#### ISSUE 2

# PSC NEWSLETTER

### SEPTEMBER - OCTOBER 2023



### **GREETINGS AND WELCOME TO PSC**

Welcome to the September - October 2023 edition of the Office of the Public Service Commission Bi-Monthly Newsletter. We are delighted to be your source of updates on PSC's year-round activities. This newsletter serves as a valuable channel for us to keep you informed. Furthermore, it offers a platform for Government Ministries to showcase their achievements and updates.

In this issue, we delve into the exciting events and celebrations that transpired in September and October, both within PSC and among various Government Ministries. We are grateful for the continued support and attention our newsletters have received. If you seek additional information, please don't hesitate to reach out to our Oversight Division for further details. Your engagement is highly valued, and we look forward to sharing more with you in the future.

#### **OUR MISSION**

To deliver quality services with passion, integrity and efficiency via enabling platforms

#### **OUR VISION**

To be a Trusted and respected and internationally reputed Public Service

### APPOINTMENT OF THE CHIEF EXECUTIVE OFFICER FOR THE MINISTRY OF METEOROLOGY, INFORMATION, DISASTER MANAGEMENT, ENVIRONMENTS, CLIMATE CHANGE AND COMMUNICATION (MEIDECC).

#### 12 September 2023

Mr. Sione Pulotu 'Akau'ola of Nukunuku and Kanokupolu, Tongatapu has been appointed as the new Chief Executive Officer for the Ministry of Meteorology, Information, Disaster Management, Environments, Climate Change and Communication (MEIDECC). Mr. 'Akau'ola's employment by Government is for a period of four (4) years with effect from the date of signing of his new contract agreement. Mr. 'Akau'ola's is no stranger to the Public Service, spanning 16 years, he began in 1999 at the Staff Establishment Division of the Prime Minister's Office. Over this period, he demonstrated remarkable growth and was promoted to various senior positions across different Ministries. A few notable promotions included the Public Service Commission under the Prime Minister's Office, Marine and Ports & Civil Aviation at the Ministry of Transport, and when the Ministry of Infrastructure replaced the former Ministry of Works and Ministry of Transport, 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. Mr. 'Akau'ola was first appointed the CEO of the Ministry of Public Enterprises in 2015 and has completed 2 full terms as CEO. He was recently re-appointed as CEO of the Ministry of Public Enterprises on the 26th June 2023. Mr 'Akau'ola also applied for the Chief Executive Officer for MEIDECC position and after a thorough and rigorous recruitment process, the Commission offered him this position. He signed his contract on Friday the 7th September in the presence of the Honourable Prime Minister, the Chairman and Commissioners of the Public Service Commission and his family. Mr. 'Akau'ola holds a Masters Degree in Business Administration/MBA (2003) and Bachelor of Arts (1999) -(Economics Management and Public Administration) from the University of the South Pacific in Fiji. The Public Service Commission welcomes Mr. Sione 'Akau'ola's appointment as the Chief Executive Officer for the Ministry of Meteorology, Information, Disaster Management, Environments, Climate Change and Communication (MEIDECC) and wish him every success during his term in Office.





The Tonga Statistics Department (TSD) and the Ministry of Trade and Economic Development (MTED) have joined forces to conduct the Tonga Labour Force Survey (LFS) 2023. This survey is aimed at fulfilling the need for up-to-date and comprehensive labour market data to inform effective employment policies, active labour market strategies, and social protection initiatives.

This marks the second occurrence of the Labour Force Survey in Tonga. Both ministries are grateful for the financial assistance provided by the Government of Tonga, and acknowledge the technical assistance received from the International Labour Organization (ILO) and the Pacific Community (SPC).

The Tonga LFS 2023 has set out to gather more detailed information about the labour market, including key metrics such as the size of the working population, the unemployment rate, characteristics of people who are in the labour market, and data related to employment by economic activity, occupation, as well as information regarding the employment of women and young people.

Tonga LFS 2023 initiative commenced with a two-week training program on 2 October 2023, for all selected enumerators. The data collection phase began on 16 October 2023, and is scheduled to continue until the end of November 2023.



MTED's Acting CEO - Ms. Kolotia Fotu, SPC counterpart - Mr. Winston Faingaanuku, TSD staff and the selected enumerators for the Tonga LFS 2023 at the opening of the training program on 2 October 2023.

