



## PSC Newsletter: March | April 2021

### Office of the Public Service Commission



Source: Ministry of Health Tonga Facebook page

### KOE 'OTUA MO TONGA KO HOKU TOFI'A

*\*We are in this together\**

*\*Fighting COVID-19\**

#### VISION

To be a trusted, respected  
and internationally reputed  
Public Service

#### THEME

T: Timely  
R: Responsible  
U: United  
S: Sincere  
T: Teamwork

#### MISSION

To deliver quality services  
with passion, integrity and  
efficiency in enabling  
platform

# Welcome to PSC Newsletter

## PSC Newsletter Volume 2 covers events from the Public Service for the months of March & April 2021.

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 feedback 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](mailto:oversight@psc.gov.to) for inclusion in the 3rd Edition by **8 July, 2021**.

### March —April Events

- ♦ Ministry of Health: Historical Launch of the COVID-19 Vaccination Program ..... 3 pg
- ♦ Ministry of Trade & Economics Development: World Consumer Rights Day ..... 4 pg
- ♦ Ministry of Internal Affairs: International Women's Day ..... 5 pg
- ♦ Ministry of Foreign Affairs: Launch of the Migration & Sustainable Development Policy ... 6 pg
- ♦ Public Service Commission: Chief Executive Officer's Forum ..... 7 pg
- ♦ PSC Office events ..... 8 -11 pg
  - Workforce Development
  - Performance Development
  - Remuneration
  - Oversight - Talatalanoa Program

### **Up coming events:**

- ♦ International Nurses Day .....12 May 2021
- ♦ World Tobacco Day.....31 May 2021
- ♦ World Environment Day..... 5 June 2021

### **PUBLIC SERVICE POLICY!!**



**Policy Instructions recently approved;**

- **Sexual Harassment Policy**



# Historical Launch of the COVID-19 Vaccination Program



On Wednesday 14 April 2021, Her Royal Highness The Princess Royal Salote Mafile'o Pilolevu Tuita led the national vaccination rollout in Tonga by receiving her first dosage of the Oxford-AstraZeneca COVID-19 vaccine at Falemasiva Hall, Haveluloto. In her Royal keynote address, she conveyed, **"Today the vaccines are here in Tonga to help us—you and I— to be better prepared today, for the future. In this journey, let us walk and work together with the Tongan Government and the Ministry of Health. This is the hallmark of our nation, our strength lies in working together"**

The Hon. Prime Minister Rev. Dr. Pohiva Tu'i'onetoa, Minister for Health, Honorable Associate Professor 'Amelia Afuha'amango Tu'ipulotu, Lord Tu'ilakepa and Hon. Ministers of the Cabinet, Members of the Diplomatic Corp, members of the Clergy and distinguished guests were present at the historic commencement of COVID-19 Vaccination Program. (Ministry of Health Fb page)





## World Consumer Rights Day



Source: <https://matangitonga.to/>

### Theme: Be a No-Pelesitiki Consumer

“Imagine if all of us are given the choice to use either plastic bags or non-plastic bags at the counters, what would you do?” This was the question Hon. Frederica Tuita Filipe posed for the audience as she delivered the keynote address for World Consumer Rights Day 2021, an event that was coordinated and led by the Ministry of Trade and Economic Development. World Consumer Rights Day (WCRD) is celebrated globally every year on the 15 March since 1983. It is an annual occasion to celebrate and express solidarity towards international consumer movements. All consumer organizations around the world advocate on the theme through campaigns, workshops and publications.

This year, the WCRD theme is **Tackling Plastic Pollution**. The Consumer Protection and Fair-Trade Division, also known as Consumer Affairs Tonga partnered with the No-Pelesitiki Campaign to organize and mobilize our networks to action the theme presented by the Consumer International Organization and developed a local theme “**Be a no-pelesitiki consumer**”. On Saturday, 13 March, the Ministry staff and the No-Pelesitiki Campaign Networks joined together to pick-up rubbish along the Nuku’alofa waterfront. There were groups from Sopa, Kolomotu’a, Kolofo’ou, Fasi and Fangaloto/Popua. After the clean-up campaign, a short program was hosted by the Ministry to thank the No-Pelesitiki Campaign for partnering in this effort where the donor of the No-Pelesitiki Campaign, Her Excellency Tiffany Babington, the New Zealand High Commissioner emphasized the need for businesses, government and consumers to work together to accelerate the work being done to ban single-use plastics in Tonga. On Monday, 15 March, the Ministry hosted an official program to recognize the efforts of existing businesses to tackle plastic pollution by eliminating plastic in their packaging and products. The Ministry notes that although consumers have a choice to reduce their consumption of plastic, it is businesses that are making that choice available to consumers. There were altogether 14 businesses and organizations that were awarded a recognition certificate to show our appreciation for businesses that are already making that choice of ditching plastic easier for consumers.





