



PSC Newsletter: July | August 2020

Office of the Public Service Commission



Honouring our Fallen Civil Servants



This newsletter is dedicated to our dearest colleagues who have died in service during July & August 2020. Your service for the Country is greatly appreciated and will never be forgotten.

Notice of Relocation - Office of the Public Service Commission

1st Floor Pacific Timber and Hardware Building

Taufa'ahau Road

Nuku'alofa

Working Smart with our Hearts

Welcome to PSC Newsletter

**PSC Newsletter Volume 19
covers events from the
Public Service for the
months of**

July & August 2020.

The PSC Office wishes to extend its gratitude to every Ministry, Department and Agency (MDA) for sharing events, articles, highlights and achievements for this edition. We also acknowledge the feedbacks and encouragement, received for earlier editions of our newsletters. MDAs are more than welcome to share their events through our newsletter.

Please send newsletter articles to oversight@psc.gov.to for inclusion in the 20th Edition by the 30 October 2020.

Up coming events:

Tax Week: 21 - 27 September

World Tourism Day:
27 September

Justice Week: 27 September

World Teachers Day: 3 October

Statistics Day: 20 October

Breast Cancer Awareness Month:
October

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Ministry of Tourism Highlights

Protecting and Promoting our Tongan Traditional Knowledge systems

Canoe Parade in Honour of HM King Tupou VI's 61st Birthday



On Tuesday 7th July, 25 canoes from the Canoes of Polynesia Phase 2 project were put to water on the slipper beside the Toulaki Naval Base, loaded with excited paddlers who paddled up to form a guard of honor outside the entrance from the naval base, and cheered for His Majesty as he departed on the naval boat - VOEA Ngahau Koula on a Royal visit to 'Eua. Also present was HRH Princess Salote Mafile'o Pilolevu Tuita. A specially made *popao* by Tongan master carver Mr. Tu'ione Pulotu was gifted at sea to His Majesty who named it *Tu'imoana*

The Ministry of Tourism is pleased to acknowledge Mr. Pulotu's efforts to contribute to our Traditional Knowledge systems through his customary carving methods and techniques. As previously

reported, the Ministry supports and is in partnership with Mr. Pulotu and associates in spearheading this initiative. It involves mass production of canoes mainly from red cedar. While this project is in progress, young interested future carvers are being trained on the job in canoe-making and students are encouraged to visit, observe and ask questions to Mr. Pulotu on site. It is anticipated that once all the canoes are made, they will be made available for public use while some will be left for the Ministry to manage, creating both tourist and educational water activities in future.

Mr. Pulotu has been instrumental in supporting the Culture Division with their plans to re-open the Tonga National Museum by donating some of his carvings to be exhibited. The Ministry of Tourism would like to thank Pulotu for sharing his work and talent, we are committed to the safe-keeping and protection of our traditional knowledge to be passed on to our future generations.



Traditional Tongan Dance

The opening session for the traditional Tongan dance classes by the Ministry, through its Culture & Heritage Division was held on Tuesday, August 18th. Mrs. Pulupaki Ika, Director for Culture & Heritage represented the Ministry in warmly welcoming and outlining the aims



and objectives of the program to the participants, parents and friends who were present at the occasion, at the St. Andrew High School Hall. This program targets transmission and revival of traditional Tongan dances to young people. Each course runs for 6 consecutive weeks; with 2 or 3 classes each week starting at 4-5:30pm on Tuesdays – Thursdays. A total of 72 participants registered for this dance cohort, which consists of 65 girls and 7 boys respectively. The age range of those participating is from 3 – 22. They will later be divided into smaller groups for ease of teaching. The focus on this first week of classes, is on basic hand, feet and body movements (*ngaahi vaa'i haka tefito*), before they get to learn individual dances to select songs in the following weeks. A dance recital night for this dance cohort is scheduled for September 23rd, 2020.

The Ministry is appreciative of the continuous support and interests from the public of its initiatives, and looks forward to successful collaborations with parents and guardians in running this dance program for our children, the future of our nation.

Highlights of the Ministry of Tourism Retreat

The Ministry of Tourism's Retreat, with the theme "Surfing the Wave of Tourism", was held on Thursday 23rd - 24th of July at Katea Retreat, together with Officers in Charge from the Outer Islands. The aim of the Retreat is for staff to get out of the office and have some time to reflect, renew, evaluate their works, their feelings, thoughts, beliefs and motivations in preparation for this new Financial Year 2020/2021, yet also an opportunity for the staff to get to know one another well. The Hon. Minister attended with her opening remarks by thanking the CEO and staff of the Ministry of Tourism for their hard working efforts in the last Financial Year 2019/2020. She encouraged the junior staff to strive to continue their studies as they are still young and energetic enough for further studies. It's the only way up the ladder if requiring higher secured positions in future. The CEO also gave a speech on the importance of teamwork and working with new perspectives. A chance was given to the Head of Divisions and their teams to present their success stories, challenges, way forward and work plan. It was an exciting time for all staff to speak and share their thoughts with the teams. The Ministry of Tourism would like to convey its sincere gratitude and appreciation to the Katea Retreat owners for their warm and kind hospitality during the retreat.



Day 1 of the Ministry of Tourism's Retreat at Katea Retreat with the Hon. Minister for Tourism, Mrs. 'Akosita Havili Lavulavu and CEO for Tourism, Mr. Sione Finau Moala-Mafi.

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The website www.tongapocketguide.com is Tonga's largest online travel guide. It helps thousands of travellers plan their trip to Tonga. Each week we give you one tip to help you make the most of this fantastic resource to promote your business to travellers.

TIP #8: Share some of our full pre-made itineraries on your website and Facebook page to help travellers make the most of their stay in

Tonga.

Link: <https://tongapocketguide.com/category/trip-ideas/>

They are the most popular pages of the site and will help travellers stay longer in Tonga and visit more places which means they will add more value to the Tongan Tourism businesses across the kingdom including yours!

If you are unsure how to use Tonga Pocket Guide to promote your business, get in touch with us at hi@southpacificpocketguide.com and we'll point you in the right direction. We're here to help!

Ministry of Internal Affairs Highlights

International Youth Day



HRH Princess Angelika Latufiuepeka Halaevalu Mata'aho Napua-o-Kalani Tuku'aho

The Ministry of Internal Affairs, Youth Development Division, in collaboration with Youth stakeholders, commemorated the International Youth Day at the Fa'onelua Convention Center, on Wednesday 12th August 2020, under the theme “*Fakaivia e to'utupu ke langa hake 'a Tonga.*” The guest of honor at the event was the Honorable Prime Minister of Tonga. Also present was the Acting Minister for Internal Affairs, Hon. Rev. Dr. Pohiva Tu'i'onetoa.