#### System of Environmental and Economic Account (SEEA) Workshop



High Level Technical Panel Discussion which included CEOs and representatives from the Tonga Power Limited, Tonga Waste Authority, Department of Environment, Pacific Center for Renewable Energy and Energy Efficiency, Department of Energy, World Bank, TOTAL Co. Ltd., Tonga Gas Ltd., TSD and SEEA Consultant.

Tonga Statistics Department (TSD), Tonga's primary government agency for economic and social statistics, collaborates with the World Bank's International Development Association (IDA) project to enhance statistics in Tonga. This project aims to improve data quality and accessibility.

This includes gathering economic statistics for the System of Environmental and Economic Accounts (SEEA).SEA combines economic and environmental data to assess their impact on each other. It provides standardized concepts for internationally comparable statistics while allowing flexibility for country-specific needs.

Dr. Tevita Tukunga is TSD's SEEA consultant, working on developing the SEEA Central Framework, method, and stakeholder consultation. On 18 October 2023, TSD and the SEEA consultant hosted a three-day workshop involving various stakeholders to discuss the SEEA framework's scope and data requirements.

### Publications



During this period, TSD published the following key reports, which are accessible to the public on their website at <a href="https://tongastats.gov.to/">https://tongastats.gov.to/</a> :

·Tonga 2021 Census of Population and Housing – Constituency Reports

•Trade Report for the 1st Quarter of 2023

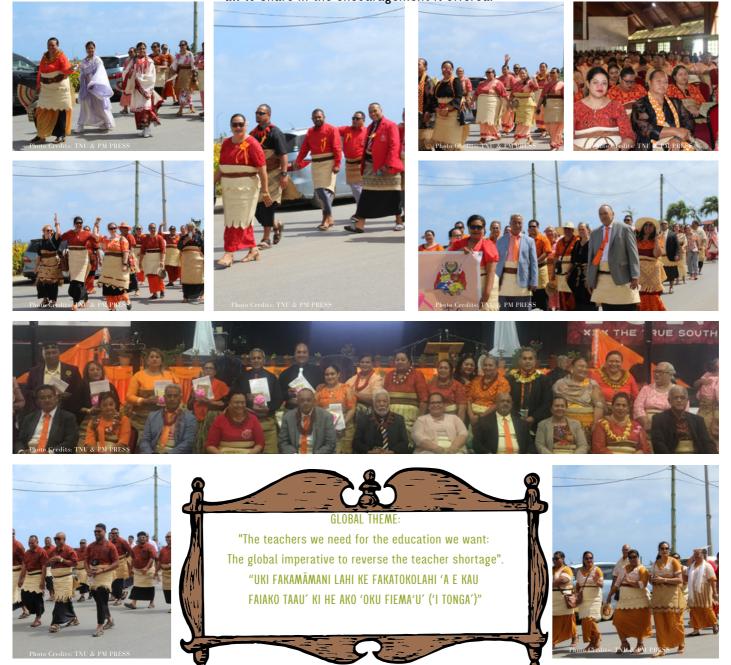
·Assessing progress towards the reduction of poverty in Tonga 2021



"On the 20th of October 2023, the Ministry of Education joyously commemorated World Teachers Day, an annual celebration traditionally observed on the 5th of October. The festivities commenced with a spirited march from Vuna Wharf to the Queen Salote Memorial Hall. Our esteemed teachers adorned themselves in their finest attire, adhering to the chosen color theme of orange.

The second segment of the celebration took place at the Queen Salote Memorial Hall, where all teachers congregated for a solemn Prayer Program to officially mark Teachers Day. The final phase of the event featured a separate program dedicated to the celebration of Teachers Day. This particular occasion also served as a poignant tribute to the teachers who, unfortunately, had passed away during the year up until October.

The message conveyed on this year's Teachers Day was not only captivating but also profoundly inspiring, urging all to share in the encouragement it offered."



#### KO E FEKAU FAKAMĀMANI LAHI MEIA MS AUDREY AZOULAY, KO E TALËKITA-SENIALE 'A E UNESCO, MR GILBERT F. HOUNGBO, TALËKITA-SENIALE 'O E INTERNATIONAL LABOUR ORGANIZATION, MS CATHERINE RUSSELL, TALEKITA PULE, UNESCO PEA MO MR DAVID EDWARDS, SEKELITALI-SENIALE 'O E AKO FAKAVAHA'A PULE'ANGA, KI HE 'AHO FAKAMANATU FAKAMĀMANI LAHI 'O E KAU FAIAKO 'AHO NIMA 'O 'OKATOPA 2023.

