



PSC Newsletter: November | December 2020

Office of the Public Service Commission



Dr. Leiukamea Saafi, of the Ministry of Health receiving his Certificate from the Prime Minister of Tonga, Rev. Dr. Pohiva Tu'i'onetoa, in recognition of 54 years of service to the Government of Tonga during the “Recognition of Civil Servants for 30+ years of service to the Government of Tonga” event organized by the Public Service Commission.

Congratulations to all the Civil Servants who have served Government, the Kingdom of Tonga and its people for 30+ years, your service is valued and appreciated. May God Bless you all.

Working Smart with our Hearts

Welcome to PSC Newsletter

PSC Newsletter Volume 21 covers events from the Public Service for the months of November & December 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 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 for inclusion in the 1st Edition for 2021 by **26 February, 2021**.

November—December Events

- ♦ Ministry of Internal Affairs: International Day for Person with Disability 3 pg
- ♦ Recognition of Civil Servants for 30+ years of services to the Government of Tonga ...4 - 6 pg
- ♦ Ministry of Internal Affairs: White Ribbon Day 7 pg
- ♦ Attorney General Office: Law Week 8 pg
- ♦ PSC Office events 9 -12 pg
 - Remuneration - JD Training to MDAs
 - Performance Development - Trainings
 - Workforce Development - Trainings
 - Oversight - Talatalanoa Program to Ministry of Infrastructure

Up coming events:

- ♦ World Custom Day26 January 2021
- ♦ Teachers' Opening Ceremony for 2020.....29 January 2021

PUBLIC SERVICE POLICY



Policy Instructions recently approved;

- Social Media Guideline (approved on the 1 July, 2020)

Policy Instructions expected to be approved in the coming months;

- Leave Entitlements
- Code of Ethics / Conduct
- Sexual Harassment Policy
- Policy Reviews / Changes

Ministry of Internal Affairs

International Day for Person with Disability

Theme: “Building back better: towards a disability-inclusive, accessible and sustainable cost-COVID-19”

On Thursday, 3 December 2020, the Ministry of Internal Affairs celebrated the Internal Disability Day at the Tungi Colonnade Square Nuku'alofa. The program was conducted by the Ministry of Internal Affairs, and the Guest of honor was HRH Princess Salote Mafile'o Pilolevu Tuita.



HRH Princess Salote Mafile'o Pilolevu Tuita said at her keynote address, “Today we can pause and think, what can I do to assist a person with a disability at the marking of their special day today. I believe this is the right time to focus on the need and interests of person with disability socially, economically, and spiritually.”

HRH also wishes to extend her appreciation for all the assistance and cooperation offered by donor partners and stakeholders here and abroad.

“Not to forget our overseas development partners ADB, World Bank, WHO, and DFAT and many others of whom I wish to sincerely thank today.”

This day aims to foster an awareness of disability issues and gather all support for the dignity, rights, and well-being of persons with disabilities.

Attending the event was the members of the diplomatic corps, and stakeholders among other guests.



Public Service Human Resource Management

Recognition of Civil Servants for 30+ years of service to the Government of Tonga



Guest Speaker: Dr. Leiukamea Saafi
(Chief Medical Officer, MOH)



Guest of Honour: Hon Prime Minister
Pohiva Tu'lonetoa



Welcoming Remarks: Dr. Lia Maka (PSC
CEO)



Mrs. Fusi Kaho, MOH, 47 years



Lavinia Kalaleti, MET, 43 years



Lesieli 'Aleksio, MET, 42 years



Suliana Vea, MET, 40 years



Mrs. Pasifiki Palei, MET, 39 years



Mr. Seli Taufa, MLNR, 39 years

Certificate Awards



Vitolio Ha'ungatau, MET, 38 years



Laumanu Ohi, MET, 38 years



Mrs. Losaline Ta'ufo'ou, MET, 38 years



Melenaita Mahe, MOH, 37 years



Mrs. 'Amelia Holani, MET, 38 years



Meleane Mahe, MET, 37 years



Monika Finau, MET, 37 years



Kefu Fonua, MET, 37 years



Latu Soakai, (Representative) MOH, 37 years



Maliana Havea, MET, 31 years



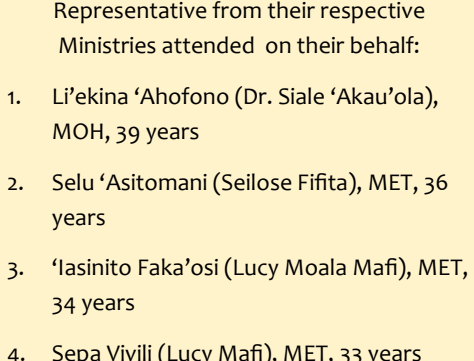
Mr. Vilimo Fakalolo, Fisheries, 33 years