Every year, International Youth Day is

celebrated on 12th August around the world, including Tonga. It is an opportunity that encourages young people to make their voices heard, to celebrate their accomplishments, discuss the challenges they face today and to inspire them to live their lives to the fullest. HRH Princess Angelika Latufiuepeka Tuku'aho, Patron of the Youth of Tonga, was the keynote speaker at the event, delivering her speech on a recorded video shown during the program, expressed her gratitude to all those who worked together to empower Tonga's youth.

“My sincere gratitude to all the development partners and stakeholders for your contribution and empowering the youth of Tonga and ensuring that their aspiration will be realized.”

HRH, elaborated that

every sector of society, from various government organizations, non-governmental organizations, development partners, churches, and community groups, need to continue working together to educate and empower the young people of Tonga by teaching them our values, provide a safe environment for them to grow up, encourage them to make good use of their time, put emphasis on the importance of healthy living, working hard, and doing right.

“Let us empower Tonga's youth nationally with effective, orderly, and systematic means and guidance so that youth organizations can work together. Let their voice be heard and involve them in national discussions. Inspire them to live and to uphold peace and love. Support them internationally by giving them opportunities to enhance their knowledge and skills. Let us train good leaders that Tonga will benefit from in the future.”

A short film also showed during the event highlighting the collaborations between the Youth Division of the Ministry of Internal Affairs and UNFPA in the development of the Tonga National Youth Policy. Another highlight was the presentation of prizes by the Guest of Honour to the winners of the Youth Speech Competition, organized by the Youth Development Division of the Ministry.

The event was attended by Hon Fatafehi 'o Lapaha Tuita Filipe, H.E. Tiffany Babington, High Commissioner of New Zealand to Tonga, among other guests.



Prime Minister's Office Highlights

In-country Stakeholders Consultation on the Drivers of Change for the Blue Pacific Continent 2050 Strategy



PC: From Tonga Government Portal

On the 13th August 2020, the Prime Minister of Tonga, Hon Rev Dr Pohiva Tu'i'onetoa opened a two-day In-country Stakeholders Consultation on the Drivers of Change for the

Blue Pacific Continent 2050 Strategy this morning at Fa'onelua Convention Centre.

Hosted by the Prime Minister's Office, the event brought together members from line ministries, civil society organizations, private sector businesses, community leaders and academia to deliberate on key trends and issues that may drive change for the development of the Regional 2050 Strategy.

Hon. Rev Dr Pohiva Tu'i'onetoa said,

"The world has come to a total lockdown from the global pandemic of COVID-19."

"Three decades ago, such a reality was unheard and we consider this to only happen in the movies. But today, our isolated region is not spared the impacts of Climate Change, pandemics, cyber terrorism – these are real issues and these are the trends of our time."

"As a leader, I personally feel that political will is not enough, every commitment rendered at every level is key to the achievement of this

vision."

The working vision for 2050 was endorsed by the Forum Officials Committee (FOC) Sub-Committee are as follows:

In 2050, the Blue Pacific Continent is a region of peace; harmony; security, social inclusion; and increased prosperity so that all Pacific people are leading free, healthy and productive lives.

Our Blue Pacific identity reinforces the potential of our shared stewardship of the Pacific Ocean and reaffirms the connections of Pacific peoples with their natural resources, environment, cultures and livelihoods.

We understand that this vision can only be achieved through the regions collective action.

He said that every forum member must feel responsible to be part of this process and action plan.

"Your being here today, demonstrates your dedication to making a difference for Tonga, for the region, by contributing to this consultation. It's an opportunity for 'our voice – our country – our region and the future of our children and their children in years to come to ensure we do our part to safeguard our region, preserve our freedom and secure what we hold dear the most – our peace and prosperity in the Pacific'".

Attended the opening ceremony were government officials, members from civil society organizations, private sector businesses and other guests.



Ministry of Trade & Economic Development Highlights

Tonga's Policy Framework and National e-Commerce Readiness Assessment launched



Theme: 'Weaving a Sustainable Trade for Tonga'

On the 12th August 2020, Prime Minister Hon Rev Dr Pohiva Tu'i'onetoa launched Tonga's Trade Policy Framework (TTPF) and the National e-Commerce Readiness Assessment under the theme 'Weaving a Sustainable Trade for Tonga' at Ancient Tonga, Fagaloto.

The development of TTPF started in early 2016 through technical assistance from the Pacific Islands and support from the International Trade Centre and the Commonwealth Secretariat through the Hubs and Spokes Programme. A series of consultations with government and non-government stakeholders were convened during the development of TTPF. The work to formulate the National e-Commerce Readiness started last year led by the Ministry of Trade and Economic Development in collaboration with the Ministry of MEIDECC and was supported by the Australian Government. Hon Tu'i'onetoa said the "theme provides a forward looking approach to consider trade opportunities in the long run. This theme highlights the interrelationship between the

national e-Commerce readiness assessment and the trade policy framework." He said the framework was developed with the hope of providing a pathway to address challenges and reposition Tonga's social economic development with Tonga's Strategic Development Framework II.

The framework is grouped into four pillars which include –

- Industrial and investment development
- Export development and trade facilitation
- Development of trade supporting institutional services; and
- Inclusivity and citizens economic empowerment.

"The key objective of this policy framework has been mainstreamed into our Strategic Development Framework 2015 – 2025. This policy is recommended to address the barriers of trade and on trade negotiations suitable to guide the public policy for the next eight years. It also acknowledges the role our development partners in supporting to expand our trade capacity. It

will be useful to attract and mobilise aid for trade and other assistances for capacity building and investment in Tonga. It provides a useful model for Tonga to measure its readiness for e-Commerce along policy areas including e-Commerce trade logistics, trade facilitation, ICT infrastructure, legal and regulatory framework and skills development."

Minister for Trade and Economic Development Hon Samiu Vaipulu said, "The final trade policy framework reflects the views of all stakeholders consulted." According to Hon Vaipulu the National e-Commerce Readiness "provides a thorough assessment of Tonga's e-Commerce environment whereby identifying the key issues and challenges during the consultations and establishes priorities for the Government of Tonga to consider and proposes avenues to mobilise funding for e-Commerce activities from donor partners."

The event was attended by government officials, members of the diplomatic corps and many other guests.



MEIDECC Highlights



National Ozone layer Protection Training

On the 14th August 2020, the national ozone layer protection unit from the department of climate change – ministry of MEIDECC, collaboratively conducted a two-day (13 – 14/08/2020) training with the Ministry of Revenue and Customs, targeting custom officers and brokers newly recruited to the field of border security at the Fe'ao Mo e Ngalu conference room, Nuku'alofa.