# International Women's Day



**Theme: Women in leadership achieving an equal future in a COVID-19 world**



Ministry of Internal Affairs celebrated International Women's Day at the Fa'onelua Convention Center on Monday 8 March, 2021. International Women's Day commemorated the movement for women's right after some 15,000 women marched in New York City to demand better working conditions and voting rights. This year's theme "Women in leadership achieving an equal future in a COVID-19 world", focusing on the tremendous efforts by women and girls around the world in shaping a more equal future and recovery from the COVID-19 pandemic.



The Honorable Prime Minister, Rev Dr. Pohiva Tu'i'onetoa, the Guest of Honor at the ceremony, also launched the Tonga National Services Delivery Protocol for Responding to Cases of Gender-Based Violence during this year's International Women's Day celebration.

This is Tonga's first ever national protocol that coordinated multisector responses to gender-based violence. The development of the protocol was led by the Ministry of Internal Affairs with funding from the Families Free of Violence program through the Australian Government, and technical support from United Nations (UN) Women Fiji Multi-Country Office (MCO) through the Pacific Partnership to end violence against women and girls program, funded primarily by the European Union, and the Government of Australian and New Zealand.



Joining the event via ZOOM from UN Women MCO in Fiji Ms. Sandra Bernklau and Ms. Polotu Fakafanua Paunga the Head of the Women and Gender Equality Division of the Ministry of Internal Affairs and, Hon Fatafehi 'o Lapaha Tuita Filipe, His Excellency Adrian Morrison the Australian High Commissioner to Tonga, Hon Minister for Health Dr 'Amelia Tu'ipulotu, Minister for Internal Affairs Hon Vatau Mefi Hui among other guests.



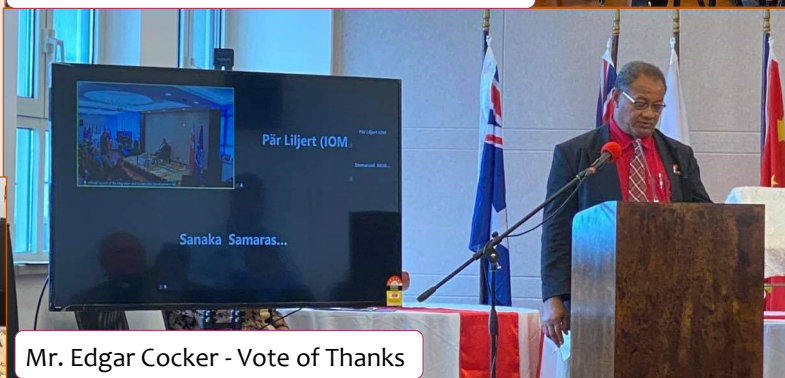
# Official Launch of the Migration and Sustainable Development Policy



On Wednesday 28 April 2021 the Honorable Prime Minister, Hon. Dr. Rev. Pohiva Tu'i'oneota officially launched Tonga's Migration and Sustainable Development Policy (MSDP) at the Ministry of Foreign Affairs, St. George Building, Nuku'alofa. The event was attended by Cabinet Ministers, Hon. Hu'akavameiliku and Hon. Tatafu Moeaki, members of the Diplomatic Corps, Chief Executive Officers and distinguished guests. Ministry of Foreign Affairs in partnership with the International Organization for Migration implemented the MSDP aiming to provide Tonga's stakeholders an evidence based framework which is the beginning of an ongoing process in strengthening a migration strategy for sustainable development.



Remarks from the Honorable Prime Minister



Mr. Edgar Cocker - Vote of Thanks



Fr. Paulo 'Amato - Prayer



Ms Telesia Kaitapu—Policy briefing MSDP



Mr Leonaitasi Kuluni - Welcoming Remarks



# Chief Executive Officer's Forum

## CEO Forum on 11 March, 2021

The second CEO forum for the year 2021 was held on Thursday 11 March, 2021 at the Tonga Statistics Department conference room. This forum was hosted by the PSC Office and was chaired by the PSC Chief Executive Officer, Dr. Lia Maka. The forum was attended by the Commissioners, 10 CEOs and 3 representatives from Line Ministries and several staff from the PSC Office. The main discussion points were on the **Bonus Payment of CEOs** and other matters discussed were the Overtime (CEO), Allowance (CEO), Classification of Posts.



