

# Update on SOM19 Decision



Bali, Indonesia

10 - 11 December 2025

The CTI-CFF 20<sup>th</sup> Senior Officials' Meeting



SOM19 Decision	Status Update
<p>4.1. Acknowledged the updates on the tasks from SOM-18 Decisions, including the expected ratification of the CTI-CFF Regional Secretariat Host Country Agreement in early 2025;</p>	<p>The ratification of the Host Country Agreement is currently under Host Country Internal Process</p>
<p>4.2. Appreciated the commitment of Member Countries in fulfilling their financial contributions for 2024 and acknowledged the delay caused by internal governmental processes;</p>	<p>In line with the decision adopted during SOM-19, the Regional Secretariat issued official invoices on 2 January 2025, followed by a first follow-up letter on 19 May 2025, and a second follow-up letter on 30 August 2025.</p>
<p>4.3. Acknowledged the restricted fund balance USD 269,495 as of 30 November 2024 (Annex 4.1) which utilization of the fund for emergency operational approved by the Chair of CTI-CFF Committee of Senior Officials, noting that the CTI-CFF Regional Secretariat will soon replenish the USD 200,000 following the remittance of 2024 Country Contribution;</p>	<p>As of 31 August 2025, the restricted fund balance stands at USD 477,166</p>
<p>4.4. Acknowledged the new leadership and management in the CTI-CFF Regional Secretariat since SOM-18, with the new Executive Director Dr. Frank Keith Griffin starting from 11 March 2024, the new Deputy Executive Director for Corporate Services Mr. Hanung Cahyono starting from 22 January 2024 (Annex 4.2);</p>	<p>The Regional Secretariat has been operating under the new leadership structure. The Secretariat is fully operational and committed to enhancing institutional effectiveness</p>



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<p>4.5. Acknowledged the new Staff since SOM-18, Monitoring and Evaluation Manager Mr. Agostinho Andy Irmawan from 2 November 2023 to 7 August 2024, Finance Assistant Manager Mr. Dave Senewe, starting from 30 January 2024, Data Compilation and Documentation Officer Ms. Cristel N. Amarillo starting from 4 March 2024, and Marketing and Information Officer Mr. Fritzgerald William Y. Wenur starting from 16 April 2024;</p>	<p>Mr. Dave Senewe and Ms. Cristel Amarillo resigned in April 2025. Mr Amaro Ximenes resigned on 1 May 2025. New Finance Officer, M&amp;E Officer and IT Officer are currently on board</p>
<p>4.6. Acknowledged the new personnel under USAID Sustainable Coral Triangle Team, comprising Project Manager Mr. Md Anjum Islam starting from 29 January 2024, Monitoring, Evaluation, Learning Specialist Ms. Stephanie Mapaliey starting from 11 March 2024 and Project Administration Officer Ms. Febbie Bawengan starting from 21 November 2024, noting that their remuneration is supported by USAID;</p>	<p>Following the suspension notice in January 2025 and the termination notice on 26 February 2025, the Regional Secretariat has been processing the termination procedures for all USAID SCT project staff.</p>
<p>4.7. Acknowledged the contribution of Monitoring and Evaluation Manager Mr. Agostinho Andy Irmawan from 2 November 2023 to 7 August 2024;</p>	<p>The recruitment process for a new Monitoring and Evaluation Manager is currently underway.</p>
<p>4.8. Approved the restructuring of Regional Secretariat with the addition of four (4) new manager positions: Human Resource Manager and Information &amp; Data Manager under Corporate Services and Ecosystem Approach to Fisheries Management (EAFM) Manager and Climate Change Adaptation (CCA) Manager under Program Services provided that these positions will be supported externally and will not increase Country Contributions (Annex 4.3);</p>	<p>Recruitment for the new positions is pending. The Regional Secretariat is currently coordinating with development partners to support the new position</p>

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Kimberly Chung; 2025-12-09T09:38:00.816