The aim of the training was to share with the target audience the science of the ozone layer, Montreal protocol, Ozone Layer Protection Act 2010 and all the knowledge that is fully required by any custom officer to effectively implement their duties in securing the border such as risk profiling, documentation and inspection techniques.

Mr. 'Aloisio Fifita, a member of the ozone team from the department of climate change emphasized the importance of safeguarding the ozone from severe deterioration and keeping the balance between its rate of natural production and innate depletion, by avoiding the consumption and illegal trade of controlled substances listed in the Ozone Layer Protection Act 2010 & 2014. "Enforcement of the Ozone Protection Act highly contributes to the safeguarding of the ozone layer as well as the wellbeing of the customer and handlers of ozone depleting substances," stated Mr. Fifita at the conclusion of his presentation.

Furthermore, Mr. Sau Niulala from customs and revenue explicated to the participants the significance of controlling the border and its association with the safeguarding of the ozone layer. He highlighted during his presentation that the smuggling of ozone depleting substances has entered our shores and it is the utmost responsibility of any custom officer on the field to combat these illegal actions by applying the right and proper procedures discussed and delivered during this training. He concluded by urging his officers to be vigilant whilst on duty for there has been several foreign businesses in the past few years attempting to import illegal refrigerants in a very professional and disguised method.

The training was attended by more than twenty officers from different divisions of the customs and revenue ministry. Comprehensive discussions on ozone related matters and custom duties were the essence of this training. This training is carried out on a yearly basis and funded by the United Nations Environmental Programs.

Issued by the: Department of Climate Change (MEIDECC)



Improving communities resilience to natural disasters through DRR awareness

The District and Town Officers from Tongatapu 10 and Tongatapu 9, participated in a Disaster Risk Reduction (DRR) awareness program led by the National Emergency



Director of NEMO Mr Mafua Maka

Management Office (NEMO) at Tatakamotonga's community hall on 12th August, 2020.

The outreach program is part of NEMO's annual awareness program dubbed as "Ta e Lango Kei Mama'o" which aims to improve communities' resilience to natural disasters and climate change.

The program is also anticipated to help communities facilitate the formulation of their respective Disaster Risk Management (DRM) committees and plans, strengthen existing DRM committees and assist NEMO in achieving one of Sendai Framework's target to reduce loss of lives, destruction of properties and number of people affected by disasters.

Director of NEMO Mr Mafua Maka said, "This Disaster Risk Reduction Awareness Program for communities is part of our preparation for the Tropical Cyclone Season 2020-2021 focusing on building the existing capacity of the district and town officers with their Village Emergency Management Committees and Village Emergency Management Plan."

Today was the beginning of the program and it will continue to cover all of Tonga until November this year.



Issued by the: Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change & Communications

Ministry of Revenue & Customs Highlights

VIRTUAL MEETINGS

Tax Policy Mission Virtual Meeting

The Ministry of Revenue and Customs hosted a virtual meeting led by Mr. Peter Mullins from Fiscal Affairs Department (Tax Policy Mission), IMF on the 16th July, 2020. Mr Mullins provided an update on the main findings from the remote mission conducted by IMF on a crucial topic: "Tonga, A Road Map to reduce Tax Exemptions".

PITAA EXECUTIVE COMMITTEE MEETING

The Acting Deputy Chief Executive Officer, Mrs. Pipiena Tanaki of the Ministry of Revenue and Customs (Revenue Division) participated in a Virtual Meeting led by the Vice Chair, Mr George Mow from Fiji Revenue & Customs Services. The Heads from Cook Islands, Papua New Guinea, Vanuatu and staff from the PITAA Secretariat also joined this meeting. Mrs. Koni Ravono, the Head of Secretariat provided an update to the committee members on PITAA Secretariat Administration, Capacity Building, Financials, Annual Heads Meeting and Secretariat Remuneration Package.

INDUSTRY PARTNERSHIP FOR A BETTER TONGA

The Ministry of Revenue & Customs acknowledges the continuous assistance provided by PFTAC in spite of the travel restrictions due to COVID19. Mr Stan Shrosbree and Mr Jonathan Matthews are working closely with the project team from Revenue Division-Tonga on its new project introduced in the 19/20 financial year, the INDUSTRY PARTNERSHIP PROJECT (IPP). The Ministry initiated the IPP with the Whale Watching and Swimming Industry with the goal of building a relationship to help industry taxpayers understand and meet their tax obligations.

MORC - PSC VIDEO AWARDS

The Ministry of Revenue & Customs received top prizes for the following awards as a result of the PSC Short Video Competition to commemorate Public Service Month 2020. The Ministry came first in two categories in the video competition which were 1. COVID 19- Champion – 1st Place 2. People's Choice – 1st Place

It is understood that the Ministry of Revenue & Customs has made major improvements in the year 2020 and aims for further improvements and progress in the years to come.

TAX WEEK SCHOOL AWARENESS PROGRAM 2020

Theme: "Let us be resilient in our voyage for a perpetual Tonga"

The Ministry of Revenue and Customs visited various primary and secondary schools across Tongatapu, Vava'u and Ha'apai from the 12th of July to the 17th of August, 2020. The purpose of this visit was to educate and promote the core responsibilities of the Ministry of Revenue & Customs which are ensuring proper collection of revenue, maintaining the safety of our Borders and the facilitation of legal trade. Also to highlight our 2020 Tax Week Theme "Let us be resilient in our voyage for a perpetual Tonga". We extend our gratitude to the following Primary and Secondary Schools for their hospitality and taking time to host the Ministry of Revenue & Customs.

LIST OF SCHOOLS

TONGATAPU PRIMARY SCHOOLS

*Ngele'ia Primary School
*Tonga Side School (Ngele'ia)
*Popua Primary School
*Ma'ufanga Primary School
*Havelu Primary School
*Atelesi'i Primary School
*Tokomololo Primary School
*Veitongo Primary School
*Longoteme Primary School
*Vaini Primary School
*Folaha Primary School
*Fatai Primary School
*FWC Nukunuku Primary School
*Malapo Primary School
*Te'ekiu Primary School
*Kanokupolu Primary School
*Kolovai Primary School
*Nuku'alofa Primary School
*Kolomotu'a Government School
*Hofoa Primary School
*Longolongo Primary School
*Ocean of Light
*St. Francis of Assisi

HIGH / TERTIARY SCHOOL

*Beaulah College
*Queen Salote College
*Tupou Tertiary Institute
*Tupou College Toloa
*Apifo'ou College
*Takuilau College
*Montfort
*Ahopanilolo
*Tailulu College
*St. Joseph Commercial Institute

HA'APAI

*Tongaleleka Primary School
*St. Joseph Community School
*Ofamo'oni Christian School

VAVA'U

*Taoa Primary School
*Tefisi Primary School
*Longomapu Primary School



Ngele'ia Primary School



Te'ekiu Primary School



GPS Fatai



Tailulu College



Lavengamalie College



Ahopanilolo



Apifo'ou College



FWC Akoteu Nukunuku

Tax Week Preparations

Client Service Team together with the help of the Legal Team support and offer assistance to the upcoming tax week by offering their services in different areas. They are responsible for arranging, distributing and conducting all tax week preparations to ensure the theme "Let us be resilient in our voyage for a perpetual Tonga" is widely acknowledged.