## Special CEO Forum on 29 April, 2021

On Thursday 29 April 2021, a special CEO Forum was hosted by the Ombudsman, Mr 'Aisea Taumoepeau SC as part of the Office of the Ombudsman's outreach programme. The CEO for the Public Service Commission, Dr. Lia Maka acknowledged the ongoing cooperation between the Commission and the Ombudsman as oversight bodies and welcomed the request to conduct the forum specifically focusing on "Interaction with MDAs". There were 10 CEOs and 1 representative that attended. The Commission extends their gratitude to the Ombudsman and his staff for hosting the forum and looks forward to future cooperation. The PSC Office also wishes to extend its gratitude to the Government Statistician and his staff for availing their conference room for the CEO Forum.





# Public Service Workforce Development

## Key Activities for the month of March & April 2021

The Tonga Award Scholarship Orientation Program for Tonga Government In-Country Scholarship Awardees was held on 8 March, 2021 at the LDS Church Conference Room, Vaha'akolo Road Longolongo. The Minister of Education and Training, Hon. Hu'akavameiliku addressed the participants and encourages them to make use of the opportunity and closely working together with the Scholarship Office to achieve and complete their study program.

PSC Office was represented by Nolini Vaka'uta and she emphasized on the importance of completing their studies on time. Scholarships are allocated according to priority need areas from government Line Ministries (LMs). Those LMs are expecting them to complete and return to serve.

The scholarship process was clearly explained to the participants– the types of scholarship offered and the requirements from TNQAB.



Above: Hon. Hu'akavameiliku key note address to Government of Tonga scholarship recipients



## 'Eua Induction Training Program

The Induction Training for the new employees in 'Eua was conducted on 3 March 2021 at the Malau Hall. This was led by Mr Moleni Ika and was attended by thirteen (13 participants, ten (10) participants from the Ministry of Education and Training and one (1) each from the Ministry of Justice, Finance and PMO.



## Other Tasks Completed

- Completion of the Career Counselling session for Ms. Mele Vite on 30 March, 2021.
- Meeting with the Ministry of Infrastructure— Marine and Ports Director, Mrs. Kelela Tonga on 13 April 2021, to discuss a way forward for Infrastructure (Marine & Ports) Career Sector.
- Meeting with DFAT's Second Secretary & Vice Consul, Ms. Ella Scott and Program Manager, Mrs. Asi Vanisi on 23 April 2021 to discuss workforce priorities and support from DFAT
- Completion of first Job Market Supply Analysis Report for the period of July 2020 to April 2021 and CEO approved on 28/4/21.

Ms. Mele Paea Latu, Assistant Secretary successfully completed the Singapore Online Course: Public Service 4.0: Smart Nation Citizen Services on 12 March 2021.



Miss Mele Paea Latu, Assistant Secretary

## SCHOLARSHIP OPPORTUNITIES

- \* Indian Council for Culture Relations (ICCR) Scholarships for the academic year 2021-2022
- \* Commonwealth of Learning Scholarship – Skills for Work
- \* Australian Scholarships



# Public Service Performance Development



Mr Moleni Ika presenting CHAR'S Dashboard for Officers In Charge at 'Eua

## Key Activities for the month of March, 2021

- Flowchart/Dashboard Training for Officers In Charge at 'Eua on 03 March, 2021.
- Convene of 1st Oversight Moderation Committee Meeting (OMC) on Reconsideration of PMS Results for 2019/20 FY on 12 March, 2021.
- Completion of PMS Internal Attachment Program for new PMS Manager from MAFF on 17 March, 2021.
- PMS Coaching and Mentoring Training for Electoral Commission Division, Ministry of Justice on 17 March, 2021.
- Reconciliation of PMS Mid-Year Review Results for 2020/21 FY completed.

## Key Activities for the month of April, 2021

- Implementation of devolution (pilot) of PMS Quality Check responsibility to 8 ministries.
- The OMC held its second (2nd) meeting on Reconsideration of the PMS EFY Results for 2019/20 FY on the 20th April, 2021.
- Final OMC Report approved and submitted to APRA on 26 April, 2021.
- Submission of PMS Quarterly Report for January to March 2021 quarter by line ministries on the 09 April, 2021.
- Analyze and disseminate PMS Quarterly Report and PMS Quality Check Report to line ministries CEOs.

The PSC Office PMS Team would like to THANK YOU for your ongoing commitment and support throughout the month of March and April, 2021.

