



Welcome to the Office of the Public Service Commission's Bi-Monthly Newsletter for May-June 2023. As we approach the end of this Financial Year, we hope that our Newsletters have captured useful and interesting highlights for all our readers. We are always grateful for the ongoing support from Line Ministries who contribute to our Newsletters and provide resourceful information from their respective Ministries.

In this issue, you will find:

Featured Line Ministries:

- Tonga Statistics Department

PSC Office Highlights:

- Ministry of Justice CEO Appointment
- Ministry of Public Enterprises CEO Appointment

- Ministry of Public Enterprises CEO Appointment
- Children's White Sunday
- Mother's Day Morning Tea
- Father's Day Luncheon
- JET Training
- SAINT Training
- Best Performance Practice Conference



# Appointment of the CEO for Ministry of Justice

23rd June 2023

Dr. Sela Teukisiafo'ou Moa of Fasi mo e Afi, Kolofu'ou, Tongatapu has been appointed as the new Chief Executive Officer (CEO) for the Ministry of Justice. Dr. Moa's employment by Government is for a period of four (4) years, effective on June, 24th 2023. She will be taking over as the new CEO for the Ministry of Justice from Mrs. Temaleti Manakovi Aleamotu'a - Pahulu who will complete her employment contract on June, 24th 2023.

Dr. Moa's career in the Public Service began in April 2004 when she was appointed as an Assistant Registrar for the Companies and Intellectual Property Division of the Ministry of Labour, Commerce and Industries (now known as the Ministry of Trade and Economic Development). In March 2006, Dr. Moa was promoted to the position of Assistant Crown Counsel at the Crown Law Office until February 2008. Between 2008 and 2011, Dr. Moa served as a private Law Practitioner under several projects in drafting and review legislations, and other legal services to the public. Dr. Moa then returned to the Public Service and was appointed as a Deputy Secretary and Legal Officer for the Prime Minister's Office in February 2016 to 2019. Towards the end of November 2019, Dr. Moa joined the Policy Division of the Ministry of Trade and Economic Development until December 2020. In January 2021, Dr. Moa was appointed to the Deputy Secretary position, Leadership & Legal Policy Division at the Ministry of Justice, where she is currently working.

Dr. Moa holds a Doctor of Philosophy (PhD) in Law from the University of New South Wales in Australia (2017), Master of Laws from the Deakin University in Australia (2010), Bachelor of Laws from the University of the South Pacific – School of Law in Vanuatu (2001), and a Professional Diploma in Legal Practice from the Institute of Justice and Applied Legal studies in Fiji (2002).

The Public Service Commission welcomes Dr. Sela Teukisiafo'ou Moa's appointment as the new Chief Executive Officer for the Ministry of Justice. We wish her every success during her term in Office.



# Reappointment of the CEO of the Ministry of Public Enterprises

Mr. Sione Pulotu 'Akau'ola of Nukunuku and Kanokupolu, Tongatapu has been reappointed as the Chief Executive Officer for the Ministry of Public Enterprises. Mr. 'Akau'ola's employment by Government is for a period of four (4) years with effect from the date of signing of contract agreement.

Mr. 'Akau'ola's career in the Public Service began in 1999 as an Assistant Secretary at the Staff Establishment Division of the Prime Minister's Office. In the year 2004, he was promoted to the position of Senior Assistant Secretary at the Public Service Commission under the Prime Minister's Office until late January of 2005. Mr. 'Akau'ola yet again was offered another promotion to the position of Deputy Secretary for Marine and Ports & Head of Corporate Services at the Ministry of Transport in 2005 until June 2012. In 2007, Mr. 'Akau'ola was appointed to the Acting Secretary/CEO role in various instances such as; (i) Acting Secretary/CEO for Marine and Ports from January to April 2007, (ii) Acting Secretary for Civil Aviation from April to June 2007, and (iii) Acting Secretary for Transport from August 2007 to October 2008. Due to the Government reform in 2012, the Ministry of Infrastructure replaced the former Ministry of Works and Ministry of Transport and Mr. 'Akau'ola was appointed to the position of Director for Corporate Services in July 2012. In July 2013, he joined the Ministry of Public Enterprises as the Deputy CEO for Public Enterprises overseeing the Ministry's Corporate Services, Rationalization & Special Projects.

This will be Mr. 'Akau'ola's third term in Office, his first appointment to the CEO role of the Ministry of Public Enterprise was on the 25th June 2015.

Mr. 'Akau'ola holds a Master of Business Administration/MBA (2003) and Bachelor of Arts - Double major in Economics, Management and Public Administration (1999) from the University of the South Pacific in Fiji.