Ministry of Lands & Natural Resources Highlights

Hihifo Youth Council launched on International Youth Day



International Youth Day was celebrated with the launching of the Hihifo Youth Council for Tongatapu 5 on August 15 at Kolovai. Sports events were held for the youth of Hihifo. This is an initiative tailored by the Tonga IW R2R Pilot Project under the Ministry of Lands and Natural Resources, together with the Tongatapu 5 Council and People's Representative, and was funded by Ministry of Internal Affairs.

5th Pacific Geospatial and Surveying Council (PGSC) Meeting - Open Forum



The PGSC brings together regional experts, practitioners and heads of surveying to discuss geospatial information management and hydrography and to report current progress against the PGSC Strategy (2017-2027). They identify key actions for working groups to conduct and provide a platform to raise regional issues related to geospatial and surveying capacity development, policy, technical standards, technology and resourcing. From (Aug 11-14, 2020).

Tonga COVID-19 Dashboard

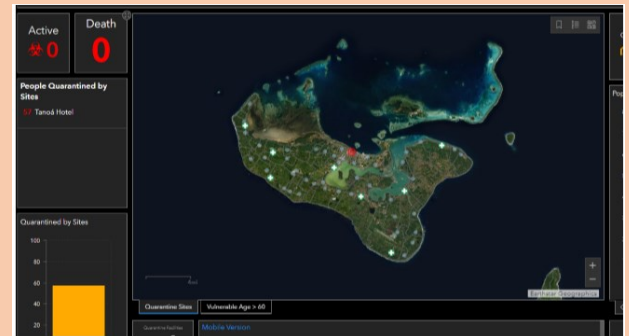


Photo Credit: GIS, MLNR

This dashboard is established to monitor COVID-19 information to ensure the safety of the people of Tonga. Using GIS's capability, the LGIS unit was able to use the existing base datasets such as roads, village boundaries, population, health centers, to analyse vulnerable areas, locate proposed quarantine sites and isolation areas. As for the core purpose of this tool is to inform senior government and health officials and assist with decision making and planning to protect Tonga and its citizens.



Photo Credit: Lavinia Taufa

Mental Health for MLNR

The Ministry of Lands launched a Mental Health Program to boost employee morale and contribute towards employee's health. For the month of August, 2020, Meleane Kava Fifita and Tinalasa Vunipola from the Ministry of Health help with assisting the Ministry by leading the said sessions.

"Take care of your employees and they will take care of your business [the Ministry]. It's as simple as that."

– Richard Branson

Ministry of Justice Highlights

APPOINTMENT OF MRS. 'ELISAPETI LANGI AS AN ACTING JUDGE OF THE SUPREME COURT



Mrs. 'Elisapeti Langi

Over the last 12 to 18 months, a surge in class A drug-related offences has caused significantly increased caseloads in the Supreme Court criminal division. Without additional judicial resources, many cases would be at risk of inordinate delays which in turn poses a threat to the due and fair administration of justice in the Kingdom.

To assist in meeting this challenge, on 30 July 2020, His Majesty, King Tupou VI, in Council, approved the appointment of Mrs. 'Elisapeti Langi as an Acting Judge of the Supreme Court pursuant to clause 88(2) of the Constitution of Tonga.

After inviting expressions of interest from the entire Tongan legal profession, Mrs Langi was chosen from the ranks of the Magistracy where she has been serving for the past approximately three years as a Senior Magistrate. In July 2019, she was invested by Chief Justice Paulsen with enhanced jurisdiction. Prior to joining the Magistracy, Mrs Langi served as an Assistant Senior Crown Prosecutor for 10 years. Her career at the Bar has included high profile and important cases such as successfully prosecuting the first case under the Computer Crimes Act and counsel assisting the Royal Commission of Inquiry into the sinking of the MV Princess Ashika. Mrs Langi holds a Bachelor of Laws, a Master's in Criminology and other legal academic qualifications. She has contributed to the advancement of the profession and is highly regarded within the legal community, both in Tonga and overseas. In 2014, she was awarded the prestigious Australian Leadership Award. Mrs Langi's appointment is initially for a period of four months with effect from September 2020.

The Supreme Court hosted a welcome ceremony to mark this historic occasion on 31 August 2020 at 9:30AM in Court 1.

Magistrates Re-location



Sr. Magistrate Lata-'i-Manamo'ui Kaufusi

Senior Magistrate Lata-'i-Manamo'ui Kaufusi has replaced Senior Magistrate Penisimani Ma'u as the new Resident Magistrate at Ha'apai District. Senior Magistrate Kaufusi commenced duty at the Ha'apai with effect from 29th August 2020 for a term of two (2) years.

Consultation to Review the Concept Design of the New Courts Complex



A consultation to review the New Law Courts Complex Concept Design was conducted on the 21st of August at Fe'aomoengalu Hall. There were thirty-seven (37) participants all together including the members from the Judiciary, Government line Ministries and departments, the NGOs and few of the Ministry's Head of Divisions. The presentation was made by Mrs. Catherine Whitten, the architect responsible for the Concept Design for this project.

Mrs. Whitten impressed the participants with the modern design of the traditional FALE. She emphasized the importance of designing a building especially a court house with consideration and being mindful of the needs for inclusiveness. The New Law Court House is designed for men, women, children, youth, disabled persons, courts staff and officers of the courts

or in her own terms, Mrs. Whitten referred to everyone.

In the Concept Design, Mrs. Whitten pointed out the space designed for vulnerable members of the public such as domestic violence survivors and victims, the designated areas for the Police, Prisoners, Guards and facilities safeguard all Court users. This modern design interwoven with traditional Tongan themes/iconic representation is designed with the renewable energy in mind and excide aesthetic qualities that would be unique in the region.

There was an open discussion after the presentation and most of the comments complimented the work done and in appreciation of progress towards finally having a proper Law Courts for the Kingdom. The substantial interest and hope is that the project will see fruition in the next 3 years or so.