SOM19 Decision	Status Update
4.9. Acknowledged and appreciated CTI-CFF Regional Secretariat effort in securing Deutsche Gessellschaft fur Internationale Zusammenarbeit (GiZ) and the International Union for Conservation of Nature (IUCN)'s support for the two (2) officer positions under Program Services, Seascope Officer and Marine Protected Areas (MPA) Officer, respectively;	Support from GiZ and IUCN for the Seascope Officer and MPA Officer positions has been confirmed. Recruitment is currently in coordination with the respective partners.
4.10. Recommended the CTI-CFF Regional Secretariat to explore options for potential restructuring the CTI-CFF Regional Secretariat and collaborate with CTI Partners and CT6 Member Countries to provide professional human resources;	Consultations and effort with development partners are ongoing. Feasibility options are being assessed for proposed restructuring
4.11. Encouraged the CTI-CFF Regional Secretariat in its pursuit of external support to achieve proposed restructuring staff;	Engagement efforts to secure external technical and financial support are in progress, in alignment with strategic restructuring priorities.
4.12. Approved the removal of Salary Grade 8 and adjust Grade 9 to start from USD 250 per month;	Salary structure adjustments were implemented in Q1 2025 in accordance with the SOM19 decision.
4.13. Approved the Terms of Reference (ToR) for the Internal Control Committee (ICC) and the establishment of the ICC (Annex 4.4);	The ToR was finalized and the ICC was officially established in March 2025. 1st ICC meeting has been done in 13 August 2025
4.14. Endorsed the salary adjustment which will be subject to a comprehensive benchmarking study as well as a capacity and performance review by the CTI-CFF Regional Secretariat;	Benchmarking study has been presented to the member countries during SOM19
4.15. Acknowledged that the salary adjustment for the CTI-CFF Regional Secretariat will be funded within the existing budget without increasing the Country Contribution and the CTI-CFF Regional Secretariat will reallocate resources flexibly without compromising performance and noting that the CTI-CFF Regional Secretariat will continue to explore external funding sources to support the salary adjustment while adhering to the agreed Country Contribution limits (Annex 4.5);	Salary adjustment implementation remains within the approved budget envelope. The Secretariat is identifying additional external funding to ensure sustainability.



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<p>4.16. Approved the amendment to the CTI-CFF Staff Regulation and Staff Policies and Procedures Manual (SPPM), Regulation 20 on Overtime, “Overtime can only be carried upon prior approval by the Executive Director” and tasked the CTI-CFF Regional Secretariat to finalize and disseminate the amended to CT6 (Annex 4.6);</p>	<p>The updated version of the SPPM is now being used as the standard reference within the Secretariat.</p>
<p>4.17. Approved the amendment to the CTI-CFF Financial Regulation and Financial Policies and Procedures Manual, Regulation 10.6.61.3. “The CTI-CFF Regional Secretariat will not deduct income taxes from the Host Country staff’s salary;” and tasked the CTI-CFF Regional Secretariat to finalize and disseminate the amended to CT6 (Annex 4.7);</p>	<p>Host Country staff tax arrangement has been aligned with the new provision.</p>
<p>4.18. Approved the Terms of Reference of Regional Coral Triangle Network Officers (RCTNO) to be based in the CTI-CFF Regional Secretariat and its Internship program. Tasked the CTI-CFF Regional Secretariat to continue with the implementation with regular updates to CT6 (Annex 4.8);</p>	<p>Implementation pending due to the 2025 RCTNO budget not yet approved</p>
<p>4.19. Tasked the CTI-CFF Regional Secretariat to facilitate management of overdue country contributions by implementing early notification and reminders thirty (30) days after the due date, followed by consultation and engagement sixty (60) days after the due date, with constant and monthly reminders to Member Countries;</p>	<p>The Secretariat has implemented the structured reminder system as directed</p>
<p>4.20. Acknowledged and approved the CTI-CFF Regional Secretariat 2023 Audit Report (Annex 4.9);</p>	<p>The 2023 Audit Report was acknowledged. Auditor recommendations are currently being implemented</p>



<p>4.26. Tasked the CTI-CFF Regional Secretariat to review the current formula of the country contribution and propose new country contribution formula for further discussion;</p>	<p>The formulation will be discussed under the next session</p>
<p>4.27. Acknowledged the proposal of Leaders' Summit in suitable venue in 2026;</p>	<p>To be discussed potential under the next session</p>
<p>4.28. Endorsed the recommendation from Indonesia making reference to Regulation 14 of the CTI-CFF Finance Regulations with regard to the reappointment of the Audit Board of the Republic of Indonesia (Badan Pemeriksa Keuangan Republik Indonesia–BPK RI) as the CTI-CFF Regional Secretariat External Auditor for the period of 2025 and 2026;</p>	<p>BPK RI conducted the audit in 2025 for fiscal year 2024. Audit exit meeting held on <b>27 March 2025</b>, and the final report was circulated to Member Countries on <b>9 April 2025</b>.</p>
<p>4.29. Tasked the CTI-CFF Regional Secretariat to prepare and circulate CTI-CFF calendar of events to ensure better coordination and effective planning by January 2025;</p>	<p>The CTI-CFF calendar of events was circulated on 30 January 2025.</p>
<p>4.30. Approved the IRC 2025 Budget;</p>	<p>The approved budget has been implemented accordingly.</p>