Dr. Siale 'Akau'ola (rep for Li'ekina 'ahofono)



Seilose Fifita (rep for Selu 'Asitomani)



Lucy Moala Mafi, rep for 'Iasinito Faka'osi & Sepa Vivili

Representative from their respective Ministries attended on their behalf:

1. Li'ekina 'Ahofono (Dr. Siale 'Akau'ola), MOH, 39 years
2. Selu 'Asitomani (Seilose Fifita), MET, 36 years
3. 'Iasinito Faka'osi (Lucy Moala Mafi), MET, 34 years
4. Sepa Vivili (Lucy Mafi), MET, 33 years

Public Service Human Resource Management

Recognition of Civil Servants for 30+ years of service to the Government of Tonga

The PSC Office on Thursday 10th December 2020 at the Fa'onelua Convention Center, Nuku'alofa, held an employee recognition ceremony, honoring and appreciating the civil servants that have served the Public Service for 30+ years. The Hon. Prime Minister, Rev. Dr. Pohiva Tu'i'onetoa presented the certificates of recognition to these employees.

Many Congratulations to you all.

Name	Years of first appointment	Years of services
Maliana Havea – Area Organizer	First appointed in 1989 to Senior Assistant Teacher for MET	31
Selu Pepa 'Asitomani – Area Organizer	First appointed in 1984 as Untrained Teacher for MET	36
Monika Finau – Chief Inspector of Schools	First appointed in 1983 as Probationary Assistant for MET	37
Kefu Fonua – Senior Tutor	First appointed in 1983 to Assistant Teacher Diplomate for MET	37
Losaline Taufo'ou – Deputy Principal Grade I	First appointed in 1982 as an Untrained Teacher for MET	38
Laumanu Paseka Ohi – Principal Grade 3	First appointed in 1982 as Probationary Assistant for MET	38
'Amelia Fukofuka Holani – Computer Operator Grade I	First appointed 1982 as Clerk Typist Grade II for PMO	38
Vitolio Ha'ungatau – Principal Grade 2	First appointed 1982 to Probationary Assistant for MET	38
Pasifiki Hotele Nusi Palei – Principal Accounting Officer	First appointed in 1981 to Clerk Class 3 for MOJ	39
Suliana Vea – Area Organizer	First appointed in 1980 to Untrained Teacher for MET	40
Lesieli Nau 'Aleksio – Deputy Principal Grade I	First appointed in 1978 as an Untrained Teacher for MET	42
Lavinia Pua Kalaleti – Principal Grade 2	First appointed in 1977 to Untrained Teacher for MET	43
Sepa Vivili – Inspector of Schools	First appointed in 1987 to Senior Assistant Teacher for MET	33
'Iasinito Faka'osi – Senior Area Organizer	First appointed in 1986 as Probationary Assistant for MET	34
Meleane Mahe – Senior Assistant Teacher Diplomate	First appointed in 1983 to Untrained Teacher for MET	37
Vilimo Fakalolo – Deputy Chief Executive Officer	First appointed in 1987 to Agricultural Officer to the MAFF	33
Melenaite Mahe – Principal Pharmacist	First appointed in 1983 as a Pharmacist for the MOH	37
Fusi Kaho – Nurse Practitioner Supervisor	First appointed in 1973 as a Student Nurse for the MOH	47
Leiukamea Saafi – Chief Medical Officer	First appointed in 1966 to Junior Clerk for MAFF	54
Latu Soakai – Principal Medical Scientist	First appointed in 1983 as an Assistant Laboratory Technician for MOH	37
Li'ekina 'Ahofono – Senior Nursing Sister	First appointed in 1981 as a Nursing Student for the MOH	39
Seli Taufa – Deputy Chief Executive Officer	First appointed in 1981 as Cadet Draughtsman for the MLNR	39