Ministry of Justice Highlights

Capacity-Building Initiative



Madam CEO with four (4) recipients of the scholarship together with two Deputy Secretaries. .

The Hon. Deputy Prime Minister and Minister of Justice and Prisons, Hon. Sione Vuna Fa'otusia kindly endorsed the Ministry of Justice's "Capacity-Building Initiative" proposal initiated by Chief Executive Officer for Justice, Mrs. Temaleti M. A. Pahulu. The proposal allows for the Ministry to assist its staff members with their respective capacity building initiatives particularly in furthering their academic endeavors. This proposal came just in time when The University of the South Pacific (USP) added a new study programme, namely the Certificate and Diploma of Justice for the disciplines enlisted under the Faculty of Arts, Law and Education (FALE) in 2019.

The CEO and relevant officers negotiated the "Capacity-Building Initiative" with the Ministry of Finance which was eventually approved in principle and deemed as a scholarship funded by the Ministry of Justice. This scholarship opportunity was intended for all permanent staff members of the Ministry who were interested in pursuing a career in the discipline of Law. The scholarship was announced and four (4) staff members were selected on merit based criterion that have served the Ministry of Justice for several years and were willing to continue on serving, upon the successful completion of the intended course of study. The scholarship recipients are also given other benefits from the Ministry including internet access and flexible working hours .

Special Amnesty Program for School Children

The Office of the Registrar General conducted a Special Amnesty Program for School Children commencing on the 3rd to the 31st of August, 2020. This resulted from concern raised by Ministry of Education. It is the third such exercise designed to capture unregistered individuals. The purpose of the Amnesty Program was to waive registration fees for children who have yet to be registered in Tonga's Civil Registry. This opportunity was specifically to children from Kindergarten up to Tertiary School students who have not registered their births at the Tonga's Civil Registry.

Ministry of Justice Retreat



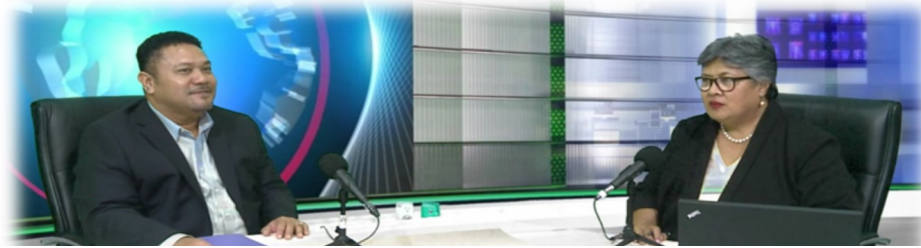
Head of Divisions & Senior Officers from the Ministry of Justice and Prison

The Ministry of Justice held a Retreat on the 14th of August 2020 at Ancient Tonga for HODs and senior staff to successfully share the opportunities and challenges they faced within their working environment. The purpose of this Retreat was to share ideas for the upcoming Justice Week which is scheduled to be held on the last week of September this year. The welcoming remark was delivered by our CEO Manakovi Pahulu. The opening speech was made by the Guest of Honor Chief Magistrate Folau Lokotui. He strongly advocated in his speech the important of community outreach to initiatives being factored into the

Justice program. Youth and elderly people should be able to engage and participate in the program to improve knowledge and appreciate of significant topical issues such as preventing drug abuse and addiction problems in Tonga. D/CEO Seniloli Inoke outlined and identified the major challenges and issues with last year's program. This was followed by group discussion to plan for the Justice Week Program for this year. Comments and proposed initiatives were introduced to help the overall structure and aim of the Justice Week. There were entertainments from staff of the Registrar General office during lunch break which was enjoyed by all.



Ministry of Public Enterprises Highlights



CEO Mr. Sione 'Akauola & Katalina Tohi

Ministry of Public Enterprises Talk back awareness - on radio & television

The Ministry of Public Enterprises (MPE) together with the Public Enterprises (PEs) have been briefed in regards to radio awareness programs prepared to be broadcasted to the public with the support of its Minister and CEOs.

This radio awareness program is to be consistently held to help increase understanding of the PEs. It is also a platform that informs and educates not only the public but also other key stakeholders, on the functions and services of the PEs.

Information and public awareness will be disclosed in this platform which aims at maintaining public support and modifying complaints and or constructive views towards the business processes of the PEs.

Further, to acknowledge the work of the PEs which includes beneficial projects, plans and objectives of the PEs to benefit the public.

MPE stresses the importance of the public as a key stakeholder and encourages the public to utilize the MPE's complaint team to raise

concerns, apprehensions and other grievances towards the PE's performance.

Other themes for discussion, also include safety, decisions made, and new appointments of staff at PEs which are relevant to the main purpose of this awareness program.

Objectives

- Develop a close relationship with the public, key stakeholders, PEs and MPE.
- Educate the public on the functions, services, operation and processes of the PEs.
- Implement and increase public outreach.
- Increase communication and understanding of the vision and strategic priorities of respected Enterprises.
- Emphasize the objectives and accomplishments of PEs.
- Develop MPE & PE's public interactions and trust.

The first program was aired on Monday 27th July 2020, which briefly explained the purpose of this TV/radio awareness initiative, the purpose of the Ministry of Public Enterprises, and the functions and services of the various PEs.

The second program was aired on Monday 17th August which provided an updated on the TV/radio awareness program, explaining the program in more detail as well as introducing the "Talkback" show that will follow and what it is about.

The first Talkback show was done on Friday 21st August by MPE to address the concerns and questions of the public regarding the operation of the Ministry and the PEs.

The next Talkback show will include representatives from the PEs to answer the most Critical issues and concerns for both the PE and the public.



CEO Sione 'Akauola & CEO for Tonga Broadcasting Commission, Ms. Viola Ulakai

Wishing you all the best in your future endeavours



Ms. Senimili Tu'i'onetoa Fonua started working in the Ministry since 30th October, 2017 as a Deputy CEO for Legal & Policy division. She served the Ministry for a total of 2 years and 9 months. Ms. Fonua was a great asset to the Ministry as she played her role very effectively when dealing with amendments to all the PEs acts and all complains regarding the Ministry.



Mr. Sione To'a 'Uta'atu started working in the Ministry since 15th January, 2015 as a Principal Financial Analyst for Monitoring & Compliance division. Mr. 'Uta'atu was a real asset to the Ministry. He played his role and allocated task outstandingly as his Head of divisions always highly commends his work. Mr. 'Uta'atu has been appointed as new Finance Manager for Tonga Cable Ltd.