(" 'Oku lelei hake 'a e 'aho 'e taha mo ha faiako ma'ongo'onga 'i ha ta'u 'e tahaafe ako faka'utumauku") Ko ha Palōveape mei Siapani

Kapau 'oku tau fiema'u ke a'usia 'a e Taumu'a Fakalakalaka Tu'uloá 'i he 2023, kae tautefito ki he taumu'a ke a'usia 'a e ako 'oku vahevahe taaú mo laulōtahá, 'oku tau fiema'u ha ngaahi founga mahu'inga mo mohu fakakaukau 'a ia 'oku ne teuteu'i 'a e tokotaha 'o e 'ahó ni ki he liuanga pe liliu fo'ou 'oku fiema'u 'e he sōsaietí 'i he uhouhonga 'o e mamani feliuaki vave ko 'ení. Ko e kau faiakó ko e taha kinautolu 'o e ngaahi pou tuliki 'oku tefito mo fakafalala ki ai 'a e liuanga pe liliu fo'ou ko 'ení. 'Oku toutou fakahaa'i mai mei he ngaahi fakatotoló, ko e kau faiakó ko e levolo mahu'inga taha ia 'o e akó ki hono fakalelei'i 'a e ola 'a e fānau akó. Ko e mahu'inga 'o e kau faiakó ki he kaha'u 'o e akó kuo toe fakapapau'i ia mei he Fakataha Lahi 'a e Pule'anga Fakatahatahá ki he Liliu ki he Akó 'i he ta'u kuo 'osí, 'o faka'osi 'aki 'a hono fokotu'u 'a e Penolo Tu'unga Mā'olunga kau ki he ngāue fakafalade, 'Oku taimi totonu 'aupito 'a e tokanga mo e toe liliu fo'ou ko 'ení he 'oku lolotonga fehangahangai 'a mamani mo ha nounou 'a e kau faiako fakamamani lahi. 'I he 'etau a'u mai eni ki he vaeua 'anga mālie 'o e fononga ke a'usia 'a e Ngaahi Taumu'a Fakalakalaka Tu'uloá, 'oku kei fiema'u fakamamani lahi ke fakakau pe fakahū mai ha kau faiako 'e 44 miliona kae kakato mo feau 'a e fiema'u ki he ako si'í moe ako kolisí ki he 2030, pea fakatatau ki he fika kuo toki tuku mai mei he UNESCO moe Kautaha Ngāue 'a e Kau Faiakó (Teacher Task Force), ko e toko 15 miliona ai 'oku fu'u

fiema'u pe ia ki he Lotoloto 'o 'Afiliká. Ko e ngaahi tukui kolo ki 'utá mo tukuhāusiá, ko kinautolu ia 'oku nau fehangahangai pea mo e nounou 'a e kau faiako fe'unga mo taau ki he ngāue faka-faiakó.

#### **VAMOE PULU**

Ko e tefito mahu'inga 'o e nounou fakamāmani lahi ko 'ení ko e hōloa 'a e tu'unga manakoa 'o e ngāue faka-faiakó, 'a ia 'okú ne holoki 'a e lēsisita 'a e kau faiako fo'ou pea toe 'omi ha ngaahi tu'unga mā'olunga ke 'auhia ai mo kinautolu 'oku lolotonga ngāué, tautautefito ki he 'uluaki ta'u 'e fā pe nima 'o 'enau hū mai ki he ngāue'angá. 'I he angamahení, ko e hū mai 'a e faiakó, 'oku tau 'amanaki 'e vahe si'isi'i pe ia 'o fakatatau kapau ko ha'a ne hū ki ha ngāue 'oku fiema'u ai 'a e taukei ngāue tatau, pea lolotonga koiá 'oku fakautuutu 'a hono fakamafasia'i kinautolu 'aki ha ngaahi fatongia mo ha ngaahi ngāue fakataki kehe. Ko e 'uhī ko e ngaahi tu'unga kovi ko 'eni 'o e ngāué, 'oku fa'a lau 'a e faiakó ko ha 'ngāue 'o e feinga faka'osí' pea 'oku 'ikai 'oange ki he kau faiakó 'a e fakalangilangi mo e tu'unga 'oku totonu ke nau ma'ú.