Ministry of Internal Affairs

White Ribbon Day 2020



Theme: “Orange the world: Fund, Respond, Prevent, Collect”

The 16 Days of Activism Against Gender-Based Violence

Violence against women and girls is one of the most widespread, persistent and devastating human rights violations in our world today and is a threat to millions of girls and women. It affects women regardless of their age, background, and level of education. This violence takes many forms, including physical, sexual, or psychological violence, as well as economic abuse and exploitation. The 16 Days of Activism is an international campaign against Gender-Based Violence (GBV) and runs every year from November 25th the International Day for Elimination of Violence Against Women & White Ribbon Day to December 10th the International Human Rights Day. It is a time to galvanize actions to end violence against women and girls by relevant stakeholders within their respective countries.

FUND

- Prioritize funding for a minimum package of essential services that include GBV prevention in COVID-19 fiscal stimulus packages.
- Make flexible funding available for women’s rights organizations working at the nexus of COVID-19 and GBV
- Prioritize funding for GBV prevention and response in the Global Humanitarian Response Plan COVID-19

RESPOND

- Declare national zero tolerance policy for GBV with a concrete action plan in place.
- Launch a COVID-19 behavior change social mobilization campaign (attention on system & social norm shifts, positive masculinities, and GBV against women, including those facing intersecting inequalities).

PREVENT

- Undertake explicit measures so that services for survivors of GBV are maintained as essential during COVID-19 lockdowns, including ensuring a continuum of adequate criminal justice response.
- Ensure minimum essential services maintained and adopted where they are nonexistent.

COLLECT

- Collect data for improvement of GBV services and programmes (always ensuring survivor-centered and ethical safety standards).



Attorney General's Office

Law Week 2020

Theme: "COVID-19 and the Law"

The Attorney General's Office hosted the annual LAW WEEK programme from 15th to the 20th of November 2020. This year's theme is "COVID-19 and the Law"



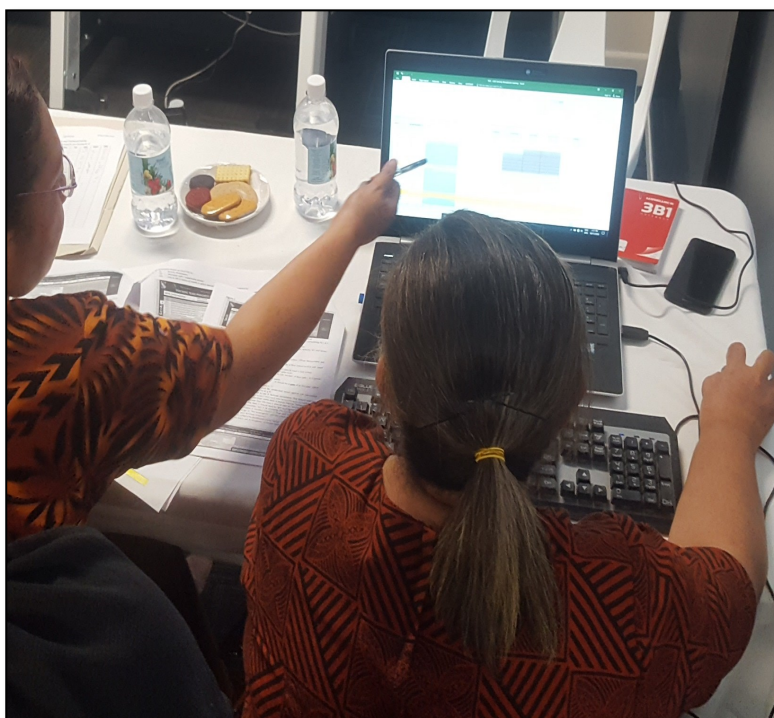
Different activities were allocated for the week including a church service, television and radio talk back programs. We also had a school competition for poster drawing, poetry & essay writing on the topic "What do you understand about COVID-19 and the Law".