Site visit of Financial analyst officer to all Public Enterprises

Improving monitoring system to track the Public Enterprises (PEs) performance is one of the external outputs of the Ministry of Public Enterprises (MPE). This output targets having "effective and efficient instruments, guidelines, methods, standards, and policies that build a robust monitoring system to help the Ministry track PEs performance" (MPE, 2020, pg8). On July 20th – 30th, 2020 the Analyst Team of the Ministry conducted their site visits to their respective PEs, considering the availability of PEs to cater for the site visits. The aim of the site visits is to build a closer relationship through timely site visits and meetings with PEs to familiarize and have in-depth knowledge of their operation/ performance and address issues picked from analysis of reports submitted to MPE. Once the site visits were completed, the responsible officers present their findings to the team.

Chief Executive Officer's Forum

The first CEO Forum for the 2020-2021 Financial Year was conducted on Wednesday 29 July, 2020 at the Fe'aomoengalu conference room, Nuku'alofa. The forum was hosted by the Ministry of Justice and was chaired by the CEO for Justice, Ms. Temaleti Manakovi Pahulu. The meeting was attended by the acting Minister for Justice, Hon. Samiu Vaipulu, 17 CEOs from various line ministries and staff from the Ministry of Justice. CEO Temaleti Manakovi Pahulu welcomed everyone to the meeting. The forum began with an opening prayer by the Government Statistician, Dr. Viliami Fifita. The Honorable Minister gave the opening remarks, where he acknowledged all the efforts and dedication of the Public Service in the past financial year. He continued to wish all the CEOs the best for this Financial Year's work. Presentations were presented by the following staff from Justice, Eileen Fonua, Seniloli 'Inoke, 'Ana Fusimalohi and 'Ana Fa'anunu introducing the Ministry's Divisions, their core functions and challenges. The PSC Office wishes to acknowledge CEO Justice, Ms. Manakovi Pahulu and the Ministry of Justice for hosting this forum.



Special CEO Forum

A Special CEO Forum was conducted on Monday, 24 August, 2020 at the Fe'aomoengalu Building, Nuku'alofa hosted by the Ministry of Finance. This special forum was based on Government's Budget Performance and the its implementation in the context of COVID-19. There were two presentations conducted during this forum, Mrs Sivoki Lavemaau from the Ministry of Finance and CEO of MEIDECC, Mr. Paula Ma'u on the National Information Communication Technology (NICT) project.



PSC Mission: “To deliver quality services with passion, integrity and efficiency in enabling platforms”
PSC Vision: “To be a trusted, respected and internationally reputed Public Service”

Oversight Highlights

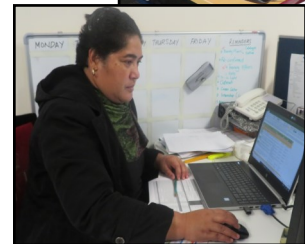
Reconciling PSC Office's HR Data

There has been a need for accurate HR data that will ultimately result in informed decision making concerning Human Resource in the Tonga Public Service.

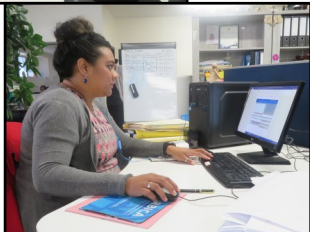
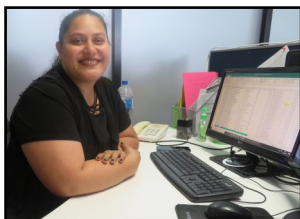
The PSC Office has initiated work since March 2020 in reconciling its own Human Resource data. This initiative is a critical part of the Office's work in ensuring that it retains updated Human Resource Data but most importantly, that these data are accurate. The development of this initiative is driven by the need for quality HR data, subsequently followed by sound analysis and effective analytics that meet the needs of various Decision Making positions, for sound decision making.

The work being undertaken is expected to feed into a HR Registry of the Office of the PSC. This work includes:

- ◆ Reconciling and resolving of civil servant lists retained separately by Workforce Development Division, and Oversight Division of the PSC Office (i.e. lists that were reconciled with Finance's payroll data and the Human Resource data kept by the twenty (20) line ministries that are under Schedule I of the Public Service Act);



- ◆ Updating and merging PSC Office Workforce Development, and Oversight civil servants lists into a single list;



- ◆ Matching of resolved civil servant lists with organizational structures submitted from Schedule I of the Public Service Act's line ministries to ensure that all civil servants data are accounted for and maintained;



The major portion of work that is yet to be completed is on the Human Resource data of Ministry of Education & Training's civil servants list.

A way forward on this initiative is the alignment of existing HR data sets with those required by the Public Service instructions which will require input of data for all civil servants.

PSC Office has continued to plan progressing this work further by coordinating data needs and readily available and requested data sets within the PSC Office so that they are consolidated and coordinated into a single HR Registry that will provide customized reports to meet HR data needs.

It is anticipated that this work will not only improve coordination of existing Human Resource work efforts within the PSC but will also mean greater work collaboration among the Divisions of the PSC Office and with line ministries. In the longer term, this may mean a more improved data analysis for decision making.

The Oversight team would also like to acknowledge the coordinated efforts of all the PSC Office Divisions: file team and ICT of Corporate for attending to files; Performance Development for reporting lines data; Remuneration team for confirmation of bands; Human Resource team for following up additional HR data from line ministries; **The efforts of the responsible staff from line ministries are greatly appreciated.**



COVID-19 Special Recruitment

Vetting Sub Committee

The Covid-19 Special Recruitment Sub-Committee have continued to meet throughout July and August. The sub-committee have had seven (7) meetings in July and August, 2020 and provided recommendations to the Chief Executive Officers (CEO) for Finance and OPSC for their endorsement, then for the Hon. Minister of Finance's approval.

Oversight Division would like to acknowledge the members of the Sub-Committee from Ministry of Finance, Ministry of Health, Ministry of Education & Training, and Schedule II representatives (His Majesty's Armed Forces, and Ministry of Police).

Your commitment and dedication, despite how difficult the task is, not to mention an additional load added to your current roles, is greatly appreciated.

Table 1: Meetings Held

Meeting	Date
Phase 2	• 13 July, 2020
	• 14 July, 2020
	• 29 July, 2020
Phase 3	• 4 August, 2020
	• 8 August, 2020
	• 25 August, 2020
	• 27 August, 2020

Reminder!!!

Line ministries are kindly reminded that all submissions for vetting closed on Monday, 14 September, 2020.

Central Agencies meetings

Two Central Agencies meetings were held in July and August, 2020. One was hosted by the National Planning Division of the Prime Minister's Office on 08 July, 2020 and the other by the PSC Office's Oversight Division on 18 August, 2020.