The Public Service Commission welcomes Mr. Sione 'Akau'ola's reappointment as the Chief Executive Officer for the Ministry of Public Enterprises and wishes him success in his term in Office.





# Completion of Employment Contract of Dr. Siale 'Akau'ola, Chief Executive Officer for the Ministry of Health

Dr. Siale 'Akau'ola entered the Tonga Public Service as a Medical Officer in Surgery at the Vaiola Hospital with the Ministry of Health in 1986 to 1987, and at the Prince Ngu Hospital at Vava'u from 1987 to 1988. In 1989, he was offered the opportunity for attachments in Plastic surgery for three (3) months with the Preston and Northcote Community Hospital (PANCH) in Melbourne Australia, and a visiting Medical Officer at the Queen Elizabeth Hospital at Adelaide Australia under Interplast auspices.

Later in 1998, Dr. 'Akau'ola returned to Tonga to his role as a Medical Officer at Vaiola Hospital until 1992 when he advanced as a Medical Officer at the Medical Ward. In January 1993, he served as a Pathology Registrar Medical Officer in Pathology, Microbiology, Hematology, Blood Transfusion and Clinical Chemistry at the Dunedin Hospital, New Zealand until December 1995.

Dr. 'Akau'ola was offered the promotion to the position of Special Grade Medical Officer at the Vaiola Hospital in January 1996. Dr. 'Akau'ola also served in another position of Senior Medical Officer of Laboratory Services at Vaiola Hospital from 1998 to 2004. Then later in 2004, he was promoted to the position of Medical Superintendent of Clinic Services until his appointment to the Chief Executive Officer (CEO) position of the Ministry of Health on 01 May 2009.

Dr. 'Akau'ola appointment to the Chief Executive Officer position in 2009 was under five (5) years employment contract with the Government of Tonga. After his contract date in 01 May 2014, Dr. 'Akau'ola was reappointed to the Chief Executive Officer position furthermore his employment contract was extended by the Commission with the Government between 2015 to 2018. On 16 May 2019, he was reappointed again to the CEO position for the Ministry of Health under four (4) years employment contract with government.

At the completion date of Dr. 'Akau'ola's employment contract at the Ministry of Health and Government of Tonga, he has served as total of fourteen (14) years as a Chief Executive Officer for the Ministry of Health and over thirty-seven (37) years of service of a true and respected public servant to the people of Tonga.

The Commission applaud the determination and efforts that Dr. 'Akau'ola has demonstrated during his time with the public service but especially with the Ministry of Health. The Commission look forward to seeing great things Dr. 'Akau'ola will accomplish in the coming years.

Finally, the Public Service Commission wishes Dr. 'Akau'ola all the best in his new endeavour and may God grant him with prosperity wherever he goes.



# Completion of Employment Contract of Mrs. Temaleti Manakovi 'Aleamotu'a- Pahulu, Chief Executive Officer for the Ministry of Justice

Mrs. Temaleti Manakovi Aleamotu'a – Pahulu entered the Tonga Public Service as a Senior Executive Officer at the Justice Department on 02nd April 1986.

After obtaining her Bachelor's Degree in Law from the United Kingdom, Mrs. Pahulu was promoted to the position of Assistant Legal Officer at the Crown Law department on 21st September 1992. While serving at the Crown Law department, Mrs. Pahulu was transferred on promotion to Ministry of Justice as a Deputy Registrar at the Supreme Court on 16th September 1993. Mrs. Pahulu served as a substitute Registrar and Relieving Magistrate in Vava'u on 26th July 1994 until 11th August 1994.

On 13th February 1995, she was appointed as Acting Registrar for the Supreme Court and the Acting Deputy Secretary for Justice from 26th September 1995 to 19th June 1996. In the beginning of 1997, she was promoted to the position of Registrar at the Supreme Court on 02nd January 1997. Then on the 01st July 2000 she was promoted to the position of Senior Registrar, on the 01st July 2007 she was promoted to the position of Chief Registrar.

While serving in her role as Chief Registrar, Mrs. Pahulu was appointed on 14th April 2010 as the Relieving Magistrate. She officially signed and sworn her allegiance and official oath to Cabinet on 05th May 2010. On 17th December 2012, the Public Service Commission approved the redesignation of Mrs. Pahulu's position, Chief Registrar to Deputy Secretary at the Registrar General's Office of the Ministry of Justice.

In addition to her role(s) at the Ministry of Justice, Mrs. Pahulu was selected to be the National Coordinator for Tonga to the Pacific Judicial Development Programme (PJDP) in 2011 and the Chairperson of the Family Projection Referral Committee in 2019.