# Public Service Remuneration

## Key Activities for the month of March & April 2021

The Remuneration Division focused on the final review of the COP, Job Description (JD) Transitioning from Old format to the New JD Template, Job Evaluation and Re-evaluation of positions, Wage-bill analysis and data collection. The details are further specified below;

### Commission Classification of Positions (COP) Review

The review of the COP is an on-going process where the division completed 4 COP Commission Meeting in the month of March and April. Details are listed below;

DATE	MINISTRY
04/03/2021	MTED, MOT, MIA, MFA, PAL, and PMO
25/03/2021	MPE and PSC-Human Resource positions.
08/04/2021	Minimum requirements for all positions in Band E to Band L
15/04/2021	Final review of all minimum requirements for all positions in Band E to Band L

### JD Training

Support and assist MOH with JD Trainings and JD Transitions on the following date: 3-5/3/2021, 8/3/2021 and 11/3/2021

### JD Transitions-Line ministries that have submitted their JDs in the new template

MINISTRY	DUE DATE FROM LINE MINISTRIES
AGO	30/11/2020
MAFF	01/02/2021
MEIDECC	01/02/2021
MET	01/02/2021
MFA	30/11/2020
MoF (Finance)	30/11/2020
MIA	30/11/2020
MLNR	01/02/2021
MOF (Fisheries)	01/02/2021
MOH	01/02/2021
MOI	01/02/2021
MOJ	01/02/2021
MORC	01/02/2021
MOT	30/11/2020
MPE	30/11/2020
MTED	01/02/2021
NBS	30/11/2020
PAL	30/11/2020
PMO	30/11/2020
PSC	30/09/2020

### Job Evaluation

Total of 381 posts were evaluated by PSC Job Evaluation Team

### Remuneration Meetings

09/04/2021	Consultation meeting with Fisheries regarding the new COP.
16/04/2021	Consultation meeting with MOI regarding the COP, Minimum Requirements, and other Remuneration issues.
22/04/2021	Meeting with Finance on the on-going assistance with Wage-bill analysis and data collection, DS Tevita Fotu.



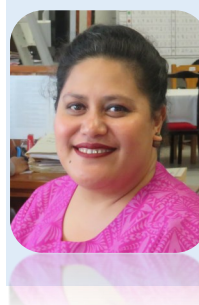
AS Latu, and AS Fifta: JD Training with MOH



PSC-JET : Evaluation of positions

### Staff Recruitment

#### Congratulations!!!!



The Remuneration Division welcomes Ms. Maa'imoa Mafile'o to her new position Principal Assistant Secretary.



# Public Service Oversight

## PSC Talatalanoa Program



The PSC Talatalanoa program was successfully conducted to all the Line Ministries at ‘Eua on the 2nd– 3rd March, 2021, the Palace Office on the 08 April, 2021, and the Ministry of Foreign Affairs on 22 April, 2021. This is an important program which allows the PSC Office to present and discuss with the employees of all Government Ministries, new policies and policies and instructions that needs reminding and clarification. This is crucial so that the Public Service have the same understanding of policies and instructions such as the Code of Ethics and Conduct for the Public Service 2010, Social Media Guideline 2020 and revised policies and instructions. The staff were also able to capture concerns and issues from the employees for our necessary actions to ensure that the Public Service is able to deliver their core functions effectively and efficiently. The PSC Office wishes to extend its gratitude to all Line Ministries for welcoming us and for their warm hospitality. The Talatalanoa Program was a success because of your willingness to take part and freely share with us your concerns, recommendations and success stories.



Ministry of Foreign Affairs



Palace Office



Ministry of Foreign Affairs

**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”



## ...We are in this together...

V for Vaccination: COVID-19 vaccines will keep you from getting COVID-19 and if you get COVID-19, the vaccine will help keep you from getting seriously ill. Protecting yourself also protects the people around you, it will keep us closer to our loved ones, we can safely learn together, work together, pray together and dance together.



We wish to acknowledge every contribution to the PSC Newsletter. We greatly appreciate the articles and information shared in this newsletter. We also acknowledge the Facebook pages, official Govt. Ministry's Facebook pages and individual pages, which we received photos from, thank you for allowing us to use your photos.

For any events, achievements, or annually celebrated events please send articles to [oversight@psc.gov.to](mailto:oversight@psc.gov.to)

for our next newsletter by **08 July, 2021**.

## Behind The Scenes



**Victorina Kioa**  
Deputy Secretary  
Oversight



**Lavenita Fakava**  
Assistant Secretary  
Oversight



**Siniteke Fotu**  
Assistant Secretary  
Oversight



**'Ana Ma'afu**  
Senior Assistant  
Secretary  
Oversight