These Central Agencies comprise of the Office of the Public Service Commission, the Prime Minister's Office, and the Ministry of Finance. They have continued to hold meetings in preparation for the 2020/21 FY budgeting process.



Remuneration Highlights

On-going Review Classification of Positions (COP)

The Commission believes that the current application of the COP is suitable for new candidates & appointments. However, they felt that there is a time to “professionalize” the current Tonga Public Servant (TPS) by developing a more robust and specific “entry requirements”. Thus, several consultative meetings were carried out by the remuneration team and commission regarding the review of the COP.

The purpose of the review is to separate all the technical profession within all Line Ministries deemed as “special qualifications”. This will be a separate technical professional list from the current ones stated on the COP, however, maintain the existence of the current COP.

Details of consultative meeting:

Date	Positions Professional Class List
1/07/2020	Agriculture and Forestry Officers
6/07/2020	Fisheries Officer
9/07/2020	Statistician ICT Professionals and Technicians
13/07/2020	Accounting, Economics, Procurement, and Finance Professionals
20/07/2020	Inspectors and Regulatory Officers: Customs/ Revenue Officer
23/07/2020	Energy, Climate, Weather, Emergency Officer (MEIDECC)
27/07/2020	Land Management Officer Inspectors and Regulatory Officer (Court Registry Personnel/Bailiff or Probation Officer)
12/08/2020	Aviation, Marine, Engineering Officers

Job Evaluation

A total of seven (7) positions was evaluated by Job Evaluation Team on 7/07/20 and 19/08/2020; four (4) submission cases were banded by the Remuneration Authority on the 10 & 31 August, 2020 respectively; and one (1) reevaluation special case on 31 August, 2020.

Confirm Resultant Positions Bands

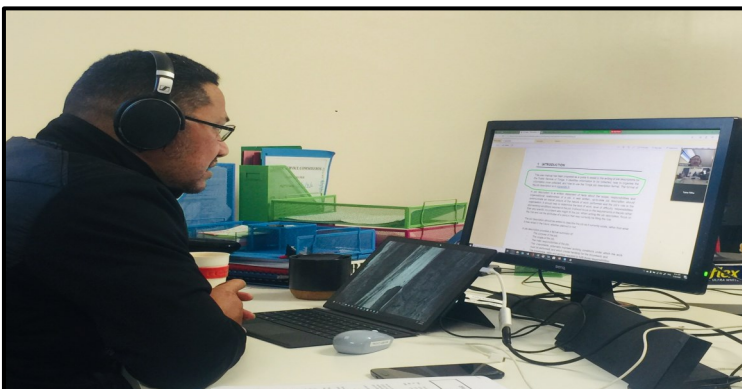
Following appropriate procedures by the Remuneration Division, we have confirmed 4 resultant positions for AGO (x2), MEIDECC (x1) and MIA (x1). Every Ministry must submit their resultant positions for confirmation / re-confirmation of bands to the PSC Office.

Remuneration consultation



Remuneration consultation with MORC in regards to Banding of positions and evaluation/re-evaluation process – 6 July, 2020.

Job Description Training



Remuneration Job Description (JD) Training on the new JD template with MOH via zoom—5 August 2020

Two sessions were conducted for the Ministry of Health on Job Description Format and other Remuneration related issues.

Remuneration Cases

- 2x Tribunal cases - from July & August, 2020.

Up-coming Event

- 20/21 Re-evaluation cycle OPEN 1st September, 2020 .
- Review Job Descriptions (JD) with Line Ministries
- Competency Framework consultation with Line Ministries

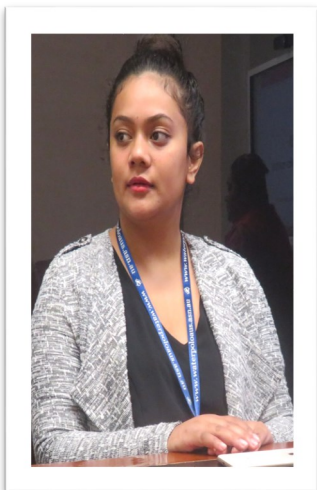
Workforce Development Highlights

Career Counselling



Mr. Moleni Ika, Ms. Victoria Moala, Mrs. Nolini Vaka'uta

On Thursday 23 July 2020, PSC Office provided a Career Counselling for Ms. Meleseini Victoria Moala. HOD Mr. Moleni Ika did welcome Ms. Moala to PSC Office and Mrs. Nolini Vaka'uta presented the PSC's core functions and role in government. Ms. Moala is currently a student at the USP Tonga Campus studying Law. She has shown interest in working for PSC Office and government in the future once she completes her degree. PSC Office is willing and will continue to support Ms. Moala with any advice on her career paths in the future.



Ms. Meleseini Victoria Moala

OTHER ACTIVITIES

- ◇ Meeting with MET Scholarship Unit— 27 July 2020
- ◇ Confirmation of Probation for Workforce Training Officer—11 August 2020
- ◇ Public Service Workforce Training Plan (Training Catalogue and Outline) for FY2020/21—24 August 2020
- ◇ Meeting with Katrina Ma'u Fatiaki for Leadership Training Programs—26 August 2020
- ◇ Six (6) Line Ministries confirmed on 23 & 27 July 2020 they can offer Internship Programs

PSC Office Joint Partnership with Tonga Statistics Department to provide the Introductory to Data Analysis Workshop

PSC Office and Tonga Statistical Department held the first meeting on 07 July 2020, to discuss ways for a joint partnership to provide a Data Analysis workshop for the Tonga Public Service. This will improve ways of analyzing data and to increase knowledge of employees that are working majorly with data. The Government Statistician Dr. Viliami Fifita mentioned that this training will increase the skills of data analysis and also contributes to the capacity building of the Public Servants. Mr. Maletino Hola and his Coordination team will lead the training and PSC Workforce team has facilitated the training logistics. Second meeting was held on 04 August 2020 to set out the work plan for the training and looking forward to conduct the first training for three (3) days for the Public Service on the second week of September 2020, 8 - 10 September 2020.



First meeting was held on 07 July 2020. **Left to Right:** Mr Sione Lolohea, Dr. Viliami Fifita, Mrs. Mele Taumoepeau Talia'uli, Mrs. Lupe Moala Tupou, Mrs. Nolini Vaka'uta.



Second meeting was held on 04 August 2020. **Left to Right:** Dr. Viliami Fifita, Mr. Sione Lolohea, Mr. Maletino Hola, Mrs. Nolini Vaka'uta.

Human Resources Management Highlights

Reminder about Oaths:

Only 2 ministries have requested to have their Oaths done for July and August, a reminder to all ministries to make sure that your officers have completed their oaths. Remembering that the requirements are:

Medical Certificate (by a Medical Officer that is recognized by the Medical Board.)