Ko e lipooti mei he Tu'utu'uni Fakavaha'apule'anga 'i he Kaha'u 'o e Akó – Toe Fakakaukau Ki Hotau Kaha'u Fakataha – Ko ha aleapau fakasōsiale fo'ou ki he akó – 'oku ne fokotu'u mai ke toe fakakaukau'i 'a e ngāue fakafaiakó ko ha ngāue fakatahataha. Ke malava 'eni, 'oku mahu'inga ke liliu pe hiki e founga 'oku tau vakai'aki pe 'ilo'i'aki 'a e kau faiakó: 'Oku totonu ke fakamahu'inga'i kinautolu ko ha kau fakafofonga mahu'inga 'i hono fakafo'ou e aleapau fakasōsiale ki he akó. Ko e kau faiakó ko e kau ako 'i he mo'uí kotoa, 'oku nau faka'ai'ai 'a e liliú, ko e kau fakatupu mo tokoni'i 'o e 'iló pea mo e kau fale'i 'oku nau fakakau 'a e fānau akó mo poupou'i kinautolu ke mahino kiate kinautolu 'a e ngaahi faingata'a mo e ngaahi me'a mo'oni 'i hotau māmaní 'i he 'ahó ni.

'I he 'aho ni, 'i he 'Aho Fakamāmani Lahi 'o e Kau Faiakó, 'oku tau fakamanatua ai 'a e fatongia mahu'inga 'o e kau faiakó pea moe mahu'inga lahi 'o e fulihi 'a e nounou 'a e faiako fakamāmani lahí. 'Oku fakahoko ai 'a e ui mo e uki ki he ngaahi fonuá ke fakapapau'i 'oku liliu 'a e akó 'i he feitu'u kotoa pe ki ha ngāue faka'ofo'ofa mo ma'ongo'onga ange 'a ia 'oku fakamahu'inga'i, falala'anga, mo poupoua fe'unga ai 'a e kau faiakó ke feau 'a e ngaahi fiema'u 'a e tokotaha ako kotoa pe. Kuo pau ke fakahoko ha ngaahi ngāue mālohi mo loto-to'a 'o kapau 'oku tau fiema'u ke fulihi 'a e hōloa lolotongá pea lava lelei ai 'o fakatupulaki 'a e fika pe tokolahi 'o e kau faiakó



Years of Service : 37 years 

# LEADERSHIP DIVISION

OUTPUT 1: EFFICIENT, ETHICAL, RESPONSIBLE AND HIGH QUALITY SERVICE TO THE COMMISSIONERS, PRIME MINISTER, CABINET AND TO MDAS





CEO FORUM DATE: 18 OCT 2023 VENUE: OMBUDSMAN OFFICE





## Performance Development Division

### Key Activities for the month of

#### September

- Line Ministries submitted their PMS 4th Quarterly Report (April to June 2023) to the PSC Office on the 17th of July 2023.
- Disseminated the feedback report on Line Ministries' PMS Quarterly Report for quarter 4 on the 19th of September 2023.
- Line Ministries' PMS Results for the End of Year Review 2022/23 FY were submitted to the PSC Office on the 11th of August 2023.
- PSC Office PMS Team's reconciliation of Line Ministries' PMS EFY Results 2022/23 FY with PMS Managers.
- Represented the PSC Office at the Australian High Commission as a panel member for interviewing the Australian Scholarships Awards for the 2024 intake from the 5th to the 7th of September 2023.
- Submission of the PMS Internal Implementation Plan by line ministries on the 15th of September 2023.
- Final Commission Meeting regarding the PMS Form as per the PMS Review Report on the 13th of September 2023.
- Attended a Public Service Leadership Training hosted by the Balance of Power (BOP) at the Tano'a International Dateline Hotel from the 26th to the 28th of September 2023.
- Submitted the divisional Annual Report to the PSC Office Corporate Governance Division on the 25th of September 2023.
- Provided ongoing support to Line Ministries regarding PMS issues.