Public Service Performance Development

Key Activities for the month of November 2020

- ⇒ PMS Status Check for line ministries on PMS readiness for 2020/21 FY
- ⇒ Provide a Train the Trainer Phase 9 on CHAR's Dashboard for nine (9) line ministries on 18th November, 2020
- ⇒ Final Reconciliation meeting with MET on PMS End of FY Results on 19th November, 2020 .
- ⇒ Convene of 2nd Oversight Moderation Committee Meeting on 20th Nov, 2020 .
- ⇒ Dissemination of LMs Quarterly Traffic Lights for Q1 and PMS Status Check Outcome Report of readiness for PMS MYR – 2020/21 FY.



IMPORTANT NOTICE

1. **NOTE ALL PMS Mid Year Review** for 2020/21 FY deadline is **26th February, 2021** to the PSC Office.

For more information please contact
Performance Development Division @
pms@psc.gov.to OR
pmsdivision@gmail.com

Public Service Workforce Development

Records Management Training

Date: 5 November 2020 (2 sessions morning & afternoon)

Venue: Fe'aomoengalu Custom's Building

Participants: 59 participants from 9 LMs

Trainers: Lisimeili Loloa, Michael Havili, Sione Ta'ufo'ou



Induction Training

Date: 12 Nov, 2020

Venue: PSC Office Training Room

Participants: 10 New Employees

Trainers: Nolini Vaka'uta (PSC), Sulieti Pulu (PSC), Pita Tu'ivai (MORC), Fe'ofa'aki Fusikata (RFB), Tu'itamala Vaka (FINANCE)

Pacific Labour Mobility Analysis - Round Table Discussion

Date: 18 November 2020

Venue: House of Tonga, Conference Room

Participants from PSC: Nolini Vaka'uta & Sulieti Pulu

Hosted by: MTED & APTC (Australia Pacific Training Coalition)



- Meeting with JICA Representative on 20 November & 18 December 2020 regards the status of JICA scholars
- Facilitate correspondences with NEMC to seek approval for outbound travel of JICA scholars to Japan in 2021.
- Continuation of discussions with NZ PSC Fale on opportunities relating to Leadership Development

Public Service Remuneration

Key Activities for the month

- ◆ 30th November – Due date for all re-evaluations from line ministries including Schedule 2; JD transitions from 10 line ministries – smaller
- ◆ A total of sixty-four (64) positions were evaluated in November and December, details:
 - 21 posts sized by Job Evaluation Team
 - 4 posts banded by the Remuneration Authority
 - 39 positions confirmed as resultant vacancies
- ◆ Transition of Job Descriptions (JDs) from the old template to the new template for the PSC Office completed as scheduled
- ◆ Support and assist the Line Ministries in JD creation and transitioning to the new template by conducting a further Job Description Training for:
 - MFA on the 3, 19 & 25 November
 - MOJ on the 5 & 16 November



Job Description Training for MOJ on 16 November 2020



Job Description Training for MOJ on 16 November 2020



Further Job Description consultation with MFA on 25 November



PSC Job Evaluation Team (JET)



Further Job Description consultation with MFA on 25 November



PSC Job Evaluation Team (JET)

For more information please contact
Remuneration Division @
remuneration@psc.gov.to

Public Service Oversight

Talatalanoa Program (Roadshow)

The Talatalanoa Program (Roadshow) was conducted to the Ministry of Infrastructure on the 21 October, 2020. The purpose of the visit was for PSC Office to listen to MOI's concerns/queries regarding PSC's services and policies. PSC staff from relevant Divisions were available to address issues relating to PSC Policies, Training Programs, PMS, Recruitment Cases, Vetting of Critical Positions or Band sizing etc. There were 26 staff that participated from MOI.



Mr. Charles Lavemaau representing the
Corporate Division



Mr. Moleni Ika representing the PDD &
WDD Division



Ms. Malia Pome'e & Ms. Kolosia Talamai
representing the HRM Division



Ms. Victorina Kioa representing the
Oversight Division



Mr. Tevita Fotu representing the
Remuneration Division

We wish to acknowledge every contribution to the PSC Newsletter. We appreciate very much the articles and information shared in this newsletter. We also acknowledge the Facebook pages, official Govt. Ministry's Facebook page 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

for our next newsletter by **26 February, 2021.**

Behind The Scenes



Victorina Kioa
Deputy Secretary
Oversight



Lavenita Fakava
Assistant Secretary
Oversight



'Ana Ma'afu
Senior Assistant
Secretary
Oversight



Maa'imoa Mafile'o
Senior Assistant
Secretary
Oversight