Since late 2007, Mrs. Pahulu has served in various occasions as Acting Chief Executive Officer (CEO) for the Ministry and due to the sudden passing of the former CEO/Secretary for Justice in March of 2018, Mrs. Pahulu was appointed from time to time, the Acting CEO until her official appointment to the CEO position of the Ministry of Justice on the 24th June 2019.

Mrs. Pahulu's appointment to the CEO position was for a four (4) year contract with the Government of Tonga. At the completion date of Mrs. Pahulu's employment contract at the Ministry of Justice and the Government of Tonga, she has served a total of four (4) years as Chief Executive Officer for the Ministry of Justice and thirty-seven (37) years and two (2) months of service as an esteemed and respected Public Servant to the people of Tonga. Mrs. Pahulu holds a Bachelor of Laws/LLB (Hon.) from the University of East London in the United Kingdom and a Bachelor of Arts in History and Anthropology from the University of Auckland in New Zealand.

The Commission applauds her determination and dedication which was demonstrated in serving the Public Service. Her service to the Ministry of Justice and the Judiciary system of Tonga is greatly appreciated. The Public Service Commission wishes Mrs. Pahulu a happy retirement and wishes her all the best in her new endeavour.

# Launch of the Equality Insights Rapid Report, Tonga Survey 2022

## Tonga Statistics Department May-June Highlights



Jun 13, 2023

In collaboration with the Australian Government through the Department of Foreign Affairs and Trade (DFAT), International Women's Development Agency (IWDA), Global Technical Advisory Group (GTAG), and the Ministry of Internal Affairs – Women's Affairs

and Gender Equality Division (MIA / WAGED) the Tonga Statistics Department successfully launched the Equality Insights Rapid Report, Tonga Survey 2022 on June 12th, 2023. Equality Insights as a measure assesses multidimensional poverty by considering fifteen dimensions of life—clothing, education, energy, environment, family planning, food, health, relationships, safety, sanitation, shelter, time use, voice, water, and work. It also assesses financial circumstances by measuring assets. Equality Insight is an International Women Development Agency's flagship program, which focuses on individual-level, gender-sensitive measurement of multidimensional poverty and inequality influenced by various social, economic, and environmental factors and contexts. This poverty and inequality measure was implemented in Tonga in 2022 using Equality Insights Rapid – a new, shorter, phone-based survey that measures deprivation across 15 dimensions of life. All adults in a sampled household are surveyed individually, with a complimentary household survey used to identify all eligible household members and collect information on a number of questions where circumstances are similar for all household members. A representative, multi-stage cluster sampling approach was utilised to gather survey responses from across Tonga. Five strata were identified following the Tongan Statistics Department (TSD) formal census designations. Responses were gathered from people residing in Tongatapu, Vava'u, Ha'apai, and Eua. The Niuas were excluded based on its remote location and limited population size. Data collection took place over the course of seven weeks from early May 2022 to 30 June 2022. The final dataset included 6,703 individuals from 2,551 households.



# PSC Highlights

## Children's White Sunday

May is celebrated as the Month of Family, and the PSC (name of the organization/company) is delighted to embrace the spirit of family among its employees. As a part of our preparations for Children's White Sunday, our staff demonstrated their support by wearing "fakame" outfits on Friday. The employees who had the best fakame outfits were rewarded with prizes, and a delightful morning tea followed the event.

## Farewell with Lolohea

We bid farewell to one of our esteemed colleagues, Mrs. Lolohea Tu'uhetoka, Senior Assistant Secretary, as she received a well-deserved promotion at the Prime Minister's Office. Although we are sad to see her go, we are genuinely delighted by her achievements and extend our heartfelt wishes for her success in her new role.



## Mother's Day Morning Tea

Our tradition of Friday Morning Tea continued, this time dedicated to honoring our beloved mothers. The social committee once again organized a delightful event, this year's theme being "wedding dress" outfits. Prizes were thoughtfully prepared to recognize the best Wedding outfit. We sincerely hope that all our mothers were showered with the love and appreciation they truly deserve, and we extend these well wishes to everyone as well.



## HAPPY FATHERS DAY FROM PSC



We organized a luncheon in honor of the wonderful fathers at PSC. The event had a multi theme of Red and Pink, adding to the festive celebration of all our fathers. We extend our warmest wishes for a happy and blessed Father's Day to each and every father.

## PSC Job Evaluation Training



A three-day Job Evaluation Training program was conducted to introduce a select group of PSC staff members to the Korn Ferry Hay Guide Chart Profiling Method. The main objective of this training was to provide participants with practical experience in utilizing the Korn Ferry Hay Method for evaluating a wide range of jobs across different organizational levels and functions. We express our gratitude to Andrew Mackmurdie for his valuable time and dedication in facilitating this training program. Through this initiative, PSC staff gained valuable insights into the workings of Job Evaluation and acquired new skills and knowledge that will enable them to support the Remuneration team effectively.

