment and National Action Plan in 2023.  6 SAR workshops and consultations on small craft regulations with 2 SIMA-PG MoU's (Renell & Bellona and Western Province).	
11	Maximise benefits from regional technical	I.11 Evidence of integration of regional technical assistance and expertise in SIMA work.	By 2023, progress has been made on SPC's projects.	Rapid assessment is completed and awaiting consolidation. National Action Plan (NAP) in early stages and to complete by 2024.	

	assistance and expertise.				
12	Build and retain SIMA capacity and expertise to coordinate and implement Solomon Islands maritime obligations.	I.12 Percentage of SIMA approved positions held by trained or qualified personnel as per applicable laws and Human Resources procedures.	See I.16.2	The SIMA Board approved SIMA organigram in 2020.	
		I.12.1 Percentage of qualified personnel appointed to priority positions as per applicable laws and procedures.	80% by 2021.	Recruited 49 Officers so far from Oct 20-Dec 23. This is 88% of priority roles occupied.	
		I.12.2 Evidence of implementation of annual training plan.		76 capacity building activities in priority 1 41% employees have completed their priority 1 training 9% employees are current engaged in their priority 1 training 1 employee completed Masters in maritime energy management 1 employee engaged in Master of Laws 1 employee engaged in diploma in maritime management & leadership 1 employee engaged in diploma in maritime business management 1 employee engaged in post-graduate diploma of professional accounting.	
13	Conduct periodic performance reviews on how Solomon Islands Maritime Administration exercises its rights and meet its obligations under the applicable international maritime instruments.	I.13 Percentage of total number of obligations fully implemented under instruments relevant to the III Code.	Increased percentage each year.	11% of the total number of obligations (84 out of 778) fully implemented (need laws upgrade) (8% in 2021).	
		I.13.1 Percentage of III Code provisions actions completed.	Increased percentage each year.	41% (34/82) of III Code provisions are fully implemented, 39% (32/82) of III Code provisions are ongoing, and 20% (16/82) are not started.	
		I.13.2 Percentage of obligations as Contracting Government, Flag, Port and Coastal States implemented.	Increased percentage each year.	778 obligations out of 892 are applicable in Solomon Islands as per ratified/acceded conventions.  Are implemented, 34% of obligations as Contracting Government, 5% as Flag State, 14% as Port State and 44% as Coastal States.  Drafting Instructions ready for a Maritime Order covering vessels of 500 gross tonnage or more which is 86% of Flag State Obligations partially implemented.	

				(In 2021, 775 obligations out of 892 are applicable in Solomon Islands as per ratified/acceded conventions. Were implemented, 18% of obligations as Contracting Government, 5% as Flag State, 14% as Port State and 33% as Coastal States).	
14	Maintain an updated maritime legislative and regulatory system.	I.14 Evidence of update of existing regulations incorporating amendments to international instruments.	Procedures adopted for update of maritime laws by 2020.  Amendment made to existing regulations by 2023.	Draft procedure under review.  Maritime Order on Registration and Counting of Passengers drafted by AG's Chamber and submitted for final review.	
15	Support the transition and full operations of SIMA under the SIMA Act 2018.	I.15 SIMA is fully legally established and operational generating income as per applicable laws.	All parts of SIMA have commenced, and a SIMA Maritime Order prescribes collection of fees, charges and levies by 2020.	Minister's Notice to commence remaining parts of the SIMA Act on 01-01-2021 gazetted on 23/12/2020.	
16	Improve effectiveness and efficiency in implementing all Solomon Islands maritime obligations.	I.16 Evidence of progress against the SIMA Corporate Plan result framework and associated strategies.			
		I.16.1 Approval of all documents forming part of the SIMA Documented System.	SIMA documented system including Corporate Plan, QMS and strategies developed by 2020.	Corporate Plan is implemented and report in Result Framework.  16 QMS procedures were developed and are being reviewed after 3 years implementation.	
		I.16.2 Percentage of new SIMA priority roles occupied by trained and/or qualified staff.	100% by 2022.	90% (47 out of 53) priority roles occupied by Dec 2023. 55 positions in SIMA organisational structure as of December 2023.  HR Policies and Procedures adopted in October 2020 with support from DFAT through ASIRF - Review and amendment in January 2022.  Director was recruited by June 2020.  Deputy Director recruited by Sept 2022.  Following the new HR Policies and Procedures recruitment progressed and as of Dec 2022 with 48 officers + Director: EO = 8      IS = 9      SOS = 14      EPS = 17.	
		I.16.3 Evidence of SIMA financial efficiency and accountability through	New Financial Management System according to	All expenses by SIMA are made using the new system.	