Contact Us: pms@psc.gov.to





### Key Activities for the month of October

- Dissemination of PMS feedback report for Line Ministries, PMS Quarterly for July to Sept 2023/24 FY.
- Commencement of the Oversight Moderation Committee at the Moderation Level.
- Dissemination of the PMS Working Calendar Schedule for 2023-24 FY to line ministries.
- Dissemination of PMS Status Check Readiness 2023/24 FY Forms and Instructions.
- Review of the Line Ministries Coaching and Mentoring Program.

### Major Challenge

Given that one of PDD staff commenced her study leave on the 18<sup>th</sup> September 2023, the division is currently facing shortage of staff as only two (2) staff remaining within the division.



5th September 2023 PSC Welcoming and Attending a special sermon of Rev.Dr. Ock Soo Park, a renowned South Korean Preacher and Pastor. Rev.Dr. Park's expertise in Evangelism and



Preaching the Good News is widely recognized and we feel privileged to be a part of this sermon.

We express our gratitude to Rev.Dr. Park and his wonderful Team for delivering an inspiring message. We have been truly blessed and thoroughly enjoyed the spiritual guidance provided.

### Farewell Luncheon with Sione Ta'ufo'ou and 'Ilisapesi Veikune

the PSC Office had numerous reasons for celebration. A luncheon was organized to bid farewell to two of our colleagues: Sione Ta'ufo'ou, who was promoted to another position in RFB, and 'Ilisapesi Veikune, who was awarded a scholarship to Japan for further studies. We also recognized and celebrated our team members who participated in September Taliui, as well as those who had birthdays in the months of July and August.

We extend our congratulations and best wishes to our two colleagues for their remarkable achievements and wish them success in all their endeavors. Additionally, we acknowledge and celebrate the contributions of our colleagues who joined the September Taliui and honored those who celebrated their birthdays in July and August.





### PSC Drivers and Liaison Advice Services for Ministry of Health Minister's Conference.



20th - 22nd September 2023 the PSC was delighted to offer support to the Ministry of Health for the 15th Pacific Health Minister's Meeting. This gathering anticipated the arrival of delegates from 18 Pacific Islands, and the Ministry of Health was making preparations to serve as the host

The PSC played a pivotal role in preparing for this event by offering guidance to the Liaison Officers and providing monitoring and support to them and the designated drivers. Additionally, we facilitated the transportation of the delegates by allocating two PSC drivers and two vehicles for the conference. We commend the outstanding efforts of the PSC team, particularly Sisilia Taulava, who managed the Liaison Officers and Drivers, and our two dedicated drivers, Mr. Romney Laiafi and Mr. Wellesley Tu'i'onetoa, for their excellent contributions.

#### NATIONAL CLIMATE CHANGE AWARENESS WEEK TREE PLANTING

22 September 2028 The PSC CEO and the staff received an invitation from MEIDECC to participate in a mangrove planting event at Sopu. This event was organized by MEIDECC as part of National Climate Change Awareness Week.



The Tree Planting initiative attracted participants from various sectors, including Line Ministries, local communities, NGOs, the Diplomatic Corps, youth groups, churches, private sector representatives, and volunteers. This collaborative effort provided a valuable experience for all of us who were invited, highlighting the significance of our environment and our role in nurturing and preserving it for the future.

We express our sincerest gratitude to the Ministry MEIDECC for extending the invitation, and we trust that they had a successful and informative National Climate Change Awareness Week. We offer our full support for the objectives of this tree planting program in Tonga and wish them the very best in their endeavors. RFB Board Member's Election Meeting for Assistant Election Officers

26th September 2023 the Office of the Public Service Commission collaborated with the Retirement Fund Board to facilitate the 2023 Retirement Fund Board Election of Members. In preparation for the election scheduled for September 27, the PSC organized a meeting at the Epworth Hall, bringing together Assistant Election Officers selected from various Line Ministries and MDA's under Schedules 1 and 2.

The primary objective of this gathering was to brief the Assistant Election Officers about their roles and responsibilities during the elections. It also provided an opportunity for AEOs to raise any questions or concerns they might have had. The arrangements for these elections were overseen by the Corporate Division in close partnership with the RFB.

### PSC Internship Program 2023

The PSC Internship Program offers students a valuable opportunity to gain practical on-the-job training both within the PSC Office and in ministries relevant to their academic programs. We were fortunate to have Miss. Falute Mohetau join us for a few weeks under the supervision of the Workforce Development Division. We trust that this internship experience has not only benefited Ms. Mohetau but has also opened doors to new and promising opportunities for her. We extend our best wishes to her as she continues to pursue her academic endeavors.