**on the 18 & 19 May 2023, attended by**

**60+ participants**

Leadership Training Day 1



19th-22 June, 2023

The Office of the Public Service Commission recently concluded a four-day workshop in collaboration with the Office of the Auditor General of New Zealand. The purpose of this workshop was to evaluate and enhance integrity within the Public Service, with a focus on identifying strategies to minimize vulnerabilities. Our PSC staff thoroughly enjoyed the engaging sessions facilitated by the dedicated trainers, namely Angela, Jane, and Belinda. We extend our heartfelt gratitude to them for their valuable time and unwavering commitment throughout the training.



Leadership Training Day 2

Furthermore, we would like to extend our gratitude to the Office of the Auditor General-New Zealand for their steadfast dedication to capacity building and development, particularly in the crucial areas of integrity. We eagerly anticipate future collaborative training opportunities with your esteemed organization.



**Two (2) days First Aid Training for 15 participants on 23 & 24 May 2023**

Last but certainly not least, we would like to express our sincere appreciation to the Auditor General Sefita Tangi and the Office of the Auditor General-Tonga for nominating PSC to participate in this significant workshop. We firmly believe that this training has immensely benefited us in various aspects. A huge thank you also to the Government Statistician Sione Lolohea and the Management of the Department of Statistics for the use of their Conference room. Malo 'aupito 'a e ngaahi fetokoni'aki moe fepoupouaki kotoape ke malava 'o fakahoko fakalelei hotau ngaahi fatongia.

**Induction Program for 40 new employees on the 31 May 2023**





# Best Practice Conference

## Best Practice Conference Part I:

On the 28th of June 2023, the Office of the Public Service Commission-Tonga organized a Best Practice Conference at the Fa'onelua Convention Centre to commemorate this year's Public Service Month. We were privileged to have the presence of Honorable Samiu Vaipulu, the Deputy Prime Minister, as the esteemed guest at the conference. We were also honored to welcome Mr. Sinilau Kolokihakaufusi, the Deputy Chairman of the Commission, Deputy Commissioner of Tonga Police Pelenatita Vaisuai, Father 'Ekuasi Manu, Principal of 'Apifo'ou College, and esteemed guests representing various Line Ministries.

This collaborative conference brought together government ministries and agencies listed under Schedule 2 to share their best practices from the current financial year. It provided an excellent opportunity for ministries to learn from one another and acknowledge their dedication to excellence in public service.

We sincerely thank Honorable Samiu Vaipulu, the Deputy Prime Minister, for gracing us with his presence as the guest of honor. We also thank Mr. Sinilau Kolokihakaufusi, Pelenatita Suai, Father 'Ekuasi Manu, and our distinguished guests from different ministries for their valuable time and contribution to this conference. We look forward to continuing our close collaboration in the future.

## Best Practice Conference Part II:

Following the Best Practice Presentations, the Public Service Commission (PSC) proceeded with the Prize Giving Ceremony for the High School Students' Essay Competition winners, as part of the ongoing Public Service Month. Numerous high schools, Namely 'Apifo'ou College, Takuilau College, Tonga High School, and Tonga College 'Atele, participated in this competition. The deserving winners were invited to attend the ceremony, where they had the opportunity to present their essays and receive their well-deserved prizes.

We extend our heartfelt congratulations to all the winners and express our admiration for everyone who participated in this competition. Each and every participant is considered a winner in our eyes, and we commend you for your remarkable achievements. Take pride in your accomplishments!

We would like to express our gratitude to the schools for their unwavering support of our programs. Furthermore, we extend our thanks to the parents and teachers who have consistently encouraged our high school students to participate in this competition. We eagerly anticipate receiving more inspiring and resourceful ideas from our students, as they play a crucial role in strengthening and advancing the field of public service.



# Welcome New PSC Staff



**Soane Kisina**  
Corporate Governance  
Division



**Florence Eke**  
Corporate Governance  
Division



**Saia Manakofua**  
Corporate Governance  
Division

## Behind The Scenes



- **Nolini Vaka'uta**
- **Principal Human Resource Officer**
- **Workforce Development Division**



- **'Omeia Lavemai**
- **Human Resource Officer**
- **Oversight Division**



- **Sisilia Leha**
- **Senior Human Resource Officer**
- **Oversight Division**

The Public Service Commission is always grateful for the valuable contributions that are made towards our Bi-Monthly Newsletters. Our goal is to provide our readers with engaging and informative content in a prompt manner. To all Line Ministries that wish to showcase their accomplishments or highlights in the upcoming issue (July-August) to submit their entries before the 25th of August 2023.