		implementation of a recognised Financial Management System integrating all revenues and expenses generated by SIMA.	international best practises adopted by 2020.		
		I.16.4 Percentage of SIMA operations are covered by revenues in the form of fees, charges and levies as per the SIMA Act and from Solomon Islands Government contribution.	100% by 2023.	86% of total expenses are supported by SIMA and 14% by partners (NZ/DFAT/IMO) and 0% by SIG (MID).  Total Revenue = \$27,340,466.  Total Expenses = \$17,320,202 resulting in a surplus of \$4,595,880 (2023 Financial Statement).	
17	Ensure transparency and responsiveness for better communication, reliability and availability of maritime information to all stakeholders.	I.17 Evidence of regular communication to all maritime stakeholders through meeting minutes, briefs, policy and technical papers, media release and stories on various platforms.	Increased number of meetings and documents communicated by 2023.	1 SIMA second anniversary, 3 Advisory Technical Working group meetings & 1 SIMA Ship Operators meeting in 2023.  Regular communications via emails to all ship operators and partners at the occasion of the COVID-19 exemption regime and Operation Safe Board in Dec 2022.	
		I.17.1 Evidence of regular update of SIMA website on reforms at SIMA and implementation of Solomon Islands obligations.		SIMA website was updated with inclusion of workshop reports, procurements, recruitment notices, newsletter, vessels detention list and circulars  Hits is monitored but not verified but have significant increase when recruitment notices are issued and emails are sent to ship owners.	
18	Improve participation and inclusion of all maritime stakeholders to achieve together a common vision.	I.18 Evidence of participation and inclusion of all maritime stakeholders.			
		I.18.1 Evidence of Board of SIMA and its committees' meetings.	Each year, meetings conducted as per Board and Committees ToRs.	Board and Committees ToRs are developed and are implemented through the establishment of Board and its Committees.  13 SIMA Board Meetings.  2 Advisory Committee meetings.  3 Marine Pollution Advisory Committee Meetings.  2 Maritime Security Committee Meetings.  1 Audit Committee Meeting.	



19	Advocate and progress gender equality & youth involvement within SIMA and the Solomon Islands maritime sector	I.19 Evidence of proactive approach towards gender and youth mainstreaming			
		I.19.1 Evidence of support to Solomon Islands WIMA and ship operators to advance gender equality in maritime		<p>SIWIMA Secretary was elected as member of Pacific Women in Maritime Association (PacWIMA) Executive for 2023-2025.</p> <p>Celebrated International Day for Women in Maritime (ID4W) on 18<sup>th</sup> May, with the active participation of women from the maritime and fisheries sectors.</p> <p>3 SIWIMA Executive Meeting in 2023.</p> <p>Feasible workplan and strategy yet to be developed.</p>	
		I.19.2 Number of women employed by SIMA and number of women in leadership roles	Increased number of women employed by SIMA	<p>50% women recruited in SIMA as of Dec 2023</p> <p>24 women offered contracts and recruited with SIMA including 3 (DD &amp; M) in leadership role, 3 out of 6 (section management), 7 out of 11 (team management) and 13 out of 27 in execution role.</p>	
		I.19.3 Number of youth (less than 25) employed by SIMA	Opportunities of secondment and internship provided	1 youth employed as intern under Internal Services Department.	
20	Support and advocate for climate action in maritime through SIMA services	See the Strategy to Accommodate Technological Change & Advances in Regulatory Systems Part 2 and Strategic Actions 10 & 11 and associated indicators		See 10 & 11	

## **Annex 2 – 2023 Financial Statement**



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