#### PSC CEO PRESENTATION FOR MAFF RETREAT 29th September 2023



# **OCTOBER HIGHLIGHTS**

FORUM 5TH October 2023 The Human Resources Department hosted a HR Forum for all HR Officers from the Line Ministries Under Schedule I. Similar to past HR Forums, the recent forum primarily focused on HR reminders, particularly related to leave management, addressing incomplete submissions, special leave without pay (not approved by the commission), the recruitment process, and emphasized the significance of new employees taking their oaths. Additionally, the forum addressed issues that HR Officers from various Line Ministries and Departments (LMS) encountered, primarily related to the Classification of Posts (COP). This forum provided an opportunity for all HR Officers to openly discuss their experiences and raise concerns specific to their respective Ministries.



#### JOB INTERVIEW TRAINING WITH JOHN FOTHERINGHAM.

6 October 2023 PSC's Policy Advisor Mr. John Fotheringham had a short training with PSC Senior Staff on the Topic Job Interviews. The Purpose of this Training was to Develop effective Interview Questions and to highlight the importance of recruitment and the effectiveness of an organisation relying on staff.

We eagerly anticipate more interactive and engaging

appreciated.

ALL DAY



This Training taught how to identify the types of questions you ask in a Job Interview and how you can get as much information out of the interviewee through the right questions you ask.

The staff also had a chance to share their experiences when it comes to interviewing and to share ways that could help improve the way we handle recruitments in the Public Service and it could start from how we prepare our questions for an interview.



#### 10 October 2023

The CEO of the Commission Mrs.Victorina Kioa had the pleasure of attending the launch of Pinktober. This event was held at Ancient Tonga attended by Organizations and Groups supporting a common goal for this years Breast Cancer Month: Give Hope, Save Lives.

October is a special time where we remember our Breast Cancer Patients. PSC offers our full support towards all the work and dedication put in towards fighting Breast Cancer.

> 6th October 2023 The Fiefia Sports kicked off with a March Parade where all Line Ministries were encouraged to Join. This is organized by the Ministry of Internal Affairs and serves as an event that will help our Public Servants participate in all sorts of sports

competitions. A few of our Dedicated healthy Staff have been faithfully taking part in this Fiefia Sports and it is safe to say that this Sports event really is all about being "Fiefia". We wish everyone the best in their games and offer our support towards MIA in their efforts to creating a healthy and happy Public Service.

FIEFIA SPORTS

#### PSC Health Check up

23 October 2023

The PSC Staff recently underwent their annual health checkup in collaboration with the Ministry of Health. These yearly health checkups serve as a crucial tool in helping our employees stay informed about their health status and raise awareness about potential health risks. These checkups encompass a range of assessments, including weight, BMI, cholesterol levels, sugar levels, and blood pressure, all of which are prevalent health concerns in Tonga. Furthermore, these health checkups offer

valuable advice on maintaining a healthy diet and a positive mental state, which are essential components of overall well-being. We extend our heartfelt appreciation to the Ministry of Health for their dedication and hard work in keeping our community informed and supporting their journey towards better health.









Congratulations Fellow Graduates



Meliame Lea



Taniela Makisi



Mele Paea Latu

We are delighted to congratulate the recent graduates who have successfully completed their studies this year and returned to their roles at PSC. As a tribute to their accomplishments, the PSC Office held a morning tea on September 29th, and it's a moment of pride for us all.

# **DECIND THE SCENES**

Suliana Wolfgramm Principal Human Resource Officer Oversight Division



Sisilia Leha Senior Human Resource Officer Oversight Division



We greatly appreciate the ongoing support for our newsletters. These newsletters serve as an additional means of connecting with our stakeholders and anyone interested in gaining insights into the workings of the Public Service Commission. If any Ministries wish to showcase

highlights, events, or achievements for the months of November and December in our upcoming newsletter, we invite you to submit your contributions to our Oversight Team at <u>Oversight@psc.gov.to</u>. Should you require further information, please don't hesitate to reach out to us via telephone at 7400300 or 7400306.

The deadline for submitting contributions is set for December 15th, 2023. As we move forward, we extend our best wishes to all our readers and everyone for the remainder of the year and eagerly anticipate engaging with you all through our upcoming newsletters