Traffic lights reporting for the month of June

Traffic Lights for June were sent out, however only 9 ministries had HR submissions for the month, leaving all other ministries Non-applicable for a Traffic Light as there was nothing to score them on. It should also be noted that as of July there will be a hold on the dissemination of Traffic Lights as the reports for the delegated powers are being reviewed.

HR Training For Next Month

HR will be conducting Line Ministry visits next month 10th—11th September, 2020. Look forward to seeing all of you soon. Savingsgrams were sent out to the HR Managers of all Line Ministries via email on the 28th August, 2020.

Induction on HR processes

In an effort to build the capacity of the staff within the PSC, two of our officers whose core focus resides in the ICT division will be assisting the HR Division taking on the role of desk officer. Both were trained and currently monitored by HR SAS Taniela Makisi. Also assisting from the Corporate Services Division are SAS Kolosia Talamai and AS Mona Taumoeofolau. We are happy to have them on our team this new financial year and looking forward to working with them.

HR desk officers re-allocation

Due to the addition of new desk officers from various divisions within the PSC there has been a reallocation of the line Ministries. Take note of the desk officer in **Table 1: HR desk officers reallocation**:

Table 1: HR desk officers reallocation

Desk Officer	Ministry
Taniela Makisi	Ministry Of Tourism Attorney General Office Ministry Of Justice
Jamie Sa	MEIDEC Ministry of Agriculture, Forests and Food Ministry of Trade & Economic Development Ministry of Internal Affairs
Malia Pome'e	Ministry Of Infrastructure Ministry of Education and Training Ministry of Lands & Natural Resources Ministry of Foreign Affairs
Neliane Afu	Ministry Of Health Ministry Of Finance Palace Office
Mona Taumoeofolau	Ministry Of Revenue & Customs
Kolosia Talamai	Public Service Commission
Siale 'Akauola	Ministry of Public Enterprises Ministry Of Fisheries
'Isileli Tapueluelu	National Bureau of Statistics Prime Minister's Office

Trip Down Memory Lane with Charlotte Vuki

We lost a key member of the PSC family with the passing of Charlotte Mapu'aho Vuki. In remembrance of Ms. Vuki the PSC Office, with the help of other PSC family in New Zealand, were able to view our HODs funeral via live streaming videos over Facebook. This was also held together with the program planned by HR "Trip Down Memory Lane with Char." Many in attendance shared their memories of Lote, all which highlighted what we all already knew that Lote will be missed and that she left a legacy to be proud of not only in the work place but in the memories of all whose life she touched.



Design Certificate for employees who died in service

It has been decided by Commission that all employees who pass away while serving in Government shall receive along with their biographical information a certificate, recognizing their valuable contribution to the Government of Tonga.



Performance Development Highlights

Key Activities for the month of July 2020

- ◆ Briefing of New PMS Forms with Ministry of Tourism PMS Managers on the **08 July, 2020**
- ◆ Activity Breakdown and Flowchart Initiative Meeting with the Ministry of Foreign Affairs on the **15 July, 2020**
- ◆ HOD PDD PMS Presentation for Tonga Prisons Commission Officers Annual General Meeting for FY 2020/21 on the **22 July, 2020**
- ◆ EFY PMS Assistance to Ministry of Revenue and Customs on the **23 July, 2020**
- ◆ Public Service Month Short Video Competition Awards on the **27 July, 2020**
- ◆ Dissemination of Formal Acknowledgements to Honorable Ministers for their support throughout the 2019/20 Financial Year on the **29 July, 2020**

Key Activities for the month of August 2020

- ◆ HOD PDD PMS Presentation for TFES 2nd Annual Commissioned Officers Conference for FY 2020/21 the **06 August, 2020**
- ◆ PMS Team Internal Moderation Presentation for MAFF supervisors on the **10 August, 2020**
- ◆ PMS Team 1-2-1 assistance to Tonga Prison's Supervisors on the **13 August, 2020**
- ◆ PMS Meeting with MET on MET Revised PMS Forms on the **14 August, 2020**
- ◆ PMS Meeting with MET Feedback on MET Revised PMS Forms on the **19 August, 2020**
- ◆ Due Date Submission of all MDA's EFY PMS Results to the PMS Team on the **23 August, 2020**
- ◆ Internal Attachment four (4) half days with HR Officer Vika Unga from TFES from **18—20 August, 2020** and the **02 September, 2020**.
- ◆ PDD Flowchart meeting with Tonga Police on the **27 August, 2020**

Reminder!!!!

ALL line Ministries Flowchart Process Mapping MUST be submitted to the PMS Team by Close of Business (COB) 18th of September 2020

Congratulations!! Public Service Month Short Video Competition Awards



Chairman PSC with CEO PSC Awards for 1st Place in "Proud to Be Tongan Category"



Chairman PSC with CEO MORC Awards for 1st Place in "Covid-19 Champion Category"



Chairman PSC with CEO MOH for winning the Special Recognition Awards

PSC Office Retreat



Remuneration Team



Pastor Mark Stephenson



Human Resource Management , Corporate Services, ICT & Leadership Teams

The PSC Office held its two-day retreat for 2020/2021 Financial Year on Thursday 6th August and Friday 7th August, 2020 at the Katea Resort, Nakolo. Dr. Lia Maka, CEO of the PSC welcomed Senior staff and acknowledged their commitment and hard work throughout 2019/2020. The purpose of this retreat was to deepen the staff's understanding of our vision by focusing on the values of Trust, Respect and Reputation. Every staff was asked to make one commitment to excellence while conducting their work for this new financial year.

The PSC Office would like to thank Pastor Mark Stephenson for the words of encouragement. We can now see the connection of our work culture to our vision and mission. We must nurture and cultivate cultures that will help us achieve our vision and mission.



Performance & Workforce Development Team



Oversight Team

We wish to acknowledge every contribution to the PSC Newsletter. We appreciate very much the articles and information shared in this newsletter.

For any events, achievements, or annual occasions please send articles to oversight@psc.gov.to for our next newsletter by **30 October, 2020** or contact Siniteke Fotu at sfotu@psc.gov.to or Lavenita Fakava at lfakava@psc.gov.to

BEHIND THE SCENE



Victorina Kioa

Deputy Secretary

Oversight



'Ana Ma'afu

Senior Assistant

Secretary

Oversight



Maa'imoa Mafle'o

Senior Assistant

Secretary

Oversight



Siniteke Fotu

Assistant Secretary

Oversight



Lavenita Fakava

Assistant Secretary

Oversight